



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION  
6611 Kenilworth Avenue • Riverdale, Maryland 20737

**M-NCPPC Resolution No. 24-15**

**FISCAL YEAR 2025 REOPENER AGREEMENT ON WAGES  
WITH FRATERNAL ORDER OF POLICE, LODGE NO. 30**

**WHEREAS**, §16-302 of the Land Use Article of the Annotated Code of Maryland requires the Maryland-National Capital Park and Planning Commission (the "Commission") to engage in collective bargaining for certain employees and under specified circumstances;

**WHEREAS**, eligible Commission employees are organized into the Park Police Bargaining Unit and have elected the Fraternal Order of Police, Lodge No. 30 ("FOP") to be their exclusive representative for the purpose of collective bargaining with the Commission;

**WHEREAS**, the FOP has a Collective Bargaining Agreement with the Commission, effective February 1, 2023, through January 31, 2026 ("Agreement"), covering wages, retirement, promotions, and other items of significant fiscal cost;

**WHEREAS**, Article V of the Agreement requires the parties to re-open negotiations regarding fiscal year 2025 wages and other matters;

**WHEREAS**, in January 2024 the Commission's designated management team began negotiations with FOP in good faith pursuant to Article V of the Agreement, regarding wages and other matters;

**WHEREAS**, the FOP declared impasse in March 2024 and invoked interest arbitration in accordance with §16-308 of the Land Use Article of the Annotated Code of Maryland;

**WHEREAS**, through the use of binding interest arbitration the respective bargaining teams have resolved the re-opener items ("Reopener Agreement");

**WHEREAS**, having submitted the more reasonable offer as determined by the Arbitrator, the Reopener Agreement consists of the Commission's last final offer to the FOP, dated March 15, 2024;

**WHEREAS**, the Reopener Agreement, which is incorporated in this Resolution as Exhibit A, provides for the following wage adjustments:

1. Effective the first full pay period after July 1, 2024, the minimum starting salary of a Park Police Officer (PO2 Step B) shall be increased to \$61,721.00 and all subsequent steps shall be increased accordingly;
2. Officers shall receive a regular Merit/Step increase;
3. Effective the first full pay period after July 1, 2024, Officers shall receive a cost-of-living increase of two and one-half percent (2.5%); and
4. Officers shall receive the current Additional Step Increase (“ASI”) if they would otherwise become eligible for an ASI during the fiscal year; and

**WHEREAS**, the Reopener Agreement will be effective July 1, 2024, unless expressly specified therein.

**NOW THEREFORE, BE IT RESOLVED**, that the Maryland-National Capital Park and Planning Commission approves the provisions contained in the Reopener Agreement, as set forth in Exhibit A, and replicated above; and

**BE IT FURTHER RESOLVED**, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other officers to make, enter into, and execute such other agreements, instruments and further assurances, as well as amend any pay schedules, as may be necessary to effectuate this Resolution to approve and ratify the Reopener Agreement attached hereto as Exhibit A.

Approved for legal sufficiency:

*Ben Rupert*      9/3/2024

Ben Rupert, Principal Counsel

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of M-NCPPC Resolution No. 24-15 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Hedrick, with Commissioners Bailey, Bartley, Geraldo, Harris, Hedrick, Linden, Pedoeem and Shapiro voting in favor of the motion, with Commissioners Doerner and Washington absent at its regular meeting held on September 18, 2024 in-person and via video-conference at the Prince George's Parks and Recreation Administration Building in Riverdale, MD, and broadcast by the Department of Parks and Recreation, Prince George's County.

*William Spencer*  
William Spencer, Acting Executive Director

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S  
PROPOSAL TO  
FRATERNAL ORDER OF POLICE LODGE NO. 30

March 15, 2024

**Wages.**

**For FY 2025:**

- Effective the first full pay period after July 1, 2024, the minimum starting salary of a Park Police Officer (PO2 Step B) shall be increased to \$61,721.00, and all subsequent steps shall be increased accordingly;
- Officers shall receive a regular Merit/Step increase;
- Officers shall receive a two and one-half percent (2.5%) COLA effective the first full pay period following July 1, 2024;
- Officers shall receive the current ASIs if they would otherwise become eligible for an ASI during the fiscal year.

**FOP 30**  
**FY2025 Reopener**  
**March 12, 2024**

**5.1 Wages**

(A) Effective the first full pay period after July 1, 2024 ~~2022~~, the minimum starting salary of a Park Police Officer (PO2 Step B) shall be increased to \$62,911 ~~\$54,620~~, and all subsequent steps shall be increased accordingly. Effective the first full pay period after July 1, 2024 ~~February 1, 2023~~, the MNCPPC will implement the attached wage scale, which reflects 5% promotional increments and from PO-2 to PO-4 and 3.5% step increases. For PO-5, the pay scale also reflects 3.5% step increases from Step B through Step Q. Additional service increments ASI-1, ASI-2, and, ~~effective January 7, 2024~~, ASI-3 reflect an adjustment of 3.5% above the preceding step or ASI. There is a 5% step increase between PO3 through PO5, Steps A, and B.

[No change to Article 5.1(B)]

(C) Effective the first full pay period after November 1, 2022, all officers covered by this Agreement shall receive an across-the-board increase of one percent (1.0%). Effective the final full pay period of FY 2023, all officers covered by this Agreement shall receive an across-the-board increase of five percent (5.0%). Effective the pay period beginning January 7, 2024, all officers covered by this Agreement shall receive an across-the-board increase of five and one half percent (5.5 %). Effective the second full pay period after July 1, 2024, all officers covered by this Agreement shall receive an across-the-board increase of three percent (3.00%).

(D) The parties shall participate in a reopener for the ~~second and third year of the contract (Fiscal Year 2025 and Fiscal Year 2026)~~. During this ~~these~~ reopener, either party shall be able to present proposals relating to Section 5.1. ~~In addition, the FOP shall be entitled to make proposals regarding the timely completion of performance evaluations.~~ Negotiations for each reopener shall begin on January 1 of the prior fiscal year. Absent mutual agreement between the parties, negotiations shall be completed by March 15 of the prior fiscal year.

Effective the first full pay period after May 1, 2005 all officers holding the rank of Sergeant shall receive a wage increase of five percent (5.0%). All officers promoted to the rank of Sergeant after January 1, 2006 shall receive a wage increase of ten percent (10.0%).