



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

M-NCPPC Resolution No. 22-19

FISCAL YEAR 2023 REOPENER AGREEMENT ON WAGES WITH  
MUNICIPAL AND COUNTY GOVERNMENT EMPLOYEES ORGANIZATION (MCGEO)  
UFCW, LOCAL 1994

WHEREAS, the Maryland-National Capital Park and Planning Commission submitted its proposed Fiscal Year 2023 operating and capital budget to the Montgomery and Prince George's County Councils in compliance with §18-105 of the Land Use Article of the Annotated Code of Maryland;

WHEREAS, on May 12, 2022, the joint County Councils reviewed and approved the Bi-County budget items allocated to both counties and authorized compensation and benefits adjustments within the total dollars proposed by the Commission;

WHEREAS, §16-201, et. seq., of the Land Use Article of the Annotated Code of Maryland requires the Commission to engage in collective bargaining for certain employees and under specified circumstances;

WHEREAS, eligible Commission employees are organized into the Service/Labor, Trade, and Office Bargaining Units have elected the Municipal and County Government Employees' Association, United Food and Commercial Workers, Local 1994, (MCGEO) to be their exclusive representative for the purpose of collective bargaining with the Commission;

WHEREAS, Article 5.2.2 of the Commission's Collective Bargaining Agreement ("Agreement") with MCGEO, adopted by Resolution 21-16 on September 15, 2021, requires the parties to return to negotiations regarding Fiscal Year 2023 wages and other matters;

WHEREAS, in Spring 2022 the Commission's designated management team began negotiations with MCGEO in good faith;

WHEREAS, the respective bargaining teams have reached a proposed agreement ("Reopener Agreement") that is subject to ratification by the Commission and MCGEO, and such Reopener Agreement, otherwise referred to as Maryland-National Capital Park and Planning Commission Proposals to Municipal and County Government Employees Organization, UFCW, Local 1994, dated August 17, 2022, is attached hereto and incorporated in this Resolution as Exhibit A;

WHEREAS, the Reopener Agreement will be effective October 1, 2022, unless expressly specified otherwise therein;

NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves, and does hereby ratify, the provisions contained in the Reopener Agreement, as signed by the parties' designated representatives on August 17, 2022, attached hereto as Exhibit A; 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 schedule as may be necessary to effectuate its decision to approve and ratify the Reopener Agreement attached hereto as Exhibit A.

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 22-19 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Washington, seconded by Commissioner Patterson, with Chair Anderson, Vice Chair Shapiro, Commissioners Cichy, Doerner, Patterson, Rubin, Verma and Washington voting in favor of the motion, with Commissioners Bailey and Geraldo absent at its special meeting held on Thursday, September 8, 2022 via video-conference, and broadcast by the Montgomery Planning Department.

  
Asuntha Chiang-Smith  
Executive Director

Reviewed and Approved for Legal Sufficiency:  
Debra S. Borden  
Office of the General Counsel  
August 25, 2022

TENTATIVE AGREEMENT

THE MARYLAND-NATIONAL CAPITAL  
PARK AND PLANNING COMMISSION'S

AND

MUNICIPAL AND COUNTY GOVERNMENT  
EMPLOYEES ORGANIZATION

UFCW, LOCAL 1994

MANAGEMENT RESPONSE TO MCGEO'S COUNTERPROPOSAL  
ON FY 2023 WAGE ADJUSTMENTS

**1. Merit Increases (5.1)**

The Commission proposes that bargaining unit members receive a service increase (Anniversary increase) of 3.5% in Fiscal Year 2023, provided they are not at top of grade and otherwise satisfy the conditions set forth in Article 6. All other terms of Section 5.1 remain unchanged.

**2. Cost of Living Adjustment (5.2.1)**

The Commission proposes that bargaining unit members receive a Cost of Living Adjustment of three and one-half (3.5%) effective the last full pay period of June 2023.

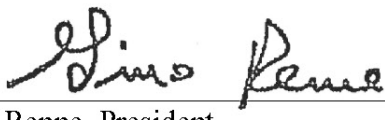
**3. Tiered Lump Sum**

- A. For all bargaining unit members hired on or before February 1, 2022: members making \$33,838 – \$41,999 shall receive a \$2,800 inflationary relief bonus. This will be a one-time payment.
- B. For all bargaining unit members hired on or before February 1, 2022: members making \$42,000 – \$49,999 shall receive a \$2,500 inflationary relief bonus. This will be a one-time payment.

**4. Longevity Increase (5.2.4)**

The Commission proposes that the longevity increase in Fiscal Year 2023 remain the three and one-quarter percent (3.25%) and that the eligibility terms for the longevity, including the completion of seventeen (17) years of service, remain as set forth in the Collective Bargaining Agreement.

By:   
for Asuntha Chiang-Smith,  
Executive Director

By:   
Gino Renne, President