Resolution No.: 20-783
Introduced: April 8, 2025
Adopted: April 29, 2025

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: County Council

SUBJECT: Collective Bargaining Agreement with the Municipal & County Government Employees Organization, UFCW, Local 1994 – Fiscal Year 2026

Background

1. Section 511 of the County Charter authorizes the County Council to provide by law for collective bargaining, with arbitration or other impasse resolution procedures, with authorized representatives of County government employees.

2. Chapter 33, Article VII of the County Code implements Section 511 of the Charter and provides for collective bargaining by the County Executive with the certified representatives of County employees and for review of the resulting contract by the County Council.

3. Fiscal Year (FY) 2026 represents Year 3 of the collective bargaining agreement (the "Agreement") between the County government and the Municipal and County Government Employees Organization, UFCW, Local 1994 ("MCGEO") for the term July 1, 2023 through June 30, 2026.

4. On April 1, 2025, the County Executive submitted to the Council a statement of the fiscal impacts of the provisions of the Agreement taking effect in FY2026. The total anticipated fiscal impact of the provisions for FY2026 is $21,885,686. The County Executive did not identify any new legislation required to implement the Agreement in FY2026.

5. The Council is required by law to indicate, on or before May 1, 2025, its intention regarding the appropriation of funds required to implement the Agreement in FY2026.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

For FY2026, the County Council intends to **approve** the appropriation of funds to implement the following provisions of the Agreement, for which the Executive has identified fiscal impacts in FY2026:

1. *General wage adjustment*. The Agreement (Article 5) requires a 3.0% general wage adjustment effective the first full pay period in July 2025. The anticipated fiscal impact of the adjustment for FY2026 is $16,428,138.

2. *Service increments*. The Agreement (Article 6) requires a 3.5% service increment for eligible bargaining unit members on their anniversary dates. The anticipated fiscal impact of the increments for FY2026 is $4,985,326.

3. *Longevity step increases*. Under the Agreement (Article 5), eligible bargaining unit members on the OPT/SLT salary schedules are eligible for a 3.25% longevity step increase, and eligible members on the Correctional Officers and Deputy Sheriff Uniform Salary Schedules are eligible for a 3.5% longevity step increase, when they have completed 16 years of service; 20 years of service; and 25 years of service. The anticipated fiscal impact of the step increases for FY2026 is $472,222.

This is a correct copy of Council action.



Sara R. Tenenbaum
Clerk of the Council