

Resolution No.: 20-1097  
Introduced: April 14, 2026  
Adopted: May 4, 2026

**COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND**

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Lead Sponsor: County Council

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**SUBJECT:** Collective Bargaining Agreement with the Municipal & County Government Employees Organization, UFCW, Local 1994 - Fiscal Year 2027

**Background**

1. Section 511 of the County Charter authorizes the County Council to provide by law for collective bargaining with authorized representatives of County government employees.
2. Chapter 33, Article VII of the County Code implements Section 511 of the Charter. Chapter 33 provides for collective bargaining by the County Executive with the certified representative of County employees and requires the Council to review the resulting collective bargaining agreement.
3. Fiscal Year 2027 (FY27) represents Year 1 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, 2026 through June 30, 2029.
4. On April 1, 2026, the County Executive transmitted to the Council a statement of the fiscal impacts of the provisions of the Agreement taking effect in FY27. The total anticipated fiscal impact of the provisions for FY27 is \$27,226,305.
5. The County Executive has indicated that new County legislation will be required to implement certain provisions of the Agreement related to employee retirement benefits. The County Executive submitted the proposed legislation to the Council on April 23, 2026. The Council intends to introduce the proposed legislation on May 5, 2026.
6. The Council is required by law to indicate, on or before May 1, 2026, its intention regarding the appropriation of funds required to implement the Agreement in FY27.

**Action**

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

For FY27, 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 FY2027:

1. *General wage adjustment.* The Agreement (Article 5) requires a 2.85 percent general wage adjustment effective the first full pay period in July 2026. The anticipated fiscal impact of the adjustment for FY27 is \$17,243,104.
2. *Service increments.* The Agreement (Article 6) requires a 3.5 percent service increment for eligible bargaining unit members on their anniversary dates. The anticipated fiscal impact of the increase in increments for FY27 is \$5,189,129.
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 percent longevity step increase, and eligible members on the Correctional Officers and Deputy Sheriff Uniform Salary Schedules are eligible for a 3.5 percent 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 FY27 is \$451,661.
4. *Training pay differential.* The Agreement (Article 5) expands eligibility for a pay differential of \$4.25 an hour to “Journey-level employees (Mechanic Technician II, Electrician I or II and Plumber I or II) in DGS, who have been selected for, taken, and completed the membership training, and are assigned to mentor/train an employee as part of the registered apprenticeship program.” The anticipated fiscal impact to the expanded eligibility is \$22,950 for FY27.
5. *Tuition assistance.* The Agreement (Article 21) requires tuition assistance funds of \$150,000 per fiscal year for eligible MCGEO members. The anticipated fiscal impact of this provision is \$112,500 for FY27.
6. *Tool allowances.* The Agreement (Article 32) increases an annual tool allowance for eligible autobody mechanics and welders from \$785 to \$1,000. In addition, Article 32 increases an annual tool allowance for eligible apprentice mechanics from \$665 to \$850. The anticipated fiscal impact of the increased tool allowances is \$47,730 for FY27.

7. *Shoe allowance.* The Agreement (Article 32) increases a safety shoe reimbursement from \$150 to \$250 for eligible employees; increases a uniform shoe alternative reimbursement from \$110 to \$150 for eligible employees; and provides a new public safety shoe reimbursement of \$175 for eligible uniformed employees who work in the Sheriff's Department or the Department of Corrections. The anticipated fiscal impact of the increased shoe allowances is \$159,925 for FY27.
8. *Retirement legislation.* The Agreement (Articles 41 and 44) requires the County Executive to submit legislation to the County Council regarding the Employee Retirement System and the Guaranteed Retirement Income Plan (GRIP). The Executive submitted the proposed legislation to the Council on April 23, 2026. The Council will introduce the proposed legislation on May 5, 2026.
9. *Health benefits.* The Agreement (through an incorporated Memorandum of Agreement) would expand eligibility for retiree health benefits to certain part-time School Health Services and Crossing Guard employees. The anticipated fiscal impact for FY27 is \$0.
10. *Sheriff's Office – Deputy Sheriff salary adjustment.* The Agreement (Appendix VII) increases the Deputy Sheriff Uniform Salary Schedule by an average of 3.77 percent effective July 1, 2026. The anticipated fiscal impact of the adjustments for FY27 is \$238,168.
11. *Sheriff's Office – canine handlers.* The Agreement (Appendix I) requires canine handlers to be compensated for the care and maintenance of the canine, at their regular hourly rate, for 1 hour per day. The anticipated fiscal impact of this requirement for FY27 is anticipated to be \$35,014.
12. *Health and Human Services – increased stipends for peer support specialists.* The Agreement (Appendix II) increases, from \$1,500 to \$3,500, a yearly stipend for eligible Therapists, Behavioral Health Associate Counselors, Behavioral Health Technicians, and Community Service Aides hired as Peer Support Specialists assigned to the Crisis Center. The anticipated fiscal impact of the increased stipends for FY27 is \$96,885.
13. *Health and Human Services – stipends for child welfare employees; hazard pay differential.* The Agreement (Appendix II) provides a \$3,500 yearly stipend to certain "Case-carrying Child Welfare Services bargaining unit employees. In addition, Appendix II requires: "Bargaining unit employees shall receive a hazard differential of \$8.00 per hour while assigned to Progress Place." The anticipated fiscal impact of the stipends and pay differential for FY27 is \$505,668.

14. *Department of Police – attendance incentive.* The Agreement (Appendix III) requires an attendance incentive program under which eligible “PSECS II, III, IV, and Senior PSECS within the Bargaining Unit shall be eligible to receive a \$1,000 attendance incentive for full-time employees and a \$600 incentive for part-time employees”, every 6 months. The anticipated fiscal impact of the incentive program for FY27 is \$325,534.
15. *Department of Corrections – nurse differential.* The Agreement (Appendix IV) increases from \$2.75 to \$3.50 per hour the differential for Nurses identified as medical charge nurses. The anticipated fiscal impact of the increased differential for FY27 is \$42,180.
16. *Department of Corrections – Correctional Officer salary adjustment.* The Agreement (Appendix VII) increases the Correctional Officer Uniform Salary Schedule by 1.56 percent effective July 1, 2026. The anticipated fiscal impact of the adjusted salary schedule for FY27 is \$502,135.
17. *Department of Recreation – holiday pay.* The Agreement (Appendix XV) qualifies eligible seasonal employees working in Aquatics to receive Holiday Premium Pay when scheduled to work on Memorial Day, Independence Day, Labor Day, and Juneteenth. The anticipated fiscal impact for the increased holiday pay for FY27 is \$58,873.

This is a correct copy of Council action.



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Sara R. Tenenbaum  
Clerk of the Council