

**Tentative agreement for 2016-2019 MOU.  
BETWEEN  
BALTIMORE COUNTY ADMINISTRATION  
AND  
Baltimore County Federation of Public Employees**

Section 2.3 e Federation President Existing language

Section 2.3 f Second full released employee In fiscal year 2018 the President of the Federation may designate one employee from pay-schedule I-C or I-E, or I in classifications of Correction Sergeant or below, Emergency Communications Technician II or below or at grade 25 or below on pay schedule I to be granted full-time leave of absence from the Department to which they are otherwise assigned, but shall remain on the payroll of such Department, for the purpose of performing full-time duties on behalf of the Federation. During such leave, the president designee shall continue to accumulate seniority and shall receive all benefits as if he were fully on duty including, but not limited to, pension accruals and fringe benefits.

**Re-letter the remaining sections of 2.3**

Section 8.5- Regular Rate of Pay

- (a) Effective July 1, 2016 pay schedule I, I-C and I-E salary scale shall be increased by two (2%) percent.
- (b) Effective July 1, 2017 pay schedule I, I-C and I-E salary scale shall be increased by two (2%) percent.
- (c) Effective July 1, 2018 pay schedule I, I-C and I-E salary scale shall be increased by two (2%) percent.
- (d) Steps and longevities shall be guaranteed for fiscal years 2017, 2018 and 2019.
- (e) For Fiscal years 2017, 2018 and 2019 if any other bargaining unit represented by a union receives a mutually agreed upon wage increase or any other form of compensation/fringe benefit including but not limited to premium pay, allowances special duty pay, reclassifications, pension and insurance, members of the Baltimore County Federation of Public Employees shall receive the same amount of increase on the same effective date.

Article 12 Section 12.4 Furlough and lay off

Bargaining unit member shall not be furloughed or laid off in fiscal years 2017, 2018 and 2019.

Article 19 Pensions

Contributions

Employee contributions into the Retirement System are made through automatic payroll deductions. Retirement deductions are non-taxable, reducing the taxable income reported on the member's W-2 Form.

Employees hired before July 1, 2007 I-C Payschedule

Effective July 1, 2016 pay schedule I-C employees who contribute less than 6.50% of their salary toward their pension shall increase their contribution to the rate of 6.50% of salary toward their pension.

Effective July 1, 2017 pay schedule I-C employees who contribute less than 7.00% of salary toward their pension shall increase their contribution to the rate of 7.00% of salary toward their pension.

Effective July 1, 2018 pay schedule I-C employees who contribute less than 7.50% of salary toward their pension shall increase their contribution to the rate of 7.50% of salary toward their pension.

Effective July 1, 2016 pay schedule I-C employees contributing more than 7.50% of their salary toward their pension shall have the contribution rate set at 7.50%

Employees hired before July 1, 2007 Pay Schedule I and I-E

Effective July 1, 2016 pay schedule I and I-E employees who contribute less than 6.25% of their salary toward their pension shall increase their contribution to the rate of 6.25% of salary toward their pension.

Effective July 1, 2017 pay schedule I and I-E employees who contribute less than 6.75% of salary toward their pension shall increase their contribution to the rate of 6.75% of salary toward their pension.

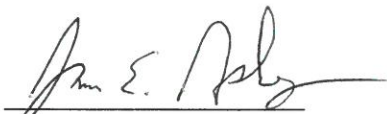
Effective July 1, 2018 pay schedule I and I-E employees who contribute less than 7.25% of salary toward their pension shall increase their contribution to the rate of 7.25% of salary toward their pension.

Effective July 1, 2016 pay schedule I and I-E employees contributing more than 7.25% of their salary toward their pension shall have the contribution rate set at 7.25%


Section 22.3 - Term of Memorandum of Understanding

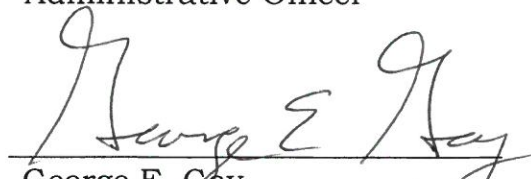
This Memorandum of Understanding shall become effective July 1, 2016 and shall continue in full force and effect until June 30, 2019. This Memorandum of Understanding shall automatically renew itself as of July 1, 2019 and for yearly periods thereafter unless either party shall give the other written notice of a desire to terminate, modify or amend this Memorandum of Understanding prior to October 15, 2018 or October 15 of any subsequent year. If legislation necessary to effectuate the terms of this agreement is not adopted by the County Council, the parties shall recommence negotiations if either party so requests.

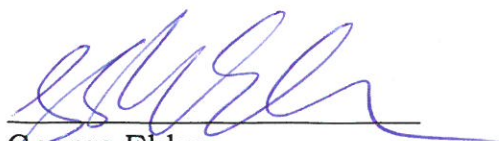
This agreement will be reopened on January 1, 2017 for the sole purpose of negotiation Article 9-Health Insurance Committee and Coverage, with the Health Care Bargaining Agent.

  
John Ripley  
BCFPE President

  
Fred Homan  
Administrative Officer

  
Treshonda Chatmon  
Negotiating Team

  
George E. Gay  
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