

Tentative Agreement BCFPE and Baltimore County

- 8.5 Regular Rate of Pay:
- (a) Effective July 1, employees shall receive the rate of pay set forth in Exhibits C-1 (I), C-2 (I-C), and C-3 (I-E). For Pay Schedule I, this reflects a 2% COLA. For Pay Schedule I-C and I-E, this reflects a 3% COLA and addition of a 13 year longevity step.
 - (b) Effective January 1, employees on Pay Schedule I shall receive a rate of pay set forth in Exhibit C-4, reflecting a 2% COLA.
 - (c) Employees in 1-C shall receive a 1 grade increase on July 1, 2023. Employees in I-E shall receive a-1 grade increase on July 1, 2023. ECT Trainee position will be eliminated. ECT-T and ECT-1 will move to grade 5E. The 1-C and 1-E grade increases will be effective on July 1, 2023 with immediate pay increases.
 - (d) Pay Schedule 1 Criminal Records Processors who are deemed essential employees shall be placed on Grade 22 and re-classified as a new Criminal Records Processor II.
 - (e) Steps and longevities shall be guaranteed for fiscal year 2024/2025.
 - (f) Strike Me-too language
 - (g) Eligible crew chiefs will be paid a bonus of \$2500, paid in a lump sum, on July 1, 2023. The bonus will continue annually and end upon the completion and implementation of the class and comp study. The County and the union will partner to identify the eligible crew chiefs and produce the list of eligible employees to OHR and payroll for processing.

8.6 Meal Allowance: Any employee performing duties beyond the normal work hours on weekdays, and in addition, all non-prearranged work hours on weekends, all work performed beyond the normal work day on prearranged weekends and on holidays, will be paid at a **rate of ten dollars (\$10.00)** per meal, pursuant to the following schedule

Correctional Officers will continue to be entitled to meals under the schedule stated in Article 8, section 8.6, however, when a meal is provided to the Correctional Officer working overtime, this shall be considered as one meal and the employee will not receive the **ten dollars (\$10.00)** for the meal.

Section 12.4

Furlough and lay off:

Bargaining unit members shall not be furloughed or laid off in fiscal year **2024/2025**.

Section 13.1

Add: c) Members shall be entitled to two Diversity and Inclusion Days in accordance with County policy.

Section 19.2

Pension Study: The County agrees to conduct a study regarding pension benefits that are offered to FPE unit members. The study will consider plan offerings that would be cost neutral relative to peer jurisdictions and, at FPE's request, will include within its scope: the availability of DROP for employees hired on or after July 1, 2007, required years of service for uniformed Correctional employees full-service retirement including possible cost-neutral move back to a 20-year retirement, and required years of service for ECT employees full-service retirement including possible cost-neutral move to 30/25 year retirement.

Section 16.6 -

Federation Leave- the Federation will be granted **1350** hours off for Federation business, conventions, seminars, training, etc. per year. If the Federation desires to use such leave, it must submit an oral request therefore, followed by written application for such leave, to the Director of Human Resources at least five (5) workdays prior to such use. Such leave may be denied by the Director of Human Resources only on the basis that it would unreasonably interfere with the County's operations.

Section 22.3

Term of Memorandum of Understanding This Memorandum of Understanding shall become effective July 1, 2023 and shall continue in full force and effect until June 30, 2025. This Memorandum of Understanding shall automatically renew itself as of July 1, 2025 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, 2024 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, 2024 for the sole purpose of negotiation Article 8.5 - Regular Rate of Pay.

A Side letter to make the ECT 2 position non-competitive beginning July 1, 2023.

Add Widows benefit language in appropriate section:

Effective July 1, 2023, all Pay Schedule 1-C members will contribute an additional 1% contribution to the Employees' Retirement System.

Effective July 1, 2026, all Pay Schedule 1-C members who have completed at least twenty-five (25) years of creditable service will be entitled to the Option 7 benefit, a 50% spousal benefit at no cost to the employee in retirement, provided the member meets the 36-month contribution requirement to pay for the Option 7 benefit.

A Pay Schedule 1-C member who retires between July 1, 2023 and June 30, 2026 may purchase the Option 7 benefit by paying a post-tax 1% lump-sum equivalent of contributions for the period of time between their retirement effective date and July 1, 2026 based on the member's base salary at the time of retirement. The lump sum payment must be made on or before the member's retirement effective date and will not be included in the member's DROP Account.

A Pay Schedule 1-C member who retires on or after July 1, 2026 and selects both the DROP and the Option 7 benefit may recoup some of the additional contributions for the Option 7 benefit in the member's DROP account. In order to meet the 36-month contribution requirement to pay for the Option 7 benefit, those members who select both the DROP and the Option 7 benefit must pay a post-tax lump-sum equivalent of contributions to cover the portion of the 36-month requirement that was included in the member's DROP benefit. The lump sum payment must be made prior to the member's retirement effective date.

The additional contributions will be codified in Section 5-1-203 of the County Code. The Option 7 benefit will be codified in Section 5-1-231 of the County Code and the County Code will be the controlling document in the case of any discrepancies.

AGREED AND ACCEPTED BY:



John Ripley
ON BEHALF OF THE ASSOCIATION



Rebecca Young
ON BEHALF OF BALTIMORE COUNTY, MD



JOHN A. OLSZEWSKI, JR.
County Executive

STACY L. RODGERS
County Administrative Officer

February 14, 2023

Mr. John E. Ripley
Chairman
Baltimore County Health Care Review Committee
305 West Chesapeake Ave
Suite L30
Towson, MD 21204

Re: Proposed One-Rate Structure and Retiree Flat Rate Technical Adjustment for Medical Eligible Retirees

Dear Mr. Ripley:

Thank you for your follow up email following our Health Care Review Committee (HCRC) virtual meeting on Monday, February 13, 2023. We met with the HCRC Labor representatives to discuss the County's proposed transition from the current bifurcated (pre-2007/post-2007) healthcare plan to a proposed uniform healthcare plan commencing in January of calendar year 2025. We were pleased to learn that the HCRC preliminarily agrees with the County's proposed changes discussed today by majority vote.

Please accept this communication as written articulation of the proposed plan discussed during our meeting:

1. **For Active Employees** - create one-rate structure effective in FY 2025 / CY 2025. The rate structure will mirror pre-2007 structure and will remain at current employer subsidy levels.
2. **Pre-Medicare Retirees** - remove flat rate structure for those hired and retired after 2007 to mirror the retiree structure for those hired prior to and retired after 2007 to take effect in FY 2025 / CY 2025.
3. **Medicare-eligible Retirees Hired After 2007** – realign flat rates to account for fully-insured Labor First plan to take effect in FY 2025 / CY 2025.

At this time Baltimore County has no other substantive changes proposed for FY 2024 / CY 2024 or FY 2025 / CY 2025 with all other healthcare benefits being maintained.

We recognize that HCRC members must take the proposal to their respective bargaining units to discuss and ratify. We look forward to receiving your writing confirmation of acceptance of our proposed plan. If you have questions or need further information please feel free to contact me or Kevin Reed, Director of the Office of Budget and Finance.

Sincerely,

A handwritten signature in blue ink that reads "Stacy L. Rodgers".

Stacy L. Rodgers, MPA
County Administrative Officer

cc: Rebecca Young, Deputy County Administrative Officer for Public Safety
James R. Benjamin Jr., County Attorney
Rhoda Benjamin, Director, Office of Human Resources
Kevin Reed, Director Office of Budget and Finance

BALTIMORE COUNTY LABOR'S HEALTH CARE REVIEW COMMITTEE

305 West Chesapeake Ave. • Suite L 30 • Towson, MD • 21204

HCRC Chairman, John E. Ripley • Office #410-296-1875 • Office Fax # 410-296-1879 • Cell # 443-668-4883

February 24, 2023

In 2007, Baltimore County government implemented a 2-tier healthcare subsidy system; one for those hired before 7-1-2007 and another for those hired after. Not only did this result in many post-2007 employees paying more for healthcare while actively employed, but it also involved them paying much more for healthcare in retirement. This group receives a flat dollar amount “stipend” subsidy for all pre-Medicare healthcare instead of a normal percentage-based subsidy given to pre-2007 retirees.

For many years, the priority for the labor members of the HCRC has been to eliminate this 2-tier system and return to one set of subsidies for all employees, both while employed and into retirement.

I am pleased to announce that during this year's healthcare negotiations, the Olszewski Administration has agreed to end this bifurcated system and return post-07 employees to the same subsidy rates as pre-07 employees. This includes during both active service, and in retirement. Under this agreement, these changes will take effect on January 1st, 2025.

The examples below show the difference in premium amounts for pre and post 07 employees under the current system. These differences will be eliminated under this agreement. The amounts below are based on 2023 rates, but will certainly trend higher in 2025 due to inflation. Furthermore, the county has also agreed to no structural changes to the healthcare plans in calendar years '24 and '25. This includes changes such as increases to copays or reductions in covered services.

Also included in this agreement is a technical adjustment to Medicare subsidies for post 07 retirees. In recent years Baltimore County has contracted with a private Medicare administrator which has resulted in increased benefits and lower premiums. Due to these reduced costs for our retirees, the subsidy amount has to be adjusted accordingly so it doesn't exceed the actual cost of the benefit. This change will affect members in the future when they reach Medicare eligibility at age 65.

On February 16th, the labor representatives of the HCRC voted unanimously to approve this agreement and send it to our individual member groups for ratification.

Should you have any questions about this agreement, feel free to contact your labor group's representative from the healthcare review committee.

Cigna Open Access In-Network Plan:

Pre-'07 Family Plan: \$173.39 bi-weekly

Post-'07 Family Plan: \$289.43 bi-weekly

Annual difference paid by post '07 group: **\$3017.04** (Will be eliminated under this proposal)

Kaiser Permanente:

Pre-'07 Family Plan: \$174.67 bi-weekly

Post-'07 Family Plan: \$291.56 bi-weekly

Annual difference paid by post '07 group: **\$3039.14** (Will be eliminated under this proposal)

BALTIMORE COUNTY GOVERNMENT
 PAY SCHEDULE I - STANDARD GRADES
 Baltimore County Federation of Public Employees
 Effective July 1, 2023

Grade	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)						
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	15 Years	20 Years	25 Years	29 Years
9	24,418	25,197	25,975	26,755	27,597	28,456	29,508	30,774	32,121	33,549	34,982	36,618	38,433
10	25,197	25,975	26,755	27,597	28,456	29,508	30,774	32,121	33,549	34,982	36,618	38,433	40,243
11	25,975	26,755	27,597	28,456	29,508	30,774	32,121	33,549	34,982	36,618	38,433	40,243	42,145
12	26,755	27,597	28,456	29,508	30,774	32,121	33,549	34,982	36,618	38,433	40,243	42,145	44,214
13	27,597	28,456	29,508	30,774	32,121	33,549	34,982	36,618	38,433	40,243	42,145	44,214	46,462
14	28,456	29,508	30,774	32,121	33,549	34,982	36,618	38,433	40,243	42,145	44,214	46,462	48,782
15	29,508	30,774	32,121	33,549	34,982	36,618	38,433	40,243	42,145	44,214	46,462	48,782	51,118
16	30,774	32,121	33,549	34,982	36,618	38,433	40,243	42,145	44,214	46,462	48,782	51,118	53,448
17	32,121	33,549	34,982	36,618	38,433	40,243	42,145	44,214	46,462	48,782	51,118	53,448	55,777
18	33,549	34,982	36,618	38,433	40,243	42,145	44,214	46,462	48,782	51,118	53,448	55,777	58,364
19	34,982	36,618	38,433	40,243	42,145	44,214	46,462	48,782	51,118	53,448	55,777	58,364	61,044
20	36,618	38,433	40,243	42,145	44,214	46,462	48,782	51,118	53,448	55,777	58,364	61,044	63,806
21	38,433	40,243	42,145	44,214	46,462	48,782	51,118	53,448	55,777	58,364	61,044	63,806	66,573
22	40,243	42,145	44,214	46,462	48,782	51,118	53,448	55,777	58,364	61,044	63,806	66,573	69,334
23	42,145	44,214	46,462	48,782	51,118	53,448	55,777	58,364	61,044	63,806	66,573	69,334	72,874
24	44,214	46,462	48,782	51,118	53,448	55,777	58,364	61,044	63,806	66,573	69,334	72,874	76,582
25	46,462	48,782	51,118	53,448	55,777	58,364	61,044	63,806	66,573	69,334	72,874	76,582	80,291
26	48,782	51,118	53,448	55,777	58,364	61,044	63,806	66,573	69,334	72,874	76,582	80,291	84,263
27	51,118	53,448	55,777	58,364	61,044	63,806	66,573	69,334	72,874	76,582	80,291	84,263	88,581
28	53,448	55,777	58,364	61,044	63,806	66,573	69,334	72,874	76,582	80,291	84,263	88,581	92,898
29	55,777	58,364	61,044	63,806	66,573	69,334	72,874	76,582	80,291	84,263	88,581	92,898	97,213
30	58,364	61,044	63,806	66,573	69,334	72,874	76,582	80,291	84,263	88,581	92,898	97,213	101,865
31	61,044	63,806	66,573	69,334	72,874	76,582	80,291	84,263	88,581	92,898	97,213	101,865	106,790
32	63,806	66,573	69,334	72,874	76,582	80,291	84,263	88,581	92,898	97,213	101,865	106,790	112,059
33	66,573	69,334	72,874	76,582	80,291	84,263	88,581	92,898	97,213	101,865	106,790	112,059	117,663

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-C - STANDARD GRADES
 Baltimore County Federation of Public Employees - Correctional Officers
 Effective July 1, 2023

Grade	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)								
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	13 Years	15 Years	19 Years	22 Years	25 Years	
2C	49,260	51,620	53,972	56,324	58,937	61,642	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	
3C	51,620	53,972	56,324	58,937	61,642	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	93,809	
4C	53,972	56,324	58,937	61,642	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	93,809	98,166	
5C	56,324	58,937	61,642	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	93,809	98,166	102,864	
6C	58,937	61,642	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	93,809	98,166	102,864	107,837	
7C	61,642	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	93,809	98,166	102,864	107,837	113,229	
8C	64,432	67,225	70,014	73,589	77,333	81,078	85,089	89,450	93,809	98,166	102,864	107,837	113,229	118,891	

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I-E - STANDARD GRADES
 Baltimore County Federation of Public Employees - Emergency Communications Technicians
 Effective July 1, 2023

Grade	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)								
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	13 Years	15 Years	20 Years	25 Years	29 Years	
1E	42,864	44,892	47,096	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	
2E	44,892	47,096	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	
3E	47,096	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	
4E	49,491	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	
5E	51,961	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	
6E	54,451	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954	
7E	56,930	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954	103,902	
8E	59,411	62,168	65,023	67,965	70,912	73,852	77,625	81,573	85,525	89,755	94,243	98,954	103,902	109,098	

BALTIMORE COUNTY GOVERNMENT
PAY SCHEDULE I - STANDARD GRADES
 Baltimore County Federation of Public Employees
 Effective January 1, 2024

Grade	Base Annual Rates (in dollars)						Longevity Annual Rates (in dollars)						
	Min	1st Step	2nd Step	3rd Step	4th Step	Max	6 Years	7 Years	10 Years	15 Years	20 Years	25 Years	29 Years
9	24,907	25,701	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201
10	25,701	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048
11	26,495	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988
12	27,290	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098
13	28,149	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391
14	29,025	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757
15	30,098	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141
16	31,389	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517
17	32,763	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893
18	34,220	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532
19	35,681	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265
20	37,350	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082
21	39,201	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904
22	41,048	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721
23	42,988	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332
24	45,098	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114
25	47,391	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897
26	49,757	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948
27	52,141	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353
28	54,517	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756
29	56,893	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157
30	59,532	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903
31	62,265	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926
32	65,082	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300
33	67,904	70,721	74,332	78,114	81,897	85,948	90,353	94,756	99,157	103,903	108,926	114,300	120,016