

## Tentative Agreement between BCFPE and Baltimore County

### Section 8.5 Regular Rate of Pay

- a) Effective July 1, 2024, employees in in Pay Schedule I-C and I-E shall receive an added 8-year longevity to their respective scales, as reflected in Exhibit C-2 and C-3.
- b) Effective January 1, 2025, employees in Pay Schedule I shall receive an added 9-year longevity to their scale, as reflected in Exhibit C-1.
- c) Effective January 1, 2025, employees shall receive the rate of pay set forth in Exhibits C-1 (I), C-2 (I-C), and C-3 (I-E), which reflects a 1% COLA.
- d) Effective July 1, 2025, employees in Pay Schedule I-C and I-E shall receive an added 9-year longevity to their respective scales, as reflected in Exhibit C-2 and C-3.
- e) Effective January 1, 2026, employees in Pay Schedule I shall receive an added 8-year longevity to their scale, as reflected in Exhibit C-1.
- f) Effective January 1, 2026, employees shall receive the rate of pay set forth in Exhibits C-1 (I), C-2 (I-C), and C-3 (I-E), which reflects a 1% COLA.
- g) Effective July 1, 2026, employees in Pay Schedule I-C and I-E shall receive an added 11-year longevity to their respective scales, as reflected in Exhibit C-2 and C-3.
- h) Effective January 1, 2027, employees in Pay Schedule I shall receive an added 11- year longevity to their scale, as reflected in Exhibit C-1.
- i) Effective January 1, 2027, employees shall receive the rate of pay set forth in Exhibits C-1 (I), C-2 (I-C), and C-3 (I-E), which reflects at 1% COLA.
- j) Steps and longevities shall be guaranteed for fiscal years FY25, FY26, and FY27.

### Section 12.4 Furlough and Lay Off

Bargaining Unit members shall not be furloughed or laid off in fiscal years FY25, FY26, and FY27.

### Section 22.3 Term of Memorandum of Understanding

This Memorandum of Understanding shall become effective July 1, 2024 and shall continue in full force and effect until June 30, 2027. This memorandum of understanding shall automatically renew itself as of July 1, 2027 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, 2026 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 October 15, 2024 (FY26) for the sole purpose of negotiation under Article 19.1 – Benefits Provided General Employees, 19.2 Benefits Provided Correctional Officers and 19.3 Pension Study.

In FY26, or FY27, if the Healthcare Review Committee proposes a change to the current subsidy or core/structural healthcare benefits, this agreement will be reopened for the sole purpose of negotiation under Article 8.5 – Regular Rate of Pay.

AGREED AND ACCEPTED BY:



John Ripley  
On Behalf of the Association



Rebecca Young  
On Behalf of Baltimore County, MD