

# General Membership Meeting Minutes

Wednesday, September 10, 2025 at 6pm

BCFPE UNION OFFICE

**(MEETING CALLED TO ORDER AT 6:03PM)**

## **WELCOME**

Hello and Thank you for taking this time out of your very busy schedules to be here. You are the Union and for us to be successful, all membership must take the same vested interest you have show by being here tonight.

## **INTRODUCTIONS**

### A. Executive Board Members

President - John Ripley, Executive Vice President – Christopher Morgan,  
Secretary – Matt Madairy & Treasurer – Kasia Gatchalian

Josh Tormey - Area 1 VP, Ben Little - Area 2 VP, Kaitlyn Neumeister - Area 3 VP,  
Angela Spencer - Area 4 VP, Danielle Drell - Area 5 VP, and Hermes Rios - Area 6  
VP.

**(VACANT)** Area 7 – DEPS, OIT & PAI

### B. AFT Maryland Representatives and Other Guests

Everett Hackett, AFT Maryland Organizer – [ehackett@aftmd.gov](mailto:ehackett@aftmd.gov)

Duane Verderaime – Union Attorney on retainer

## **BCFPE TREASURES REPORT AS OF SEPTEMBER 10, 2025**

- President Ripley read account totals and advised all accounts have been reconciled thru August 2025

All accounts are Annually Audited by AFT National Auditor. FY2024 Audit was completed in the fall of 2024 & final report has been issued dated 10/02/2024. Review Summary & Conclusion – nothing came to the attention of the auditor involving the internal control process that is considered reportable conditions. Financial records and internal controls found to be in good condition. Full FY2024 Audit Reports are available for review upon request.

**FY2025 AFT Annual Audit will be scheduled sometime this fall – Pending.**

**The BCFPE Executive Board have reviewed and approve the FY2026 Proposed Budget at the May 2025 scheduled Executive Board meeting.**

### **Dues Increase Notice**

Per pay dues will increase from \$25.43 to \$26.92 on October 1, 2023. These are pass-thru increases from our affiliates and dues have not increased since 2021.

BCFPE has absorbed the 2024 and 2025 increases.

## **STATE OF THE UNION**

A. BCFPE FY2025 – FY2027 MOU beginning July 1, 2024 thru June 30, 2027

B. Membership accepted the contract by a vote of 97.27% (285 – YES and 8 – NO)

- 1 % COLA Jan. 1, 2025, 1% COLA Jan. 1, 2026 & Jan. 1, 2027
- Added Longevities: 8/9 year FY2025, 8/9 year FY2026 & 11 year FY2027
- 32 Pay Schedule 1 (PS1) upgrades in FY2025 and 2-PS1 upgrades in FY2026
  - Guaranteed steps and longevities thru FY2027
  - Guaranteed no furloughs or lay-offs thru FY2027
  - Pension Re-Opener for FY2026
  - We have added over 25% to the Pay Schedule over the combined 5-year contract plus more than 52 classifications have seen upgrades.

- ✓ **Beginning January 1, 2025 – We have reached an agreement to eliminate the Pre /Post 2-tier healthcare rate system. Post 2007 employees will drop down to the pre 2007 rates. Saving based on current rates;**
  - **The will add 10 / 20 million to the budget**
  - Family Coverage - Savings \$116 per pay or \$3019 a year
  - Employee & Spouse Coverage - Savings \$65 per pay or \$1701 a year
  - Parent & Child Coverage – Savings \$25 per pay or \$673 a year
  
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### **C. Health Care Review Committee (HCRC) UPDATE**

- **Quarterly HCRC meeting have been scheduled for 2025**

* 3/12/25 @ 10am	* 6/18/25 @ 11am
* 9/11/25 @ 3pm	* 12/10/25 @ 10am

**NOTE: We do not expect any structural changes to the plans.**
  
- **There is an estimated 6.5% CY2026 Rate Projection increases. (85/15 Splits)**
  
- **The union has proposed adding GLP-1 (i.e. Ozempic, Wegovy, Mounjaro, etc.) drugs to the county plans. Studies show that while there are increased initial costs to the Rx plan the long term benefits could produce saving based on a reduction in other chronic conditions**
  
- **Continued discussion regarding the Use of the Health Insurance Reserve Fund (See Legislative Budget Analysis Dated May 15, 2025 – June 2026 Est. 38.3 excess)**

### **D. 518 BCFPE Union Members for August 2025**

- **BCFPE is Strong but membership is dropping due largely to slow hiring and employee access due to pandemic.**
  
- **Let us know if you would like to help plan membership recruitment effort in a specific area of the county or if you have county employees interested in more information about the union.**

## **BCFPE UPDATE**

### **STAY INFORMED**

- Website (looking for BCFPE activist to volunteer to be our website coordinator)
- Twitter
- Facebook
- Emails (AFT/Baltimore County)
- **Update Contact Information (Home address / Email address)**

### **E. Legal Benefit Plans for Members.**

- BCFPE Legal Plan Brochures (HANDOUT)
- AFT Occupational Liability Coverage for members
- Give us your feedback regarding this benefit

### **F. County / State Legislation**

- ✓ **HB2 – Union Dues Subtraction Modification. (PASSED/SIGNED)**
  - **100% of union dues can be subtracted from your Md. taxable income.**
  - **This includes all married-filing-jointly combined household dues.**

### **G. 2026 Elections / County Executive, County Council, etc.**

- Voter Registration Training
- Ways to get more involved / fundraisers
- As Baltimore County Employees, we have the unique opportunity to help elect or un-elect our bosses.
- **GET INVOLVED & MAKE MONETARY CONTRIBUTIONS**

### **H. SAVE-THE-DATES: CY2024 General Membership Meetings**

- **Once the Executive Board approves 2026 General Membership Meeting Dates, they will be posted on the union website.**

## **I. Help make us MORE visible**

- To be influential - **WE** must **BE** influential
- Get involved
- BCFPE Hats and Shirts (**Now in women's cut t-shirts**)
- Facebook & Twitter
- **New Union Giveaways**

## **J. MISCELLANEOUS & NEW BUSINESS**

- **AFL-CIO Oriole Night at Camden Yards 2026**
  - **GAME DATE Pending**
  - **\$\$\$ Tickets available with BOGO deal for members**
  - **While Supplies Last**
- **Union Office Address**
  - **1801 Glen Keith Blvd.**  
**Suite 100**  
**Towson, Md. 21286**  
**(Loch Raven Center)**

## **Q and A Session –**

- Adele advised she is retiring at the end of the year. John wished her well in her retirement.

**THANK YOU - STAY INFORMED**

**Meeting adjourned 6:38pm**