

General Membership Meeting Minutes

Wednesday, February 4, 2026 at 6pm

BCFPE UNION OFFICE

(MEETING CALLED TO ORDER AT 6:05PM)

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

David Meckler, MWE Partnership Representative

BCFPE TREASURES REPORT AS OF FEBRUARY 4, 2026

- President Ripley read account totals and advised all accounts have been reconciled thru January 2026

All accounts are Annually Audited by AFT National Auditor. FY2025 Audit was completed in the fall of 2025 & final report has been issued dated 10/15/2025. 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 FY2025 Audit Reports are available for review upon request.

FY2026 AFT Annual Audit will be scheduled sometime this fall – Pending.

The BCFPE Executive Board will review and approve a FY2027 Proposed Budget by the June 2026 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. There are no planned dues increases for 2026 at this time.

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.

C. FY2028 Negotiations is scheduled to re-open in October of 2026 for July 1, 2027.

- You can start emailing me suggestion for negotiation along with any supporting documentation and/or justification.
- ✓ 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

D. Health Care Review Committee (HCRC) UPDATE

E. Quarterly HCRC meeting have been scheduled for 2026

- | | |
|-----------------|------------------|
| * 3/10/26 @ 3pm | * 6/17/26 @ 10am |
| * 9/9/26 @ 11am | * 12/10/26 @ 1pm |

NOTE: We do not expect any structural changes to the plans.

- Unions are proposing 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)
- There is an estimated 6.5% CY2026 Rate Projection increases. (85/15 Splits)
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F. 527 BCFPE Union Members for January 2026

- 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)**

G. Legal Benefit Plans for Members.

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

H. County / State Legislation

- ✓ **2024 - 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.**
- ✓ **2026 - HB13 / SB148 Adding 911 Specialist to Hometown Heroes Act.**
- ✓ **No Tax on “Qualifying” Overtime – Does not include ALL OT Paid**

I. 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

J. SAVE-THE-DATES: CY2026 General Membership Meetings

- Executive Board approved 2026 General Membership Meeting Dates; Posted on the union website.
 - 1st (Wednesday, February 04, 2026 at 6pm) In-Person or Zoom
 - 2nd (Wednesday, May 13, 2026 at 6pm) In-Person or Zoom
 - 3rd (Tuesday, September 01, 2026 at 6pm) In-Person ONLY
- ✓ Fall BCFPE Elections by USPS (Update your mailing address)
- ✓ We will contract with an Election Company for all related election mailings i.e. Election Notice/Instructions and Ballots.

K. 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

L. MISCELLANEOUS & NEW BUSINESS

- AFT Maryland Lobby Night in Annapolis
 - Monday, February 9th at 6pm
 - AFT is sending buses if you want a ride
- AFL-CIO Union Night in Annapolis
 - Monday, March 9, at 6pm
 - AFT is sending buses if you want a ride

- **AFL-CIO Oriole Night at Camden Yards 2026**
 - **Friday, June 12th at 7pm – DETAILS PENDING**
 - **\$\$\$ Tickets available with BOGO deal for members PENDING**
 - **Additional dates maybe added - While Supplies Last**
- **Union Office Address**
 - **1801 Glen Keith Blvd.**
Suite 100
Towson, Md. 21286
(Loch Raven Center)

Q and A Session –

- Josh asked does the county disclose what excess healthcare funds are used for? John advised that the county has but that auditors advised that they did not like the way it was reported. Union believes that the county has stopped this practice.
- Josh asked are there any stipulations on comp time as it relates to the “no tax” on qualified overtime. John advised that there is not as comp time is different.

THANK YOU - STAY INFORMED

Meeting adjourned 6:55pm