

# General Membership Meeting Minutes

Wednesday, May 13, 2026 at 6pm

BCFPE UNION OFFICE

**(MEETING CALLED TO ORDER AT 6:04PM)**

## 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 shown 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)

## BCFPE TREASURES REPORT AS OF May 13, 2026

- President Ripley read account totals and advised all accounts have been reconciled thru April 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
  - FY2027 Comp. & Class recommendations are currently processing up thru the Baltimore County council. (Bill 39-26)

We have added over 30% to the Pay Schedule over the combined 5-year contract plus more than 62 PS-1 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;**
  - **This 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 | * 6/18/26 @ 2pm  |
| * 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 re. the Use of the Health Insurance (Reserve) Fund (HIF) (We are working on an OBF – SOP regarding authorized transfers out-of the HIF**
- **Maryland-Time-To-Care-Act (MDTTCA)**
  - **Enacted in 2022 creating the Maryland Family and Medical Leave Insurance (FAMLI) Program**
  - **This goes into effect in 2028 for the State/County's**
  - **Baltimore County plans to opt-out of the State Plans – State Premium Rate for 2028 is 0.9% of wages**
  - **Baltimore County's estimated a 20-million dollar cost beginning Jan. 1, 2027**
  - **This is a cost sharing (employer/employee) obligation – The employer may change employees' up-to 50% of the State premium cost.**
  - **Paid Leave Entitlement up to 12-weeks in a rolling 12-months period for qualifying events and an additional 12-weeks for certain serious health conditions and bonding with a new child.**
  - **Benefit Amount – Up-to 90% of average weekly wages, capped at \$1000/week with a minimum of \$50**

#### **F. 560 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**

##### **✓ Reminder of Past 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.**
- **No Tax on “Qualifying” Overtime – Does not include ALL OT Paid**

##### **✓ 2026 Legislation**

- **SB148 Adding 911 Specialist to Hometown Heroes Act.**
  - **Passed with significant amendments**
- **SB607 Increasing the HomeTown Heroes Act Subtraction Modification to 20,000 over the next 5-years [Retirees Only] (Passed)**
- **SB101 Adding Correctional Officer to the police Higher Education Loan Assistant. (PASSED)**

## 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
- **We have sent out an email asking for members input regarding CE Candidates but haven't received much response/clear guidance.**

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

- **Executive Board approved 2026 General Membership Meeting Dates; Posted on the union website.**
  - **1<sup>st</sup> (Wednesday, February 04, 2026 at 6pm) In-Person or Zoom**
  - **2<sup>nd</sup> (Wednesday, May 13, 2026 at 6pm) In-Person or Zoom**
  - **3<sup>rd</sup> (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

- **AFL-CIO Oriole Night at Camden Yards 2026**
  - **Friday, June 12<sup>th</sup> at 7pm – Check Website for more details**
  - **\$17 Tickets available with BOGO deal for members**
  - **Section 352 – Tickets are still available (While Supplies Last)**
  
- **Congratulation and Thanks You**
  - **National Telecommunicators Appreciation Week 2026**
  - **National Correctional Appreciation Week 2026**
  - **Public Employee Appreciation Week 2026**
  - **The BCFPE Executive Board has again approved \$20 Mission BBQ Gift Cards for members. Send John an email to claim your gift card if you have not already received one.**
  
- **Union Office Address**
  - **1801 Glen Keith Blvd.**  
**Suite 100**  
**Towson, Md. 21286**  
**(Loch Raven Center)**

### **Q and A Session –**

- Angela asked if during HCRC negotiations could GLP-1s be added for employee coverage. John advised yes, and it has been discussed and is being watched by both the HCRC and county.
  
- Angela asked if there is a way for members who could not make the meeting to view a recording of the meeting. John advised that a recording is not available, but that minutes from the meeting will be available on the union website.

THANK YOU - STAY INFORMED

**Meeting adjourned 6:50pm**