

General Membership Meeting Minutes

Tuesday, September 1, 2026 at 6pm

BCFPE UNION OFFICE

(MEETING CALLED TO ORDER AT 6:02PM)

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

(VACANT) - 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

No guests due to Special Order of Business (Nomination Process) members-only

MOVE TO SPECIAL ORDER OF BUSINESS – NOMINATION FOR INTERNAL ELECTIONS

BCFPE Internal Executive Board Elections (*Election Committee Chair)

- Elections Committee – Arthur Willette*, Margaret Jarboe, and Roland Beck

- We will be contracting with a company called Elections USA and election will be conducted by US mail in accordance with our Constitution and Bylaws.
- Nominations are due by the start of business at the September 1st General Membership Meeting.
- Ballots will be mailed out by September 11th and are due back September 29th
- Ballots will be counted on September 30 & officers will be installed on 10/12/2026.

1st Call for Nominations

2nd Call for Nominations

3rd and Last Call for Nominations (Nominations Closed)

Election Committee Members caucused and confirmed nominees and recommending members are members in “Good Standing”.

The Elections Committee Members announce the Official Nominees as follows;

President

Christopher Morgan – Unopposed

Vice President

Vacant

Treasurer

Kasia Hall – Unopposed

Secretary

Donald Collins – Unopposed

Area 1 Vice President

Vacant

Area 2 Vice President

Ben Little – Unopposed

Area 3 Vice President

Kaitlyn Neumeister – Unopposed

Area 4 Vice President

Angela Spencer – Unopposed

Area 5 Vice President

Danielle Drell – Unopposed

Area 6 Vice President

Hermes Rios – Unopposed

Area 7 Vice President

Keith Dolan – Unopposed

As all positions are unopposed the committee asked for a vote of acclamation. A vote of acclamation was made by BCFPE member Angela Spaniol. The vote of acclamation was accepted and as such no mail in ballots will be necessary.

RETURN TO NORMAL ORDER OF BUSINESS

Point of Privilege

President Ripley's message: As you know at this point, I am not running for re-election as BCFPE President. I have served as president for the last 18 years and I am truly honored with the trust and support I have been given over the years. THANK YOU ALL!. While I am retiring, I am not finished and will continue supporting the local in any way I can.

BCFPE TREASURES REPORT AS OF May 13, 2026

- President Ripley read account totals and advised all accounts have been reconciled thru August 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 in October 2026

The BCFPE Executive Board has reviewed and approved a FY2027 Proposed Budget during 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 – Sate 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. 598 BCFPE Union Members for August 2026

- **BCFPE's membership is strong and increasing.**

- 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: CY2027 General Membership Meetings

- **Executive Board approved 2027 General Membership Meeting Dates; Pending approval of the Executive Board.**
 - **1st**
 - **2nd**
 - **3rd**

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

- **Nothing Pending at this time**
- **Union Office Address**
 - **1801 Glen Keith Blvd.**
Suite 100
Towson, Md. 21286

(Loch Raven Center)

Q and A Session –

- A member asked what is being done to combat the disparity between our pay and other county's pay? John advised that classification/compensation studies are always ongoing in the county, union contracts. Pay increases rely on the decisions made by the County Executive and the County Council based off of the Spending Affordability Committee.
- A member asked if their coworkers have pay discrepancies, can they come to union? John advised that members who are experiencing pay discrepancies can contact the union and the union will review the situation and if discrepancies exist the union will work with the county to get them corrected.

THANK YOU - STAY INFORMED

Meeting adjourned 8:06pm