Resolution No.: 20-784
Introduced: April 8, 2025
Adopted: April 29, 2025

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: County Council

SUBJECT: Collective Bargaining Agreement with the Montgomery County Career Fire Fighters Association of the International Association of Fire Fighters (IAFF), Local 1664 – Fiscal Year 2026

Background

1. Section 510A of the County Charter authorizes the County Council to provide by law for collective bargaining with binding arbitration with authorized representatives of County career fire fighters.

2. Chapter 33, Article X of the County Code implements Section 510A of the Charter and provides for collective bargaining by the County Executive with the certified representatives of the County's career fire fighters, and for review of the resulting contract by the Council.

3. Fiscal Year (FY) 2026 represents Year 2 of the collective bargaining agreement (the "Agreement") between the County government and the Montgomery County Career Firefighters, International Association of Fire Fighters, Local 1664, AFL-CIO ("IAFF") for the term of July 1, 2024 through June 30, 2026.

4. On April 1, 2025, the County Executive submitted to the Council a statement of the fiscal impacts of the provisions of the Agreement taking effect in FY2026. The total anticipated fiscal impact of the provisions for FY2026 is $5,314,047. The County Executive did not identify any new legislation required to implement the Agreement in FY2026.

5. The Council is required by law to indicate, on or before May 1, 2025, its intention regarding the appropriation of funds required to implement the Agreement in FY2026.

Action

The County Council for Montgomery County, Maryland, approves the following resolution:

For FY2026, the County Council intends to **approve** the appropriation of funds to implement the following provisions of the Agreement, for which the Executive has identified fiscal impacts in FY2026:

1. *General wage adjustment*. The Agreement (Section 19.1) requires a 3.25% general wage adjustment effective the pay period beginning on July 13, 2025. The expected fiscal impact of the adjustment for FY2026 is $4,362,502.

2. *Longevity increments.* The Agreement (Section 19) requires a 3.5% longevity step increase for eligible employees. The anticipated fiscal impact of the increments for FY2026 is $195,929.

3. *Service Increments*. The Agreement (Article 55) requires a 3.5% service increment for eligible bargaining unit members on their anniversary dates. The anticipated fiscal impact of the increments for FY2026 is $755,616.

This is a correct copy of Council action.



Sara R. Tenenbaum
Clerk of the Council