Resolution No.: 20-785
Introduced: April 8, 2025
Adopted: April 29, 2025

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: County Council

SUBJECT: Collective Bargaining Agreement with the Fraternal Order of Police, Montgomery County Lodge 35, Inc. – Fiscal Year 2026

Background

1. Section 510 of the County Charter requires the County Council to provide by law for collective bargaining with binding arbitration with an authorized representative of the County police officers.

2. Chapter 33, Article V of the County Code implements Section 510 of the Charter and provides for collective bargaining with representatives of certain police officers, and for review of the resulting agreement by the County Council.

3. On April 1, 2025, the County Executive submitted to the Council amendments to the collective bargaining agreement (the "Agreement") between the County government and the Fraternal Order of Police, Montgomery County Lodge 35, Inc. ("FOP"), for the term July 1, 2025 through June 30, 2027.

4. The County Executive outlined the terms and conditions of the Agreement that require or may require an appropriation of funds or changes in any County law or regulation in FY2026. The total anticipated fiscal impact for the FY2026 amendments to the Agreement is $8,150,039. The Executive did not identify any legislative changes necessary to implement the Agreement.

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

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 Adjustments*. The Agreement (Article 36) requires a 4.85% general wage adjustment effective the first full pay period following July 1, 2025. The anticipated FY2026 fiscal impact of the wage adjustment is $6,195,363.

2. *Service Increments*. The Agreement (Article 28) requires a 3.5% service increments for eligible members. The anticipated FY2026 fiscal impact of the increments is $777,575.

3. *Longevity Adjustments*. The Agreement (Article 28) requires a 3.5% longevity step increase for eligible members. The anticipated fiscal impact of these adjustments for FY2026 is $68,158.

4. *Canine Officer Pay*. The Agreement (Article 5) requires that a Canine Officer must be paid, at their regular hourly rate, for the care and maintenance of the canine. For FY2026, the time allowed for the care and maintenance of the canine would be increased from 0.5 hours to 1 hour per day. The anticipated fiscal impact of the increase for FY2026 is $390,198.

5. *Field Training Officer Duties – Pay Differential*. Under Article 5 of the Agreement, eligible members assigned to Field Training Officer responsibilities would receive a pay differential of $8.00 for each hour worked while training. This is an increase in the differential, which is $6.00 for FY2025. The anticipated fiscal impact of the increase for FY2026 is $85,610.

6. *Personal Patrol Vehicle Program*. The Agreement (Article 35) requires an increase, from 10 to 20 miles of the County's border, the permissible "to-and-from" use of an assigned vehicle to a member's domicile. The anticipated fiscal impact of the increase for FY2026 is $550,170.

7. *Issued Equipment*. The Agreement (Appendix I) makes multiple negotiated changes to the list of equipment that must be issued to members. The anticipated fiscal impact of the changes for FY2026 is $82,965.

This is a correct copy of Council action.



Sara R. Tenenbaum
Clerk of the Council