

Resolution No.: 20-1098  
Introduced: April 14, 2026  
Adopted: May 4, 2026

**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 2027

**Background**

1. Section 510A of the County Charter authorizes the County Council to provide by law for collective bargaining with authorized representatives of County career fire fighters.
2. Chapter 33, Article X of the County Code implements Section 510A of the Charter. Chapter 33 provides for collective bargaining by the County Executive with the certified representatives of the County's career fire fighters and requires the Council to review certain provisions of the resulting collective bargaining agreement.
3. Fiscal Year 2027 (FY27) represents Year 1 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, 2026 through June 30, 2027.
4. On April 1, 2026, the County Executive submitted to the Council a statement of the fiscal impacts of the provisions of the Agreement taking effect in FY27. The total anticipated fiscal impact of the provisions for FY27 is \$5,724,932. The County Executive did not identify any new legislation or regulations required to implement the Agreement in FY27.
5. The Council is required by law to indicate, on or before May 1, 2026, its intention regarding the appropriation of funds to implement provisions of the Agreement taking effect in FY27.

**Action**

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

For FY27, the County Council intends to **approve** the appropriation of funds to implement the following provisions of the Agreement, for which the Executive has identified new fiscal impacts in FY27:

1. *General wage adjustment.* The Agreement (Section 19.1) requires a 2.5 percent general wage adjustment effective the first full pay period of July 2026. The expected fiscal impact of the adjustment for FY27 is \$3,437,375.
2. *Longevity increments – in general.* The Agreement (Section 19.2) requires a 3.5 percent longevity step increase for eligible employees who have reached certain years of service. The anticipated fiscal impact of the 3.5 percent increase is \$168,519 for FY27.
3. *Longevity increments – adjustment to required years of service.* The Agreement (Section 19.2) requires a third longevity step for eligible employees who reach 22 years of service. Under the collective bargaining agreement for FY24-26, the third longevity step is available for eligible employees who reach 24 years of service. The reduction in the required years of service from 24 to 22 has an anticipated fiscal impact of \$547,593 for FY27.
4. *Service increments.* The Agreement (Article 55) requires a 3.5 percent service increment for eligible bargaining unit members on their anniversary dates. The anticipated fiscal impact of the increase in increments for FY27 is \$831,951.
5. *Special duty differentials.* The Agreement (Section 17.1) increases, from 3.2 percent to 6.4 percent of base pay, a special duty differential for eligible Law Enforcement Officials - Certified. In addition, Section 17.1 adds a special duty differential of \$8.00 per hour for eligible Field Training Officers. The FY27 fiscal impact of the amendments to Section 17.1 is estimated to be \$23,648.
6. *Prevailing rights – physical examination appointments.* The Agreement (Article 22, Section B and an accompanying Side Letter) requires the County to “ensure there are a sufficient number of appointments available for each bargaining unit employee to participate in an NFPA physical examination while on duty.” The FY27 fiscal impact of this provision is anticipated to be \$101,088.
7. *Prevailing rights – additional testing required.* The Agreement (Article 22, Section L) requires regularly scheduled physical examinations to include “annual pulmonary function testing and blood and serum testing to determine per- and polyfluoroalkyl

substances (PFAS) levels.” The FY27 fiscal impact of this additional testing requirement is anticipated to be \$324,250.

8. *Cancer screening reimbursements.* The Agreement (Side Letter regarding cancer screening), requires reimbursements to an eligible employee, of up to \$800 per 36 months, for “multi cancer early detection blood testing.” The anticipated FY27 fiscal impact of the reimbursements is \$290,509.

This is a correct copy of Council action.



---

Sara R. Tenenbaum  
Clerk of the Council