



Committee: PS
Committee Review: At a future date
Staff: Christine Wellons, Chief Legislative Attorney
Purpose: To introduce agenda item – no vote expected

AGENDA ITEM #1E
February 10, 2026
Introduction

SUBJECT

Bill 11-26, Fire and Rescue Services - Length of Service Awards Program for Volunteers – Amendments

Lead Sponsor: Council President at the Request of the County Executive

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- N/A

DESCRIPTION/ISSUE

Bill 11-26 would:

- (1) increase the amount of length of service benefits to certain local fire and rescue department volunteers; and
- (2) generally amend the law regarding local fire and rescue department volunteers.

SUMMARY OF KEY DISCUSSION POINTS

- The County Executive explained: “This bill implements two four percent Length of Service Award Program (LOSAP) payment increases for certain volunteer fire and rescue members in accordance with the currently effective 2023-2026 Memorandum of Agreement between the County and the Montgomery County Volunteer Fire and Rescue Association (MCVFRA). The first increase is retroactive to monthly LOSAP payments made since July 2024, and the second increase is retroactive to payments made since July 2025. Both increases are ongoing and apply to eligible volunteers currently receiving LOSAP benefits.”

This report contains:

Bill 11-26
Memorandum of the County Executive

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Bill No. 11-26
Concerning: Fire and Rescue Services - Length of Service Awards Program for Volunteers – Amendments
Revised: 2/2/2026 Draft No. 1
Introduced: February 10, 2026
Expires: December 7, 2026
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. , Laws of Mont. Co.

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

By: Council President at the request of the County Executive

AN ACT to:

- (1) increase the amount of length of service benefits to certain local fire and rescue department volunteers; and
- (2) generally amend the law regarding local fire and rescue department volunteers.

By amending:

Montgomery County Code
Chapter 21, Fire and Rescue Services
Sections 21-21

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
<u>[Single boldface brackets]</u>	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
<u>[[Double boldface brackets]]</u>	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

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

Sec. 1. Sections 21-21 are amended as follows:

21-21. Length of service award program for volunteers.

* * *

(c) *Length of service benefits.*

(1) Volunteers Who Qualified Before 1985. Effective January 1, 1985, any volunteer who qualified for a monthly award payment before January 1, 1985, must receive monthly award payments equal to 150 percent of the pre-1985 monthly award payment. Effective July 1, 2023, any volunteer who receives a monthly award payment under this subsection must receive an 8 percent increase in the amount of the monthly award.

(2) Volunteers Who Qualify in 1985 or Later — 25 Years of Service.

(A) Effective January 1, 1985, a volunteer qualifies for a 25-year award payment when the volunteer:

[(ii) (a)] (i) is at least age 55, if the volunteer completed 25 years as an active volunteer before 1996] 1; or

[(b)] (ii) is any age, if the volunteer completed 25 years as an active volunteer on or after January 1, 2004.

(B) A volunteer who qualifies under this paragraph must receive an award payment of:

(i) \$259.20 per month for life; and

(ii) \$13.01 per month for life each year of service as an active volunteer over 25 years (up to \$130.10 per month). The maximum total benefit is \$389.35 per month.

(3) Volunteers Who Qualify in 1985 or Later — 15 years of Service.

27 (A) Effective January 1, 1985, a volunteer qualifies for a 15-
28 year award payment when the volunteer:
29 (i) has served 15 years as an active volunteer after
30 January 1, 1955; and
31 (ii) is at least age 60.

32 (B) A volunteer who qualifies under this paragraph must receive
33 an award payment of \$10.37 per month for life for each year
34 of service as an active volunteer.

35 (4) Volunteers Who Qualify in 1985 or Later — 10 Years of Service
36 (A) Effective January 1, 1985, a volunteer qualifies for a 10-
37 year award payment when the volunteer:
38 (i) has served 10 years as an active volunteer; and
39 (ii) is at least age 65.

40 (B) A volunteer who qualifies under this paragraph must receive
41 an award payment of \$10.37 per month for life for each year
42 of service as an active volunteer.

43 (5) All years of service, including past years of service, must be
44 included.

45 (6) A volunteer who meets the criteria under paragraph (7) of this
46 subsection must receive:
47 (A) a 7.5 percent increase to his or her LOSAP benefit payment
48 effective July 1, 2023[, for a maximum LOSAP monthly
49 benefit payment of no more than \$466.16 if the volunteer:];
50 (B) effective July 1, 2024, a 4 percent increase to their LOSAP
51 benefit payment based on LOSAP point totals on December
52 31, 2023; and

53 (C) effective July 1, 2025, a 4 percent increase to their LOSAP
54 benefit payment based on LOSAP point totals on December
55 31, 2024.

56 [(A)] (7) A volunteer must receive the benefit increases under
57 paragraph (6) of this Section if the volunteer:

58 (A) received LOSAP benefit payments [as of December 31,
59 2022] in a prior year; and

60 (B) qualified for the higher nominal fee, as described in Article
61 12 of the fire and rescue volunteers collective bargaining
62 agreement, for calendar year 2022, 2023, or 2024,
63 respectively, by:

64 (i) being on the Integrated Emergency Command
65 Structure (IECS) certified list;

66 (ii) receiving 30 LOSAP points for department or station
67 responses; and

68 (iii) receiving 20 LOSAP points for sleep-in or stand-by
69 service.

70 * * *

71 **Sec. 2. Expedited Effective Date or Effective Date.** The Council declares that
72 this legislation is necessary for the immediate protection of the public interest. This
73 Act takes effect on the date on which it becomes law.



OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

MEMORANDUM

December 9, 2025

TO: Natali Fani-González, President
Montgomery County Council

FROM: Marc Elrich, County Executive 

SUBJECT: Bill XX-26 Fire and Rescue Service – Personnel - Amendments

I am recommending the enclosed legislation that would amend County Code Chapter 21, Section 21-21, Fire and Rescue Service – Personnel.

This bill implements two four percent Length of Service Award Program (LOSAP) payment increases for certain volunteer fire and rescue members in accordance with the currently effective 2023-2026 Memorandum of Agreement between the County and the Montgomery County Volunteer Fire and Rescue Association (MCVFRA). The first increase is retroactive to monthly LOSAP payments made since July 2024, and the second increase is retroactive to payments made since July 2025. Both increases are ongoing and apply to eligible volunteers currently receiving LOSAP benefits.

If you have any questions, please reach out to Michael Kelley, Division Chief, Volunteer Services at michael.kelley@montgomerycountymd.gov

Enclosures: Proposed Bill XX-26
Legislative Request Report – Bill XX-26
FIS – Bill XX-26

cc: Tommy Heyboer, Chief of Staff to the Council President, Montgomery County Council
Craig Howard, Executive Director, Montgomery County Council
Richard S. Madaleno, Chief Administrative Officer
Fariba Kassiri, Deputy Chief Administrative Officer
Earl Stoddard, Assistant Chief Administrative Officer
Tricia Swanson, Director of Strategic Partnerships
Jennifer Harling, Chief Labor Relations Officer, Office of Labor Relations
Traci L. Anderson, Director, Office of Human Resources
Corey Smedley, Chief, Montgomery County Fire and Rescue Service
Jennifer Bryant, Director, Office of Management and Budget

Bill No. _____
Concerning: Fire and Rescue Services - Personnel – Amendments
Revised: Draft No. _____
Introduced: _____
Expires: _____
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: None
Ch. , Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

By: Council President at the request of the County Executive

AN ACT to:

(1) amend the code to reflect a directly negotiated agreement.

By amending:

Montgomery County Code
Chapter 21, Fire and Rescue Services
Section 21-21

Boldface

Heading or defined term.

Underlining

Added to existing law by original bill.

[Single boldface brackets]

Deleted from existing law by original bill.

Double underlining

Added by amendment.

[[Double boldface brackets]]

Deleted from existing law or the bill by amendment.

* * *

Existing law unaffected by bill.

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

Sec. 1. Section 21-21 is amended as follows:

Sec. 21-21. Length of service award program for volunteers.

* * *

(c) *Length of service benefits.*

5 (1) Volunteers Who Qualified Before 1985. Effective January 1, 1985, any
6 volunteer who qualified for a monthly award payment before January 1, 1985, must
7 receive monthly award payments equal to 150 percent of the pre-1985 monthly
8 award payment. Effective July 1, 2023, any volunteer who receives a monthly award
9 payment under this subsection must receive an 8 percent increase in the amount of
10 the monthly award.

(2) Volunteers Who Qualify in 1985 or Later — 25 Years of Service.

12 (A) Effective January 1, 1985, a volunteer qualifies for a 25-year award
13 payment when the volunteer:

14 [(ii)] (i) [(a)] is at least age 55, if the volunteer completed 25 years as an
15 active volunteer before 1996, or

16 [(b)] (ii) is any age, if the volunteer completed 25 years as an active
17 volunteer on or after January 1, 2004.

18 (B) A volunteer who qualifies under this paragraph must receive an award
19 payment of:

20 (i) \$259.20 per month for life; and

24 (3) Volunteers Who Qualify in 1985 or Later — 15 years of Service.

25 (A) Effective January 1, 1985, a volunteer qualifies for a 15-year award
26 payment when the volunteer:

27 (i) has served 15 years as an active volunteer after January 1, 1955; and

(ii) is at least age 60.

29 (B) A volunteer who qualifies under this paragraph must receive an award
30 payment of \$10.37 per month for life for each year of service as an active volunteer.

(4) Volunteers Who Qualify in 1985 or Later — 10 Years of Service

32 (A) Effective January 1, 1985, a volunteer qualifies for a 10-year award
33 payment when the volunteer:

(i) has served 10 years as an active volunteer; and

(ii) is at least age 65.

(B) A volunteer who qualifies under this paragraph must receive an award

37 payment of \$10.37 per month for life for each year of service as an active volunteer.

(5) All years of service, including past years of service, must be included.

39 (6) A volunteer must receive a 7.5 percent increase to his or her LOSAP benefit
40 payment effective July 1, 2023, [for a maximum LOSAP monthly benefit payment of
41 no more than \$466.16] and effective July 1, 2024, must receive a 4 percent increase
42 in year two of the agreement based on LOSAP totals on December 31, 2023, and a 4
43 percent increase in year three of the agreement based on LOSAP totals on December
44 31, 2024, if the volunteer:

(A) received LOSAP benefit payments [as of December 31, 2022]; and

46 (B) qualified for the higher nominal fee, as described in Article 12 of the fire
47 and rescue volunteers collective bargaining agreement, for calendar [year] years
48 2022, 2023, and 2024, respectively, by:

49 (i) being on the Integrated Emergency Command Structure (IECS) certified
50 list;

(ii) receiving 30 LOSAP points for department or station responses; and

(iii) receiving 20 LOSAP points for sleep-in or stand-by service.

* * *

55

56 **Sec. 2. Expedited Effective Date or Effective Date.**

57 The Council declares that this legislation is necessary for the immediate
58 protection of the public interest. This Act takes effect on the date on which it becomes
59 law.

60 *Approved:*

61

Natali Fani-González, President, County Council Date

62 *Approved:*

63

Marc Elrich, County Executive Date

64 *This is a correct copy of Council action.*

65

Sara R. Tenenbaum, Clerk of the Council Date

APPROVED AS TO FORM AND LEGALITY
OFFICE OF THE COUNTY ATTORNEY

By: Elizabeth Haynos
Assistant County Attorney

Date: 11/7/2025

LEGISLATIVE REQUEST REPORT

Expedited Bill XX-26

Fire and Rescue Services – Length of Service Awards Program for Volunteers

DESCRIPTION: This Bill would amend the County Code to increase the amount of the length of service awards program (LOSAP) benefits to certain local fire and rescue department volunteers.

PROBLEM: Changes to LOSAP require legislation to take effect.

GOALS AND OBJECTIVES: Provide the changes necessary in the Code to allow a certain provision in the negotiated settlement between the County and Montgomery County Volunteer Fire and Rescue Association to take effect.

COORDINATION: Office of Labor Relations
Montgomery County Employee Retirement Plans

FISCAL IMPACT: Office of Management and Budget

ECONOMIC IMPACT: Office of Legislative Oversight

EVALUATION: N/A

EXPERIENCE ELSEWHERE: N/A

SOURCE OF INFORMATION: Jennifer Harling, Office of Labor Relations

APPLICATION WITHIN MUNICIPALITIES: N/A

PENALTIES: N/A



Fiscal Impact Statement

Office of Management and Budget

Bill XX-26 Length of Service Awards Program for Volunteers

Bill Summary	This bill provides for two four percent increases to Length of Service Award Program (LOSAP) payments for certain volunteer fire and rescue members. The first increase is retroactive to monthly LOSAP payments made since July 2024, and the second increase is retroactive to payments made since July 2025. Both increases are ongoing and apply to eligible volunteers currently receiving LOSAP benefits.						
Fiscal Impact Summary	The bill is estimated to have a cost of \$25,500 in FY26, including \$8,500 in one-time costs and \$17,000 in ongoing costs. Annual expenditures of \$17,000 are projected to continue each year thereafter.						
Fiscal Year	26	27	28	29	30	31	Total
Personnel Costs	\$25,500	\$17,000	\$17,000	\$17,000	\$17,000	\$17,000	\$110,500
Operating Expenses	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Expenditures	\$25,500	\$17,000	\$17,000	\$17,000	\$17,000	\$17,000	\$110,500
Revenues	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Impact	(\$25,500)	(\$17,000)	(\$17,000)	(\$17,000)	(\$17,000)	(\$17,000)	(\$110,500)
FTE	0.00	0.00	0.00	0.00	0.00	0.00	

Fiscal Impact Analysis	Increases to monthly LOSAP benefit payments for eligible volunteer fire and rescue members. The first increase is retroactive to payments made since July 2024, and the second is retroactive to payments made since July 2025. The estimated cost was derived by applying a four-percent adjustment to the current monthly benefit rates of eligible recipients, followed by an additional four-percent increase, consistent with the provisions of the bill. Of the total \$25,500 impact in FY26, \$8,500 represents one-time costs associated with the retroactive adjustments, while \$17,000 reflects ongoing annual costs. Annual costs of \$17,000 are expected to continue in subsequent fiscal years. This analysis assumes no change in the number of LOSAP participants and no additional administrative costs beyond the one-time adjustment expense. Over the six-year period shown in the fiscal impact summary table, the total impact is \$110,500.
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Staff Impact	The bill is not expected to impact staff time or duties.
The actuarial analysis supporting this bill is based on the same valuation used for the FY23 LOSAP amendments. That analysis assumed the full package of benefit adjustments negotiated at that time, including the 8 percent increase, the 7.5 percent increase, and the additional 4 percent increases in FY25 and FY26. The original FY23 actuarial report included the cost impact associated with each of these components, therefore the impact of the changes in this bill is a subset of the total in the actuarial report. The actual annual costs will depend on the number of volunteers who meet the benefit thresholds in each year, but the projected impacts in the attached actuarial analysis are consistent with the limited scope of amendments in Expedited Bill XX-26.	

MONTGOMERY COUNTY Length of Service Award Program for Volunteers 20-Year Projection of Benefit Payments Based on an Actuarial Valuation Date and Census Data as of December 31, 2020						
Year Beginning January 1	Reflects Increases Effective in 2021			In 2022	In 2023	Change ¹
	Annuity Benefits	Death Benefits	Total Benefits	Total Benefits	Total Benefits	Total Benefits
2021	\$ 1,557,897	\$ 78,959	\$ 1,636,857			
2022	1,598,765	81,997	1,680,762			
2023	1,631,363	85,092	1,716,455	\$ 1,720,938	\$ 1,791,863	\$ 70,925
2024	1,664,914	88,355	1,753,269	1,762,201	1,910,089	147,888
2025	1,702,908	91,384	1,794,292	1,803,182	1,961,965	158,783
2026	1,742,118	94,462	1,836,579	1,845,426	2,011,255	165,829
2027	1,772,742	97,470	1,870,211	1,879,006	2,046,855	167,849
2028	1,791,945	100,320	1,892,265	1,900,992	2,070,010	169,018
2029	1,796,674	102,975	1,899,648	1,908,286	2,077,283	168,997
2030	1,810,965	105,521	1,916,486	1,925,036	2,094,798	169,762
2031	1,817,896	107,602	1,925,498	1,933,948	2,103,885	169,937
2032	1,810,321	109,372	1,919,693	1,928,026	2,096,893	168,867
2033	1,822,790	110,899	1,933,689	1,941,898	2,111,276	169,378
2034	1,824,157	112,201	1,936,357	1,944,433	2,113,425	168,992
2035	1,836,922	113,305	1,950,228	1,958,160	2,127,664	169,504
2036	1,828,014	114,226	1,942,239	1,950,014	2,118,266	168,252
2037	1,813,728	114,986	1,928,714	1,936,317	2,102,860	166,543
2038	1,789,169	115,616	1,904,785	1,912,199	2,076,219	164,020
2039	1,774,683	116,147	1,890,830	1,898,050	2,060,286	162,236
2040	1,754,188	116,593	1,870,781	1,877,793	2,037,738	159,945
	2023-2040 Change		\$ 31,985,496	\$ 1,896,524	\$ 33,882,020	\$ 34,025,905
						\$ 36,912,630
						\$ 2,886,725

Projection includes benefits for participants of the Program as of December 31, 2020 only. Projected benefits for future members are not included.

¹*The change in total projected benefits includes the proposed 2023 changes (8.0% increase, 7.5% increase effective July 1, 2023, and two additional 4.0% increases effective July 1, 2024 and July 1, 2025, for certain eligible participants) and is the difference between the projected benefits including the proposed changes effective in 2023 and the projected benefits including the changes effective in 2022.*

Montgomery County Length of Service Award Program for Volunteers



Information

Technology Impact The bill is not expected to impact the County Information Technology (IT) or Enterprise Resource Planning (ERP) systems.

Other Information

*Later actions
that may
impact
revenue or
expenditures
if future
spending is
projected*

The bill does not authorize future spending.

Contributors

Michael Kelley, Montgomery County Fire and Rescue Service
Dominic Del Pozzo, Montgomery County Fire and Rescue Service
Vivian Ikoro, Office of Management and Budget

