



Howard County
Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Police Officer's Association, Lodge 21

TO: Brandee Ganz
Chief Administrative Officer

FROM: Jamar Herry
Deputy Chief Administrative Officer

Raul Delerme
Deputy Chief Administrative Officer

Dawn Tinker
Assistant Chief Administrative Officer

DATE: April 22, 2026

The Administration supports and urges the passage of Council Bill XX-2026 which relates to the amendment and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Police Officer's Association, Lodge 21 (hereinafter "Lodge 21") for fiscal year 2028.

Council Bill XX-2026 is submitted to the County Council pursuant to Section 1.111(e) of the Howard County Code in order for the Council to approve agreed upon provisions that conflict with the personnel provisions of the County Code and the Employee Manual.

Lodge 21 and the County are parties to the Agreement approved by the passage of Council Bill No. CB 24-2024 that is in effect through June 30, 2027. Council Bill XX-2026 will amend the current agreement and extend it to June 30, 2028. Additionally, the amended agreement reflects a 1% across the board COLA to the Lodge 21 wage scale effective July 1, 2027 and a 3% across the board COLA to the Lodge 21 wage scale effective January 1, 2028. Further, the amendment provides for the addition of a Step 22 (252 months) which will be 3.25% above Step 21 effective July 1, 2027. Lodge 21's membership ratified these amendments on April 9, 2026.

The fiscal impact in FY 2027 is approximately \$1.2 million and in FY 2028 is approximately \$4.2 million.