

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 6

### Bill No. 26 -2026

Introduced by: The Chairperson at the request of the County Executive

Short Title: Collective Bargaining Agreement -Howard County Police Officer's Association, Lodge 21

Title: AN ACT pursuant to Section 1.111(e) of the Howard County Code, approving provisions in a an amendment to a collective bargaining agreement between Howard County and the Howard County Police Officer's Association, Lodge 21 that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual; approving a multi-year amendment to a collective bargaining agreement between Howard County and the Howard County Police Officer's Association, Lodge 21 that will be effective through the end of Fiscal Year 2028 and that includes payment of certain compensation in future fiscal years; providing for the application of this Act; and generally relating to the collective bargaining agreement between Howard County and the Howard County Police Officer's Association, Lodge 21.

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Introduced and read first time \_\_\_\_\_, 2026. Ordered posted and hearing scheduled.

By order \_\_\_\_\_  
Michelle Harrod, County Council Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on \_\_\_\_\_, 2026.

By order \_\_\_\_\_  
Michelle Harrod, County Council Administrator

This Bill was read the third time on \_\_\_\_\_, 2026 and Passed \_\_\_\_, Passed with amendments \_\_\_\_\_, Failed \_\_\_\_\_.

By order \_\_\_\_\_  
Michelle Harrod, County Council Administrator

Sealed with the County Seal and presented to the County Executive for approval this \_\_\_ day of \_\_\_\_\_, 2026 at \_\_\_ a.m./p.m.

By order \_\_\_\_\_  
Michelle Harrod, County Council Administrator

Approved/vetoed by the County Executive \_\_\_\_\_, 2026

\_\_\_\_\_  
Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment

1           **WHEREAS**, the Howard County Police Officer’s Association, Lodge 21 ("FOP  
2 21") and the County reached agreement through a Memorandum of Agreement (the  
3 "Agreement"), that is effective through June 30, 2027; and  
4

5           **WHEREAS**, in accordance with Section 1.111(e) of the Howard County Code, the  
6 County Executive is required to submit to the County Council for its approval all  
7 provisions in collective bargaining agreements that are in conflict with Title 1 “Human  
8 Resources" of the Howard County Code or the Employee Manual (the "conflicting  
9 provisions"); and  
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11           **WHEREAS**, by passage of Council Bill No. 24-2024, the Council approved  
12 the Agreement’s conflicting provisions and approved the Agreement as a multi-year  
13 obligation under Section 612 of the Howard County Charter; and  
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15           **WHEREAS**, the parties engaged in a limited re-opener to discuss wages and  
16 longevity steps and wish to enter into an Amendment to Memorandum of Agreement  
17 between the parties; and  
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19           **WHEREAS**, the Amendment will provide a 1% across the board pay  
20 increase, effective July 1, 2027, a 3% across the board pay increase, effective January  
21 1, 2028, add Step 22 (252 months) at 3.25% above Step 21 (240 Months), effective  
22 July 1, 2027, and extends the term of the Agreement for an additional year; and  
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24           **WHEREAS**, the members of Lodge 21 have ratified the Amendment, and the  
25 Amendment includes provisions that are in conflict with Title 1 of the County Code  
26 or the Employee Manual; and  
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28           **WHEREAS**, pursuant to 1.111(e) of the Howard County Code, the  
29 Amendment adds additional conflicting provisions to those attached to Council Bill  
30 No. 24-2024 and a comprehensive list of conflicting provisions in the original  
31 agreement and the Amendment are attached as Exhibit 2; and

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**WHEREAS**, the Agreement includes the amount of compensation to be paid to members of Lodge 21 during Fiscal Year 2027 and Fiscal Year 2028; and

**WHEREAS**, the Agreement requires the payment by the County of funds from an appropriation in a later fiscal year and therefore is subject to the multi-year provisions of Section 612 of the Howard County Charter that requires Council approval of the Agreement.

**NOW, THEREFORE,**

***Section 1. Be It Enacted** by the County Council of Howard County, Maryland that in accordance with Section 612 of the Howard County Charter, it approves the terms of the Amendment to the Memorandum of Agreement between Howard County and the Howard County Police Officer’s Association, Lodge 21, as provided in Section 1.606(e) of the Howard County Code, which shall be in substantially the same form as Exhibit 1 attached to this Act.*

***Section 2. And Be It Further Enacted** by the County Council of Howard County, Maryland that the County Council hereby endorses and ratifies the County Executive’s signature and execution of the Amendment, which shall be in substantially the same form as Exhibit 1 attached to this Act, for such term in the name of and on behalf of the County.*

***Section 3. Be It Enacted** by the County Council of Howard County, Maryland that in regard to the Amendment between Howard County and the Howard County Police Officer’s Association, Lodge 21, the County Council approves the attached Conflicting Provisions, listed in Exhibit 2, as attached to this Act and incorporated herein, that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual.*

***Section 4. And Be It Further Enacted** by the County Council of Howard County, Maryland that if there is a conflict between the Amendment attached to this Act and the Howard County Pay Plan, the provisions contained in the Amendment shall control.*

63 **Section 5. And Be It Further Enacted** by the County Council of Howard County, Maryland that,  
64 *in accordance with Section 612 of the Howard County Charter, Section 1 and Section 2 of this Act*  
65 *shall be effective immediately upon its enactment.*

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67 **Section 6. And Be It Further Enacted** by the County Council of Howard County, Maryland that,  
68 *subject to Section 6, this Act shall become effective 61 days after its enactment.*

**AMENDMENT TO MEMORANDUM OF AGREEMENT BETWEEN  
HOWARD COUNTY, MARYLAND**

**AND**

**HOWARD COUNTY POLICE OFFICERS' ASSOCIATION  
LODGE 21**

**Whereas**, Howard County, Maryland and Howard County Police Officers' Association Lodge 21, entered into a collective bargaining agreement (Agreement) effective July 1, 2024 thru June 30, 2027;

**Whereas**, the Union and the County Administration engaged in a limited re-opener to discuss wage and longevity;

**Whereas**, as a result of those discussions, the parties agreed that: a) the County will provide a 1% across the board increase effective July 1, 2027; and b) the County will provide a 3% across the board increase effective January 1, 2028; and c) the County will add a Step 22 (252 months) which will be 3.25% above Step 21 (240 months) effective July 1, 2027; and d) the term of the Agreement will be extended by one (1) additional year; and

**Whereas**, Lodge 21 submitted the proposed changes enumerated above to its membership for vote the week of April 9, 2026 and the changes were duly ratified by the membership in accordance with the union's required procedures;

**Now, therefore**, the following sections of the Agreement are amended as indicated:

1. In Article 7 Section 7.1 replace the existing language with the following:

**Section 7.1.- Wage Adjustments.**

- (a) The salary scales for fiscal years 2025, 2026, 2027, and 2028 are provided in Exhibit B-1 through B-7.
- (b) All changes in pay rates, including adjustments to the salary scale, step increments, longevity, etc. shall be effective beginning the first day of the pay period during which the effective date of the change occurs.
- (c) If a change in the job status of an employee results in a pay increase, the increase will be effective on the first day of the pay period following the change.
- (d) Paychecks: Employees will be paid for their regular hours in equal bi-weekly paychecks.
- (e) Effective the first pay period that includes July 1, 2024, each member shall receive a 2% across the board increase and effective the first pay period that includes January 1, 2025, each member shall receive a 2% across the board increase.
- (f) Effective that first pay period that includes July 1, 2025, each member shall receive a 1% across the board increase and effective the first pay period that includes January 1, 2026, each member shall receive a 3% across the board increase.

- (g) Effective the first pay period that includes January 1, 2027, each member shall receive a 4% across the board increase.
- (h) Effective that first pay period that includes July 1, 2027, each member shall receive a 1% across the board increase and effective the first pay period that includes January 1, 2028, each member shall receive a 3% across the board increase.

2. In Article 7 Section 7.3 replace the existing language with the following:

**Section 7.3. -Longevity Increments.**

- (a) Effective July 1, 2024, employees who complete year 13, 14, 15, 16, 17, 18, or 19 shall be entitled to receive a 3.25% longevity adjustment to their existing base salary (see attached pay scales B-1 through B-7).
- (b) Effective July 1, 2021, employees who complete 20 years of Howard County service respectively, shall be entitled to receive a 4.00% longevity adjustment to their existing base salary (see attached pay scales B-1 through B-7).
- (c) Effective July 1, 2027, employees who complete 21 years of Howard County service respectively, shall be entitled to receive a 3.25% longevity adjustment to their existing base salary (see attached pay scales B-1 through B-7).
- (d) The longevity increment will be added to the base annual pay and shall be paid in equal installments throughout the year as part of the employee's regular pay, beginning the first pay period after the employee's completion of the requisite years of service.

3. In Article 28 replace the existing language with the following:

**ARTICLE 28-DURATION ANDEFINALITY OF AGREEMENT**  
**THREE YEAR AGREEMENT**

- (a) This agreement shall become effective as of July 1, 2024 and remain in full force and effective until June 30, 2028.
- (b) It is understood that this Agreement can only be added to, amended, or modified by a document, in writing, signed by both parties through their duly authorized representatives, after negotiations mutually agreed to by the County and the Union.
- (c) The parties shall reopen negotiations for a successor agreement not later than December 6, 2027.
- (d) The parties acknowledge that this Agreement represents the complete Agreement arrived at as a result of negotiations during which both had the unlimited right and opportunity to make demands and proposals with respect to any negotiable subject or matter.

2. On page iv of the Table of Contents:

ADD "EXHIBIT B-6 (PAY SCALES)..... 45"

ADD "EXHIBIT B-7 (PAY SCALES)..... 47"

Adjust all the remaining page numbers in the table of contents.

All other terms and conditions of the Agreement not enumerated above shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement, this \_\_\_\_ day of \_\_\_\_\_, 2026.

\_\_\_\_\_  
COUNTY EXECUTIVE  
Calvin Ball

\_\_\_\_\_  
CHIEF ADMINISTRATIVE OFFICER  
Brandee Ganz

\_\_\_\_\_  
CHIEF OF POLICE  
Gregory Der

\_\_\_\_\_  
COUNTY SOLICITOR  
Gary Kuc

\_\_\_\_\_  
PRESIDENT, LODGE 21  
James Flynn

**EXHIBIT B-6**

**HOWARD COUNTY  
P SCHEDULE**

**POLICE OFFICERS- LODGE 21 of the HOWARD COUNTY POLICE OFFICER’S ASSOCIATION  
Effective July 1, 2027**

	1	2	3	4	5	6	7	8	9	10	11	12	13	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20	PL 21	PL 21	
	Hire	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.	
PO	\$35.12	\$36.34	\$37.61	\$38.93	\$40.29	\$41.71	\$43.17	\$44.68	\$46.24	\$47.87	\$49.54	\$51.27	\$53.06	\$54.78	\$56.57	\$58.40	\$60.30	\$62.27	\$64.28	\$66.38	\$69.02	\$71.26	
	\$73,050	\$75,587	\$78,229	\$80,974	\$83,803	\$86,757	\$89,794	\$92,934	\$96,179	\$99,570	\$103,043	\$106,642	\$110,365	\$113,942	\$117,666	\$121,472	\$125,424	\$129,522	\$133,702	\$138,070	\$143,562	\$148,221	
LAT	\$37.61	\$38.93	\$40.29	\$41.71	\$43.17	\$44.68	\$46.24	\$47.87	\$49.54	\$51.27	\$53.06	\$53.06	\$53.06	\$54.78	\$56.57	\$58.40	\$60.30	\$62.27	\$64.28	\$66.38	\$69.02	\$71.26	
	\$78,229	\$80,974	\$83,803	\$86,757	\$89,794	\$92,934	\$96,179	\$99,570	\$103,043	\$106,642	\$110,365	\$110,365	\$110,365	\$113,942	\$117,666	\$121,472	\$125,424	\$129,522	\$133,702	\$138,070	\$143,562	\$148,221	
				36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.	
PFC				\$40.32	\$41.73	\$43.21	\$44.70	\$46.26	\$47.89	\$49.56	\$51.29	\$53.09	\$54.94	\$56.73	\$58.57	\$60.48	\$62.44	\$64.49	\$66.58	\$68.74	\$71.47	\$73.79	
				\$83,866	\$86,798	\$89,877	\$92,976	\$96,221	\$99,611	\$103,085	\$106,683	\$110,427	\$114,275	\$117,998	\$121,826	\$125,798	\$129,875	\$134,139	\$138,486	\$142,979	\$148,658	\$153,483	
LAT				\$43.21	\$44.70	\$46.26	\$47.89	\$49.56	\$51.29	\$53.09	\$54.94	\$54.94	\$54.94	\$56.73	\$58.57	\$60.48	\$62.44	\$64.49	\$66.58	\$68.74	\$71.47	\$73.79	
				\$89,877	\$92,976	\$96,221	\$99,611	\$103,085	\$106,683	\$110,427	\$114,275	\$114,275	\$114,275	\$117,998	\$121,826	\$125,798	\$129,875	\$134,139	\$138,486	\$142,979	\$148,658	\$153,483	
					48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.	
Corp				\$44.67	\$46.23	\$47.85	\$49.52	\$51.26	\$53.05	\$54.91	\$56.83	\$58.82	\$60.73	\$62.71	\$64.75	\$66.85	\$69.02	\$71.27	\$73.58	\$76.52	\$79.01		
				\$92,914	\$96,158	\$99,528	\$103,002	\$106,621	\$110,344	\$114,213	\$118,206	\$122,346	\$126,318	\$130,437	\$134,680	\$139,048	\$143,562	\$148,242	\$153,046	\$159,162	\$164,341		
LAT				\$47.85	\$49.52	\$51.26	\$53.05	\$54.91	\$56.83	\$58.82	\$58.82	\$58.82	\$60.73	\$62.71	\$64.75	\$66.85	\$69.02	\$71.27	\$73.58	\$76.52	\$79.01		
				\$99,528	\$103,002	\$106,621	\$110,344	\$114,213	\$118,206	\$122,346	\$122,346	\$122,346	\$126,318	\$130,437	\$134,680	\$139,048	\$143,562	\$148,242	\$153,046	\$159,162	\$164,341		

**NOTE:**  
 \*THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JULY 1, 2027 FALLS.  
 LAT = LATERALLY HIRED OFFICERS

**EXHIBIT B-7**

**HOWARD COUNTY  
P SCHEDULE**

**POLICE OFFICERS- LODGE 21 of the HOWARD COUNTY POLICE OFFICER’S ASSOCIATION  
Effective January 1, 2028**

	1	2	3	4	5	6	7	8	9	10	11	12	13	PL 14	PL 15	PL 16	PL 17	PL 18	PL 19	PL 20	PL 21	PL 21	
	Hire	12 mos.	24 mos.	36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.	
PO	\$36.52	\$37.79	\$39.11	\$40.49	\$41.90	\$43.38	\$44.90	\$46.47	\$48.09	\$49.78	\$51.52	\$53.32	\$55.18	\$56.97	\$58.83	\$60.74	\$62.71	\$64.76	\$66.85	\$69.04	\$71.78	\$74.11	
	\$75,962	\$78,603	\$81,349	\$84,219	\$87,152	\$90,230	\$93,392	\$96,658	\$100,027	\$103,542	\$107,162	\$110,906	\$114,774	\$118,498	\$122,366	\$126,339	\$130,437	\$134,701	\$139,048	\$143,603	\$149,302	\$154,149	
LAT	\$39.11	\$40.49	\$41.90	\$43.38	\$44.90	\$46.47	\$48.09	\$49.78	\$51.52	\$53.32	\$55.18	\$55.18	\$55.18	\$56.97	\$58.83	\$60.74	\$62.71	\$64.76	\$66.85	\$69.04	\$71.78	\$74.11	
	\$81,349	\$84,219	\$87,152	\$90,230	\$93,392	\$96,658	\$100,027	\$103,542	\$107,162	\$110,906	\$114,774	\$114,774	\$114,774	\$118,498	\$122,366	\$126,339	\$130,437	\$134,701	\$139,048	\$143,603	\$149,302	\$154,149	
				36 mos.	48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.	
PFC				\$41.53	\$42.98	\$44.51	\$46.04	\$47.65	\$49.33	\$51.05	\$52.83	\$54.68	\$56.59	\$58.43	\$60.33	\$62.29	\$64.31	\$66.42	\$68.58	\$70.80	\$73.61	\$76.00	
				\$86,382	\$89,398	\$92,581	\$95,763	\$99,112	\$102,606	\$106,184	\$109,886	\$113,734	\$117,707	\$121,534	\$125,486	\$129,563	\$133,765	\$138,154	\$142,646	\$147,264	\$153,109	\$158,080	
LAT				\$44.51	\$46.04	\$47.65	\$49.33	\$51.05	\$52.83	\$54.68	\$56.59	\$56.59	\$56.59	\$58.43	\$60.33	\$62.29	\$64.31	\$66.42	\$68.58	\$70.80	\$73.61	\$76.00	
				\$92,581	\$95,763	\$99,112	\$102,606	\$106,184	\$109,886	\$113,734	\$117,707	\$117,707	\$117,707	\$121,534	\$125,486	\$129,563	\$133,765	\$138,154	\$142,646	\$147,264	\$153,109	\$158,080	
					48 mos.	60 mos.	72 mos.	84 mos.	96 mos.	108 mos.	120 mos.	132 mos.	144 mos.	156 mos.	168 mos.	180 mos.	192 mos.	204 mos.	216 mos.	228 mos.	240 mos.	252 mos.	
Corp					\$46.01	\$47.62	\$49.29	\$51.01	\$52.80	\$54.64	\$56.56	\$58.53	\$60.58	\$62.55	\$64.59	\$66.69	\$68.86	\$71.09	\$73.41	\$75.79	\$78.82	\$81.38	
					\$95,701	\$99,050	\$102,523	\$106,101	\$109,824	\$113,651	\$117,645	\$121,742	\$126,006	\$130,104	\$134,347	\$138,715	\$143,229	\$147,867	\$152,693	\$157,643	\$163,946	\$169,270	
LAT					\$49.29	\$51.01	\$52.80	\$54.64	\$56.56	\$58.53	\$60.58	\$60.58	\$60.58	\$62.55	\$64.59	\$66.69	\$68.86	\$71.09	\$73.41	\$75.79	\$78.82	\$81.38	
					\$102,523	\$106,101	\$109,824	\$113,651	\$117,645	\$121,742	\$126,006	\$126,006	\$126,006	\$130,104	\$134,347	\$138,715	\$143,229	\$147,867	\$152,693	\$157,643	\$163,946	\$169,270	

**NOTE:**  
 \*THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2028 FALLS.  
 LAT = LATERALLY HIRED OFFICERS

## EXHIBIT 2

PURSUANT TO Section 1.111 (e) of the Howard County Code, the following provisions of the Agreement, attachment to the Bill as Exhibit 1, between Howard County and the Howard County Police Officer's Association, Lodge 21, conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual:

1. Section 1.2. - Unit Description  
    Subsection (c)
2. Section 1.3. – Probationary Employees  
    Subsections (d), (e), and (f)
3. Article 2 – Authorized Dues
4. Article 3 – Rights of Employees/Union Representatives
5. Article 5 – Hours of Worked
6. Article 6 – Layoffs and Rehires
7. Section 7.3 – Longevity Increments
8. Section 7.5 - Police Officer 1<sup>st</sup> Class Rank
9. Section 7.6 – Police Corporal  
    Subsection (b) and (c)
10. Section 7.7 – Police Sergeant  
    Subsection (b) and (c)
11. Section 7.9 - Compensation
12. Section 7.10- Tech Corporal
13. Article 8 – Premium Pay
14. Section 9.1 – Selection of Personnel for Work Assignments
15. Article 10 – Secondary Employment
16. Section 11.1- Holidays  
    Subsection (b-f)
17. Section 11.2- Annual Leave  
    Subsection (a) and (d)
18. Section 11.4- Disability Leave  
    Subsection (c), (j), (k), and (m)
19. Section 11.6- Disability Leave Donation

20. Section 11.9- Military Leave  
    Subsection (a)
21. Section 11.10 – Bereavement Leave  
    Subsection (c) and (d)
22. Section 11.11 – Leave of Absence without Pay  
    Subsection (d)(2)
23. Section 11.12 – Union Leave
24. Section 11.13 – Leave for Negotiations
25. Section 11.16 – Leave Approval
26. Section 12.1-Health Insurance  
    Subsection (c)
27. Section 12.2- Life Insurance  
    Subsection (b) and (d)
28. Article 13  
    Subsection (b) and (c)
29. Article 14- Trading of Shifts
30. Article 16 -Grievance Procedure
31. Section 17.4 – Criminal Charges
32. Section 17.5 -Disciplinary Matrix
33. Section 17.6 -LEOBR Replacement
34. Section 18.2 -Removal of Information
35. Section 18.3 -Employee Additions
36. Section 18.4 – Public Information Request
37. Article 19 -Substance Abuse Testing
38. Article 21 -Take Home Vehicle
39. Article 22 - Howard County Police and Fire Retirement System  
    Subsection (d), (e), and (f)
40. Article 24 -Labor Management Committee
41. Article 27 -Physical Fitness Standards/Wellness Program
42. Article 28 -Duration and Finality of Agreement