



Howard County
Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Police Supervisor's Alliance, Lodge 143

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 Supervisor's Alliance, Lodge 143 (hereinafter "Lodge 143") for fiscal year 2027.

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 143 and the County are parties to the Agreement approved by the passage of Council Bill No. CB 23-2024 that is in effect through June 30, 2026. Council Bill XX-2026 will amend the current agreement and extend it to June 30, 2027. Additionally, the amended agreement reflects a 4% across the board COLA to the Lodge 143 wage scale effective January 1, 2027. Further, the amendment provides for the continuation of a pilot Disability Leave Incentive Program for an additional year. Lodge 143's membership ratified these amendments on March 9, 2026.

The fiscal impact in FY 2027 is approximately \$289,000.