

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 6

Bill No. 27 -2026

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

Short title: Howard County Police Supervisor's Alliance Lodge 143 – Amendment to Memorandum of Agreement

Title: AN ACT pursuant to Section 1.111(e) of the Howard County Code, approving provisions in an amendment to a collective bargaining agreement between Howard County and the Howard County Police Supervisor's Alliance Lodge 143 that are in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the Employee Manual; and generally relating to the collective bargaining agreement between Howard County and the Howard County Police Supervisor's Alliance Lodge 143.

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

By order _____
Michelle Harrod, 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, Administrator

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

By order _____
Michelle Harrod, 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, 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 Supervisor’s Alliance Lodge 143 ("FOP
2 143") and the County reached agreement through a Memorandum of Agreement (the
3 "Agreement"), that is effective through June 30, 2026; 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 provisions
7 in collective bargaining agreements that are in conflict with Title 1 “Human Resources” of
8 the Howard County Code or the Employee Manual (the "conflicting provisions"); and
9

10 **WHEREAS**, by passage of Council Bill No. 23-2024, the Council approved the
11 Agreement’s conflicting provisions and approved the Agreement as a multi-year obligation
12 under Section 612 of the Howard County Charter; and
13

14 **WHEREAS**, the parties engaged in a limited re-opener to discuss wage and
15 leave issues and wish to enter into an Amendment to Memorandum of Agreement
16 between the parties; and
17

18 **WHEREAS**, the Amendment will provide a 4% across the board pay increase,
19 effective January 1, 2027 and extends the term of the Agreement for an additional year;
20 and
21

22 **WHEREAS**, the members of the Howard County Police Supervisor’s Alliance
23 Lodge 143 have ratified the Amendment, and the Amendment includes provisions that
24 are in conflict with Title 1 of the County Code or the Employee Manual; and
25

26 **WHEREAS**, pursuant to 1.111(e) of the Howard County Code, the
27 Amendment adds additional conflicting provisions to those attached to Council Bill
28 No. 23-2024 and a comprehensive list of conflicting provisions in the original
29 agreement and the Amendment are attached as Exhibit 2,
30
31

32 **NOW, THEREFORE,**

33

34 ***Section 1. Be It Enacted*** by the County Council of Howard County, Maryland that in regard to
35 *the Amendment to the Memorandum of Agreement between Howard County and the Howard*
36 *County Police Supervisor's Alliance Lodge 143, the County Council approves the attached*
37 *Conflicting Provisions, listed in Exhibit 2 as attached to this Act and incorporated herein, that are*
38 *in conflict with the provisions of Title 1 "Human Resources" of the Howard County Code or the*
39 *Employee Manual.*

40

41 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
42 *if there is a conflict between the Agreement attached to this Act and the Howard County Pay Plan,*
43 *the provisions contained in the Agreement shall control.*

44

45 ***Section 3. And Be It Further Enacted*** by the County Council of Howard County, Maryland that
46 *this Act shall become effective 61 days after its enactment.*

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

AND

**HOWARD COUNTY POLICE SUPERVISOR'S
ALLIANCE LODGE 143**

Whereas, Howard County, Maryland and Howard County Police Supervisor's Alliance Lodge 143, entered into a collective bargaining agreement (Agreement) effective July 1, 2024 thru June 30, 2026;

Whereas, the Union and the County Administration engaged in a limited re-opener to discuss wage and disability leave incentive program;

Whereas, as a result of those discussions, the parties agreed that: a) the County will provide a 4% across the board increase effective January 1, 2027; b) continue pilot Disability Leave Incentive Program; and c) the term of the Agreement will be extended by one (1) additional year; and

Whereas, Lodge 143 submitted the proposed changes enumerated above to its membership for vote the week of March 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 year 2024-2027 are provided in Exhibit A1-A6.
- (b) All changes in pay rate, 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 the first pay period that includes July 1, 2024, each member shall receive a 1% across the board increase.
- (f) Effective the first pay period that includes January 1, 2025, each member shall receive a 3% across the board increase.

- (g) Effective the first pay period that includes July 1, 2025, each member shall receive a 1% across the board increase.
- (h) Effective the first pay period that includes the first pay period that includes January 1, 2026, each member shall receive a 3% across the board increase.
- (i) Effective the first pay period that includes the first pay period that includes January 1, 2027, each member shall receive a 4% across the board increase.

2. In Article 10, Section 10.5 continue pilot program through June 30, 2027.

Section 10.5. -Disability Leave Incentive Program.

- A. Incentive Program- The Department has established a Disability Leave Incentive Plan (Plan) effective July 1, 2005. Employees who do not utilize any disability leave for a six-month period shall be awarded one day of compensatory time based on the officer's schedule, with no award to exceed 12 hours in a six-month period or 24 hours in a one-year period.
- B. The six consecutive months will start on July 1st and January 1st.
- C. Incentive Program- In lieu of the County incentive program contained in subparagraph 10.5 A and B, Department has established a Disability Leave Incentive Plan (Plan) effective July 1, 2024, will end at the conclusion of this contract (July 1, 2024 through June 30, 2026). Employees will be able to cash out sick leave on June 30, 2025, in the following fashion:

Disability Occurrence Used	Eligible to Sell	Compensation
0	9 days (72hrs)	7 days (56hrs)
1-3	6	4
Under 5	4	2
Under 6	2	1

For the purposes of this section an occurrence counts as utilization of 1-8 hours of disability.

An employee who qualifies for the incentive may opt to sell the amount of days in a lower category than they qualified. For instance, if employee had 0 occurrences, they could select to redeem 2, 4, 6, or 9 days for the above-described compensation. Employee will be compensated in the last pay period of July following completion of the fiscal year the incentive was earned.

3. In Article 26 replace the existing language with the following:

ARTICLE 26-DURATION AND FINALITY 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, 2027.

- (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 7, 2026.
- (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:

Delete "EXHIBIT A-1 THROUGH A-5 (PAY SCALES) 40"

and replace with:

"EXHIBIT A-1 THROUGH A-6 (PAY SCALES)..... 40"

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 143
James Daly

EXHIBIT A-6

**HOWARD COUNTY
PS SCHEDULE**

**POLICE SERGENTS- THE FATERNAL ORDER OF THE POLICE LODGE 143
HOWARD COUNTY POLICE SUPERVISOR’S ALLIANCE
Effective January 1, 2027**

Step	1	2	3	4	5	6	7	8	9	L14	L15	L16	L17	L18	L19	L20	L21
	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.
Hourly	\$48.93	\$50.65	\$52.42	\$54.26	\$56.11	\$58.16	\$60.11	\$62.32	\$64.50	\$66.57	\$68.72	\$70.98	\$73.29	\$75.68	\$78.14	\$81.27	\$83.91
Annual	\$101,774	\$105,352	\$109,034	\$112,861	\$116,709	\$120,973	\$125,029	\$129,626	\$134,160	\$138,466	\$142,938	\$147,638	\$152,443	\$157,414	\$162,531	\$169,042	\$174,533
Lateral	\$52.40	\$54.22	\$56.11	\$58.16	\$60.11	\$62.32	\$62.32	\$62.32	\$64.50	\$66.57	\$68.72	\$70.98	\$73.29	\$75.68	\$78.14	\$81.27	\$83.91
	\$108,992	\$112,778	\$116,709	\$120,973	\$125,029	\$129,626	\$129,626	\$129,626	\$134,160	\$138,466	\$142,938	\$147,638	\$152,443	\$157,414	\$162,531	\$169,042	\$174,533

NOTE:

*THE PAY PLAN WILL BE IMPLEMENTED AT THE BEGINNING OF THE PAY PERIOD IN WHICH JANUARY 1, 2027 FALLS.

Exhibit 2

Conflicting Provisions – LODGE 143

Sections/Articles containing Conflicting Provisions

1. Section 1.2 – Unit Description
 Subsection (c)
2. Section 1.3 – Probationary Employees
 Subsections (a), (c), (d)
3. Article 2 – Authorized Dues and Service Fees Deductions
4. Article 3 – Rights of Employees/Union Representatives
5. Article 5 – Hours of Work
6. Section 7.2 – Longevity Increments
7. Section 7.5 – XL Compensation
8. Article 8 – Premium Pay
9. Article 9 – Secondary Employment
10. Section 10.1– Holidays
 Subsections (b) – (g)
11. Section 10.2 – Annual Leave
 Subsection (a) and (c)
12. Section 10.4 – Disability Leave
 Subsection (c), (k), (l)
13. Section 10.5 - Disability Leave Incentive Program.
14. Section 10.6 – Disability Leave Donation
15. Section 10.9 – Military Leave
 Subsection (a)
16. Section 10.10- Bereavement Leave
 Subsection (e) and (f)
17. Section 10.12–Union Leave
18. Section 10.13–Leave for Negotiations
19. Section 11.1 – Health Insurance

Subsection (c) and (d)

20. Section 11.2 – Life Insurance

Subsection (b)

21. Article 12 – Death Benefits

Subsection (b) and (c)

22. Article 13 – Trading of Shifts

23. Article 15 – Grievance Procedure

24. Section 16.4 – Disciplinary Matrix

25. Section 16.5 – LEOBR Replacement

26. Section 17.2 – Removal of Information

27. Section 17.3 – Employee Additions

28. Section 17.4 – Public Information Act Request

29. Article 18 – Substance Abuse Testing

30. Article 20 – Take Home Vehicle

31. Article 21 – Howard County Police and Fire Retirement System

Subsection (e) and (f)

32. Article 24 – Selection of Personnel for Work Assignments

33. Article 25 – Physical Fitness Standards/Wellness Program

34. Article 26 – Duration and Finality of Agreement