



Howard County
Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Public Safety Dispatchers Association

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 ___-2026 which relates to the approval of a two-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Public Safety Dispatchers Association for fiscal year 2027 and fiscal year 2028.

The bill is submitted to the County Council pursuant to Section 1.III(e) of the Howard County Code in order for the Council to approve agreed upon provisions in the collective bargaining agreement that conflict with the personnel provisions of the County Code and the Employee Manual.

The negotiated agreement with the Howard County Public Safety Dispatchers provides that it will have a term from July 1, 2026 through June 30, 2028. The agreement includes a 1.5% across the board COLA effective January 1, 2026 and a 1.5% across the board COLA effective January 1, 2027. The agreement also includes a 3% across the board COLA effective January 1, 2028. Further, the agreement between the parties includes the addition of a Step 20 effective January 1, 2027 and the addition of the Step 21 effective January 1, 2028.

Additionally, the agreement provides for, but is not limited to, a disability leave incentive program, an increase to the premium for Communications Trainers, a recruitment incentive, and the exploration of a DROP program through a study. The fiscal impact in FY 2027 is approximately \$158,000 and for FY 2028 the fiscal impact is approximately \$325,000.