

**Office of the County Auditor**  
**Auditor's Analysis of Legislation**

**Council Bill No. 29-2022**

Introduced: May 4, 2022

Auditors: Lori Buchman and Brenda Cachuela

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Fiscal Impact:

Based on information provided by the Administration and reviewed by our Office, this bill is estimated to increase County personnel expenditures by \$791,190 in Fiscal Year 2023 and \$1,312,454 in FY 2024. The bill does not impact County revenues.

In addition, the bill includes the following financial-related provisions that cannot be quantified at this time:

- Provides for employees to request compensatory time for call-in and stand-by pay
- Changes the length of time necessary to earn temporary assignment pay
- Increases one type of premium pay
- Expands bereavement leave

Purpose:

The purpose of this legislation is to approve a two-year collective bargaining agreement between Howard County and the American Federation of State, County and Municipal Employees, Howard County Local 1810, effective through the end of FY 2024. The agreement includes payment of certain compensation in future fiscal years.

For FY 2023, this legislation includes adjusting the pay scale to align with the County general pay scale and adding across the board cost-of-living adjustments of 2 percent in July 2022 and 1 percent in December 2022. For FY 2024, this legislation includes adding an across the board cost-of living-adjustment of 3 percent in December 2023.

Other Comments:

Juneteenth Day is not included in Article 10, Section 10.1 - Holidays, of the Collective Bargaining Agreement. However, per the Employee Manual, it is still considered a holiday and employees would receive holiday pay for working that day.