

Office of the County Auditor

Auditor's Analysis

Council Bill No. 30-2022

Introduced: May 5, 2022

Auditor: Melanie A. Bishop and Lisa Geerman

Fiscal Impact:

Based on information provided by the Administration and reviewed by our Office, this bill is estimated to increase County personnel expenditures by \$156,902 in Fiscal Year 2023 and \$238,197 in FY 2024. The bill does not impact County revenues. A required pension study is also anticipated to cost between \$5,000 and \$10,000 out of the General Fund, per the Administration.

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

- Creation of a step for employees with 22 years of service
- Changes in call-in pay and temporary duty pay
- Elimination of Emergency Communications Operator classification

Purpose:

The purpose of this legislation is to approve a two-year collective bargaining agreement between Howard County and the Howard County Public Safety Dispatchers Association that will be effective July 1, 2022, through June 30, 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 2 percent in December 2023.

Other Comments:

Juneteenth Day is not included in Article 10, Section 9.1 - 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.