

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

**Council Bill No. 31-2022**

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 \$161,711 in Fiscal Year 2023 and \$443,527 in FY 2024. The bill does not impact County revenues.

The bill includes the following financial-related provisions:

- Adds a half step at the top of the scale, which is included in the fiscal impact noted above
- Increases the amount of disability leave that employees may donate to other members

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 3080, effective through the end of FY 2024. The agreement includes payment of certain compensation in future fiscal years.

This legislation adjusts the pay scale and adds a 3 percent across the board cost-of-living adjustment 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.