

# Office of the County Auditor

## Auditor's Analysis

### **Council Bill No. 61-2022**

Introduced: September 6, 2022

Auditor: Lori Buchman

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#### Fiscal Impact:

Based on information provided by the Administration, the proposed legislation is estimated to increase personnel costs in the Police Department by \$172,965 in Fiscal Year 2023 and \$642,854 in FY 2024. We reviewed and agreed with its calculations.

#### Purpose:

The purpose of this legislation is to amend the collective bargaining agreement between Howard County and the Howard County Police Officers' Association Lodge 143 that was approved in Council Bill 19-2020. The proposed legislation includes the following amendments:

- An across-the-board salary increase from 2 percent to 3 percent, effective January 1, 2023
- An across-the-board salary increase of 5 percent, effective January 1, 2024
- The creation of a study group to review premiums for patrol overtime
- The creation of a committee to align the discipline section of the agreement with changes in State law
- An extension of the term of the agreement by one additional year, through June 30, 2024

The legislation also approves provisions in the collective bargaining agreement between Howard County and the Howard County Police Officers' Association Lodge 143 that conflict with the provisions of Title 1 "Human Resources" of the Howard County Code and/or the Employee Manual.

#### Other Comments:

The Administration has indicated that this particular extension has pay scale changes that are in conflict with current Code and Pay Plan Provisions.

The members of the study group and committee created as a result of this legislation will consist of employees either on work time or volunteer time. The creation of the study group and committee will not result in any additional compensation.