



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Police Officer's Association, Lodge 21

TO: Brandee Ganz
Chief Administrative Officer

FROM: Raul Delerme
Deputy Chief Administrative Officer

Jamar Herry
Deputy Chief Administrative Officer

DATE: April 24, 2024

The Administration supports and urges the passage of Council Bill XX-2024 which relates to the approval of a three-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with the Howard County Police Officer's Association, Lodge 21 for fiscal years 2025, 2026, and 2027.

The bill is submitted to the County Council pursuant to Section 1.111(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.

Exhibit 1 to the Bill is the negotiated agreement in its entirety. Exhibit 2 of the Bill contains all provisions determined to be in conflict with the Pay Plan and Employee Manual. The purpose is to give the Council a comprehensive assessment of the differences between the collective bargaining agreement negotiated with these employees and the County's personnel provisions.

The negotiated agreement with the Howard County Police Officer's Association, Lodge 21 provides that it will have a term from July 1, 2024 through June 30, 2027. The agreement includes a 2% across the board COLA effective July 1, 2024, a 2% across the board COLA effective January 1, 2025, a 1% across the board COLA effective July 1, 2025, a 3% across the board COLA effective January 1, 2026, and a 4% across the board COLA effective January 1, 2027. The agreement also provides for, but is not limited to, guidelines for leave request/leave approvals, notification of Internal Affairs File Public Information Requests, and work period adjustments.

The fiscal impact in FY 2025 is approximately \$2,000,000.