



# Howard County

## *Internal Memorandum*

SUBJECT: Council Testimony and Fiscal Impact Statement  
Re: Howard County Public Safety Dispatchers Association

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 an extension to, and adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Howard County Public Safety Dispatchers Association for fiscal year 2025 and 2026.

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.

Howard County Public Safety Dispatchers Association and the County are parties to the Agreement approved by the passage of Council Bill No. CB30-2022 that is in effect through June 30, 2024. The current Bill with the Council will amend and extend the current agreement. 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 Howard County Public Safety Dispatchers Association provides that it will extend the terms of the current agreement the County will provide a 4% across the board COLA effective July 1, 2024, a 4% across the board COLA effective January 1, 2025, and a 2% across the board COLA effective January 1, 2026. Additionally, the agreement includes, but is not limited to, the completion of an actuarial study for an enhanced pension benefit for members of the Howard County Public Safety Dispatchers Association and proposal of the aforementioned enhanced pension benefit.

The fiscal impact in FY 2025 is approximately \$380,000.