

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

**Council Bill No. 25-2024**

Introduced: May 6, 2024

Auditor: Brenda Cachuela

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Fiscal Impact:

Based on information provided by the Administration and reviewed by our Office, this legislation is estimated to increase County personnel expenditures by \$380,000 in Fiscal Year 2025 and \$201,000 in FY 2026 for cost-of-living adjustments. Additionally, personnel expenditures are estimated to increase \$90,000 in Fiscal Year 2025 and \$151,000 in Fiscal Year 2026 for step increments.

We requested support for the proposed amounts of the Fiscal Year 2025 and the Fiscal Year 2026 increases. *The Administration's response is pending as of May 16, 2024.*

Purpose:

The purpose of this legislation is to approve an amendment and extension of the two-year collective bargaining agreement between Howard County and the Howard County Public Safety Dispatchers Association that will be effective through the end of Fiscal Year 2026. The agreement includes payment of certain compensation in future fiscal years.

For FY 2025, this legislation includes adding across-the-board cost-of-living adjustments of 4 percent in July 2024 and 4 percent in January 2025. For FY 2026, this legislation includes adding an across-the-board cost-of-living adjustment of 2 percent in January 2026.

Other Comments:

None.