

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

**Council Bill No. 39-2024**

Introduced: July 1, 2024

Auditor: Rebecca Gold

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Fiscal Impact:

Council Bill 39-2024 approves an agreement between the County and the International Association of Firefighters, Howard County Local 2000.

The agreement includes provisions for a 2 percent across-the-board cost-of-living adjustment effective July 1, 2024, and a 2 percent across-the-board cost-of-living adjustment effective January 1, 2025. The fiscal impact for these changes is ascertained in CB38-2024.

Corresponding pay schedule adjustments will be implemented in CB38-2024, pending Council's approval.

Purpose:

This bill approves a one-year collective bargaining agreement between Howard County and the International Association of Firefighters, Howard County Local 2000, effective July 1, 2024, through July 1, 2025, along with the adoption of conflicting provisions contained in the negotiated collective bargaining agreement.

This updated agreement will supplant the previous agreement, which was effective July 1, 2021, through July 1, 2023, and was extended through FY 2024 via CB59-2022.

Other Comments:

The Administration confirmed that funding for proposed pay schedule changes has been appropriated in the Department of Fire and Rescue Services' FY 2025 Operating Budget.

We confirmed that the pay schedules in the collective bargaining agreement are consistent with the proposed pay schedule changes in CB38-2024.