



Howard County

Internal Memorandum

SUBJECT: Council Testimony and Fiscal Impact Statement
Re: Howard County Local 3888, AFSCME Maryland Council 3

TO: Brandee Ganz
Chief Administrative Officer

FROM: Jamar Herry
Deputy Chief Administrative Officer

Raul Delorme
Deputy Chief Administrative Officer

Dawn Tinker
Assistant Chief Administrative Officer

DATE: October 23, 2025

The Administration supports and urges the passage of Council Bill ____-2025 which relates to the approval of a two-year agreement and the adoption of conflicting provisions contained in the negotiated collective bargaining agreement with Howard County Local 3888, AFSCME Maryland Council 3 (Howard County Local 3888) for fiscal year 2026 and fiscal year 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 of the list of conflicting provisions 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 Local 3888 provides that it will have a term from July 1, 2025 through June 30, 2027. The agreement includes a 3% across the board COLA effective January 1, 2026, and a 2% across the board COLA effective January 1, 2027.

Additionally, the agreement provides for, but is not limited to, revisions to the union orientation for new hires, investigation timelines for certain policy violations, expanded safety guidelines, and additional performance review requirements.

The fiscal impact in FY 2026 is approximately \$120,000 and for FY 2027 the fiscal impact is approximately \$310,000.