



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

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Ellicott City, Maryland 21043

410-313-2033

Brandee Ganz, Chief Administrative Officer

Voice/Relay

Anju A. Bennett, Administrator, Office of Human Resources

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October 14, 2025

To: Brandee Ganz
Chief Administrative Officer

From: Anju A. Bennett, Administrator
Office of Human Resources

Ann Koshy, Deputy Administrator

Lauriane Shipley, Senior Analyst *L7S*
Classification and Compensation Division

Re: FY26 Pay Plan Amendments Affecting AFSCME Local 1810 (OT), Local 3888 (OS), and Local 3085 (H)

The Administration is seeking Council approval for updates to the Pay Plan for Fiscal Year 2026. As part of the legislative process, these updates have been approved by the Chief Administrative Officer for submission to the Council for action.

The recommended changes stem from negotiated collective bargaining agreements with the American Federation of State, County and Municipal Employees (AFSCME) for bargaining units 1810, 3888, and 3085 as referenced below.

Changes to the Pay Schedules are as follows:

1. Local 1810 Office/Technical Bargaining Unit (OT Schedule)

- Add the updated pay schedule effective January 1, 2026, which will add 3% COLA across the pay scale.
✓ This will replace the current pay scale that was effective January 1, 2025.

Fiscal impact in FY26 is approximately: \$460,000

2. OS Schedule: Operations Supervisor - Local 3888 Of the American Federation of State, County and Municipal Employees

- Add the updated pay schedule effective January 1, 2026, which will add 3% COLA across the pay scale.
✓ This will replace the current pay scale that was effective January 1, 2025.

Fiscal impact in FY26 is approximately: \$120,000

3. H Schedule: Skilled Trades - Local 3085 Of the American Federation Of State, County And Municipal Employees

- Add the updated pay schedule effective January 1, 2026, which will add 3% COLA across the pay scale.
✓ This will replace the current pay scale that was effective January 1, 2025.

Fiscal impact in FY26 is approximately: \$390,000