

## **Council Bill 73-2025 Fiscal Analysis**

**Introduced:** November 3, 2025

**Fiscal Manager:** Irene Wang

**Legislative Intent:** This legislation seeks Council approval to amend the Howard County Pay Plan by updating the pay schedules for three AFSCME bargaining units: Local 1810 (Office/Technical), Local 3888 (Operations Supervisors), and Local 3085 (Skilled Trades). These updates reflect the terms of negotiated collective bargaining agreements and include a 3% cost-of-living adjustment (COLA) to each unit's pay scale, effective January 1, 2026.

### **ANALYSIS**

#### **Fiscal Impact:**

The fiscal impact of the proposed pay schedule updates in FY2026 is summarized below:

<b>Bargaining Unit</b>	<b>Schedule</b>	<b>COLA Effective</b>	<b>FY26 Fiscal Impact</b>
Local 1810	OT	Jan 1, 2026	\$460,000
Local 3888	OS	Jan 1, 2026	\$120,000
Local 3085	H	Jan 1, 2026	\$390,000
<b>Total</b>			<b>\$970,000</b>

#### **Other Notes:**

The updated pay schedules will replace those that became effective on January 1, 2025. The changes are consistent with the terms of the collective bargaining agreements and are included in Exhibit A of the bill. The implementation of the COLA is aligned with the County's standard practice of applying negotiated increases at the start of the calendar year.