

**Council Bill 71-2025 Fiscal Analysis - REVISED (11/17/25)**

**Introduced:** November 3, 2025

**Fiscal Manager:** Irene Wang

**Legislative Intent:** The purpose of this legislation is to approve a two-year collective bargaining agreement (CBA) between Howard County and the American Federation of State, County and Municipal Employees (AFSCME), Local 3888, Council 3, AFL-CIO. The agreement is effective from **July 1, 2025 through June 30, 2027**, and includes provisions that conflict with Title 1 “Human Resources” of the Howard County Code and the Employee Manual. The bill also approves compensation increases and premium pay adjustments that extend into future fiscal years, requiring Council approval.

**ANALYSIS**

**Fiscal Impact:**

**The estimated fiscal impact for FY 2026 is \$120,000.** According to the response provided by the Administration, the estimate was calculated by subtracting the FY 2026 base salary with no Cost-of-Living Allowance (COLA) from the estimated FY 2026 base salary that includes a 3% mid-year COLA. To this difference, the Administration added fringe benefits of 7.65% for FICA and 13.4% for retirement contributions. Step increases were not included in this estimate. The Administration has confirmed that the mid-year COLA is included in the FY 2026 budget.

**The estimated fiscal impact for FY 2027 is \$310,000.** This estimate was calculated in a similar manner as noted above with the addition of a 2% mid-year COLA in FY 2027. Fringe benefits are applied at the same rates as in FY 2026. Step increases were not included in this estimate.

Approximately 190 employees from Locals 3085 and 3888 are covered under this agreement. Of these, an estimated of 118 employees are eligible for the \$0.60/hour Commercial Driver’s License (CDL) premium, and approximately 10 employees in Local 3888 are eligible for the \$1.80/hour Construction Maintenance Premium.

**Other Notes:**

The agreement also includes a joint pension study with AFSCME Locals 1810, 3085, and 3888 to evaluate enhanced retirement multipliers. The estimated cost of the study is \$25,000. This amount is not included in the fiscal impact totals above but will be absorbed within the approved FY26 budget.