

Council Bill 61-2025 Fiscal Analysis

Introduced: September 2, 2025

Fiscal Manager: Owen Kahn

Legislative Intent: This legislation approves a two-year collective bargaining agreement with Howard County Local 3080, AFSCME Maryland Council 3, beginning in FY 2026. Local 3080 represents correctional workers at the Howard County Detention Center. **CB 62-2025 makes corresponding changes to the Howard County Pay Plan, and the fiscal impact of both bills are the same.**

ANALYSIS

Fiscal Impact:

<u>FY 2026 Operating Budget Line:</u> Department of Corrections Personnel Costs: \$20,254,789. ¹		
	<u>County Expenditures</u> ²	<u>County Revenues</u>
FY 2026	(\$123,000)	<i>Not affected.</i>
FY 2027	(\$224,000)	<i>Not affected.</i>
Total	(\$347,000)	<i>Not affected.</i>

The primary fiscal impact of this legislation will be minor increases in County personnel expenses.

The agreement includes step increases and cost of living adjustments (COLA) for Local 3080 members:

- July 1st, 2025: 3% step increase amount for Steps 17 through 20.³
- January 1st, 2026: 2% across the board COLA.
- January 1st, 2027: 2% across the board COLA.

The agreement includes other changes which will have minimal impact on County personnel costs:

- The premium is increased from \$1,000 to \$1,200 for a small number of supervisors on the Special Emergency Response Team, are Classroom Training Instructors, or are Dietary Officers.
- The addition of annual \$1,000 premiums for those who maintain a hostage negotiation certificate.
- Longevity pay is added for members. After ten years of service members will earn an additional \$.75 per hour; after fifteen years, they will earn an additional \$1 per hour.
- Additional specifications for shift differentials will make Lieutenants and Captains eligible for 3% or 5% pay increases for certain overnight hours.
- Members who work overtime may elect to receive compensatory time instead of overtime pay.

Budget Implications:

- COLAs in this legislation are in line with COLA increase approved for Howard County employees in [CB 34-2025](#). That legislation approved a 2% COLA effective January 1st, 2026. See the chart below for a comparison of COLA increases in the last 12 months.

¹ Page 150 of approved operating budget.

² Estimates provided by the Chief Administrative Officer.

³ The Step increases beginning on July 1st, 2025, will be retroactively applied upon enactment of this bill.

Other Notes:

- [CB 36-2024](#) most recently approved an amendment to the Local 3080 agreement.

Council Bill	Employees Affected	1-Jul-24	1-Jan-25	1-Jul-25	1-Jan-26	1-Jul-26	1-Jan-27
CB61/62-2025	Howard County Local 3080, AFSCME Maryland Council 3				2%		2%
CB34-2025	General County Employees				2%		
	Howard County Public Safety Dispatchers Association, Local 107				2%		
	Emergency Communication Supervisors				2%		
	Howard County Police Officer's Association, Lodge 21			1%	3%		
	Fraternal Order of Police Lodge 143, Police Supervisor's Alliance, Police Sergeants			1%	3%		
	Police Management			1%	3%		
	Fraternal Order of Police Lodge 131, Sheriff, CS/DS Schedule				3%		
CB47-2025	Howard County Professional Fire Fighters Association, Local 2000			1%	3%		4%
CB36-2024	Howard County Local 3080, AFSCME Maryland Council 3 (Local 3080)	4%	4%				