

Council Bill 62-2025 Fiscal Analysis

Introduced: September 2, 2025

Fiscal Manager: Owen Kahn

Legislative Intent: This legislation makes amendments to the Howard County Pay Plan to incorporate changes to the 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 61-2025 ratifies the agreement, 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%				