

## **Council Bill 26-2026 Fiscal Analysis**

**Introduced:** May 4, 2026

**Fiscal Manager:** Yusef Ibrahim

**Legislative Intent:** Council Bill 26-2026 approves provisions in an amendment to the collective bargaining agreement between Howard County and the Howard County Police Officer's Association, Lodge 21. The bill also approves conflicting provisions contained in the negotiated collective bargaining agreement pursuant to Section 1.111(e) of the Howard County Code.

### **ANALYSIS**

#### **Fiscal Impact:**

According to Administration testimony, the estimated fiscal impact of the agreement amendment is approximately \$1.2 million in FY2027 and approximately \$4.2 million in FY2028. The increase in expenditures is associated with negotiated wage adjustments and the addition of a new longevity step for eligible employees.

The amendment includes a 1% across-the-board pay increase effective July 1, 2027, a 3% across-the-board pay increase effective January 1, 2028, and adds Step 22 (252 months) at 3.25% above Step 21 effective July 1, 2027. The amendment also extends the collective bargaining agreement through June 30, 2028.

#### **Budget Implications:**

FY 2026 Operating Budget Line<sup>1</sup>:

#### **Other Notes:**

**There is an outstanding request to the Administration to provide their assumptions/calculations for calculating the fiscal impact of this salary scale change.**

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<sup>1</sup> Page 131 in HC FY26 Approved Operating Budget. This Bill will not influence the FY26 Operating budget but will affect future Fiscal Years