

## **Council Bill 27-2026 Fiscal Analysis**

**Introduced:** May 4, 2026

**Fiscal Manager:** Yusef Ibrahim

**Legislative Intent:** Council Bill 27-2026 approves provisions in an amendment to the collective bargaining agreement between Howard County and the Howard County Police Supervisors' Alliance Lodge 143. 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 \$289,000 in FY2027. The increase in expenditures is associated with negotiated wage adjustments and continuation of the pilot Disability Leave Incentive Program.

The amendment includes a 4% across-the-board pay increase effective January 1, 2027, continues the pilot Disability Leave Incentive Program for an additional year, and extends the term of the agreement through June 30, 2027

#### **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