

## **Council Bill 28-2026 Fiscal Analysis**

**Introduced:** May 4, 2026

**Fiscal Manager:** Yusef Ibrahim

**Legislative Intent:** Council Bill 28-2026 approves provisions in a collective bargaining agreement between Howard County and the Howard County Public Safety Dispatchers Association. The agreement also includes provisions related to a disability leave incentive program, Communications Trainer premium pay, a recruitment incentive, and a study regarding a DROP program. 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 is approximately \$158,000 in FY2027 and approximately \$325,000 in FY2028. The increase in expenditures is associated with negotiated wage adjustments, the addition of new salary steps, disability leave incentive provisions, premium pay adjustments, and recruitment incentives.

The agreement includes a 1.5% across-the-board pay increase effective July 1, 2026, an additional 1.5% across-the-board pay increase effective January 1, 2027, and a 3% across-the-board pay increase effective January 1, 2028. The agreement also adds Step 20 effective January 1, 2027, and Step 21 effective January 1, 2028.

#### **Budget Implications:**

[FY 2026 Operating Budget Line](#)<sup>1</sup>

#### **Other Notes:**

**There is an outstanding request to the Administration to provide assumptions/calculations supporting the estimated fiscal impacts associated with the salary scale adjustments and additional incentive provisions.**

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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