

**Office of the County Auditor**  
**Auditor's Analysis**

**Council Bill No. 38-2024**

Introduced: July 1, 2024

Auditor: Rebecca Gold

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Fiscal Impact:

Council Bill 38-2024 approves updates to the Pay Plan for Fiscal Year 2025. The changes are based on the negotiated collective bargaining agreement between the County and the International Association of Firefighters, Howard County Local 2000.

The fiscal impact for FY 2025 will be approximately \$1.8 million. This amount includes the cost of a 2 percent across-the-board cost-of-living adjustment effective July 1, 2024, and a 2 percent across-the-board cost-of-living adjustment effective January 1, 2025.

There are several proposed changes to the County Classification Code, which will have no direct fiscal impact.

Purpose:

This bill amends the pay schedule for the International Association of Firefighters, Howard County Local 2000, to match a recently negotiated collective bargaining agreement.

The legislation also proposes several changes to the County Classification Codes that are necessary to implement the Executive Reorganization enacted in CB7-2024.

Other Comments:

We confirmed that the pay schedules in Council Bill 38-2024 are consistent with the proposed changes in the collective bargaining agreement, pending Council's approval of CB39-2024.

The Administration confirmed that funding for proposed pay schedule changes has been appropriated in the Department of Fire and Rescue Services' FY 2025 Operating Budget.

Changes effective July 1, 2024:

- 2 percent cost-of-living increase
- \$1,000 premium payment for designated Heavy Vehicle Operators

Changes effective January 1, 2025:

- 2 percent cost-of-living increase
- \$2,000 premium payment for designated Heavy Vehicle Operators

Updates to the County Classification Codes include:

- Reclassing the Consumer Protection Administrator from a Human Services Manager I position (currently Grade M) to a Human Services Manager II position (Grade N).
- Correcting the Class Code for a Human Services Manager II – Workforce Development Administrator, with no grade change.
- Creating a new classification for an Administrative Manager position in the Office of Agriculture at Grade N.