

**ANNE ARUNDEL COUNTY, MARYLAND
OFFICE OF THE BUDGET**

BILL NUMBER: 86-25

INTRO. DATE: Oct. 6, 2025

FISCAL NOTE

BILL: PERSONNEL – EMPLOYEE RELATIONS – POLICE CAPTAINS

SUMMARY OF LEGISLATION

This bill includes Police Captains among the classification whose exclusive bargaining representative is subject to binding arbitration. It adds Police Captains to the classification that may join, assist, or participate in employee organizations and their affiliates.

The approved fiscal year 2026 budget authorizes a total of 11 Police Captain positions.

The bill extends the time period for employee organizations to file petitions to be certified as exclusive bargaining representatives. Under current law, these petitions must be filed with the County Personnel Officer in the month of October. The bill extends the filing period to be October through December.

The bill is an emergency bill and it would take effect upon enactment.

FISCAL IMPACT

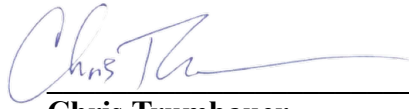
Operating Budget – Personal Services: No effect.

Operating Budget – Other Operating Costs: There may be a minimal increase in the County's labor negotiating costs, as this would create a new bargaining unit.

Capital Budget: No effect.

Revenues: No effect.

Indirect and future fiscal effects: Currently, Police Captains do not negotiate as a unit for their annual compensation package, and generally receive the same package as County non-represented employees. Giving these employees bargaining unit status and including them in binding arbitration may result in a different compensation package compared to what they would have received otherwise, but this will depend on future negotiations and is impossible to estimate. However, this is a small universe of employees so the overall fiscal impact to the County will be minimal.



Chris Trumbauer
Budget Officer

10/13/2025

Date

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