

FINAL

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2025, Legislative Day No. 18

Bill No. 86-25

Introduced by the Entire Council

By the County Council, October 6, 2025

Introduced and first read on October 6, 2025
Public Hearing set for and held on November 3, 2025
Bill Expires on January 9, 2026

By Order: Kaley Schultze, Administrative Officer

A BILL ENTITLED

1 AN EMERGENCY ORDINANCE concerning: Personnel – Employee Relations – Police
2 Captains

3
4 FOR the purpose of including police captains in the definition of “uniformed public safety
5 exclusive representative”; permitting police captains to join employee organizations;
6 permitting the filing of a petitions for certification of an employee organization in
7 November and December; and generally relating to personnel.

8
9 BY repealing and reenacting, with amendments: §§ 6-4-101(16), 6-4-105(b)(1), and
10 6-4-107(b)
11 Anne Arundel County Code (2005, as amended)

12
13 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*
14 That Section(s) of the Anne Arundel County Code (2005, as amended) read as follows:

ARTICLE 6. PERSONNEL

TITLE 4. EMPLOYEE RELATIONS

6-4-101. Definitions.

21
22 (16) “Uniformed Public Safety Exclusive Representative” means an exclusive
23 representative for any of the classifications of Deputy Sheriff I, Deputy Sheriff Corporal,
24 Deputy Sheriff II, Deputy Sheriff III, Detention Officer, Detention Corporal, Detention
25 Sergeant, Firefighter II, Firefighter III, Firefighter/Cardiac Rescue Technician,
26 Firefighter/Emergency Medical Technician- Paramedic, Fire Lieutenant, Fire

EXPLANATION: CAPITALS indicate new matter added to existing law.
[[Brackets]] indicate matter deleted from existing law.
Captions and taglines in **bold** in this bill are catchwords and are not law.

1 Lieutenant/Emergency Medical Technician/Paramedic, Fire Captain, Fire
2 Captain/Emergency Medical Technician/Paramedic, Fire Battalion Chief, Fire Battalion
3 Chief/Emergency Medical Technician-Paramedic, Police Officer, Police Officer First
4 Class, Police Corporal, Police Sergeant, [[and]] Police Lieutenant, AND POLICE CAPTAIN
5 that is authorized under § 812 of the Charter to resolve an impasse with the County through
6 binding arbitration.

7
8 **6-4-105. Rights of classified employees – In general.**

9
10 **(b) Limitations on joining employee organizations.**

11
12 (1) With the exception of captains, captains/emergency medical technician-
13 paramedics, lieutenants, lieutenants/emergency medical technician-paramedics, battalion
14 chiefs, and battalion chiefs/emergency medical technician-paramedics in the Fire
15 Department, CAPTAINS, lieutenants, and sergeants in the Police Department, and Deputy
16 Sheriff IIIs in the Sheriff’s Office, management employees may not join, assist, or
17 participate in the activities of an employee organization, or an affiliate of an employee
18 organization, that represents or seeks to represent employees under the direction of the
19 management employees. This subsection (b)(1) shall be construed to prohibit Detention
20 Sergeants from joining, assisting, or participating in the activities of an employee
21 organization that represents or seeks to represent Detention Officers and Detention
22 Corporals.

23
24 **6-4-107. Certification of employee organization as exclusive representative.**

25
26 **(b) Filing of petition; notice.** The petition may be filed with and shall be received by
27 the Personnel Officer only during the [[month]] MONTHS of October, NOVEMBER, AND
28 DECEMBER. On receipt of the petition, the Personnel Officer shall give adequate and timely
29 notice of the filing to the employees in the proposed appropriate representation unit and,
30 within 30 days of the filing date of the petition, determine either that the proposed unit is
31 an appropriate representation unit or that an alternative unit is the appropriate
32 representation unit.

33
34 SECTION 2. *And be it further enacted,* That this Ordinance is hereby declared to be an
35 emergency ordinance and necessary for immediate preservation of the public peace, health,
36 safety, and welfare, and being passed by the affirmative vote of five members of the County
37 Council the same shall take effect the date it becomes law.

READ AND PASSED this 3rd day of November, 2025

By Order:



Kaley Schultze
Administrative Officer

PRESENTED to the County Executive for his approval this 4th day of November, 2025

A handwritten signature in black ink, appearing to read 'K Schultze', with a long horizontal stroke extending to the right.

Kaley Schultze
Administrative Officer

APPROVED AND ENACTED this 5th day of November, 2025

A handwritten signature in blue ink, appearing to read 'Steuart Pittman', with a long horizontal stroke extending to the right.

Steuart Pittman
County Executive

EFFECTIVE DATE: November 5, 2025

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF
BILL NO. 86-25 THE ORIGINAL OF WHICH IS RETAINED IN THE FILES
OF THE COUNTY COUNCIL.

A handwritten signature in black ink, appearing to read 'K. Schultze', with a long horizontal line extending to the right.

Kaley Schultze
Administrative Officer