

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2025, Legislative Day No. 18

Resolution No. 30-25

Introduced by Ms. Pickard and Ms. Hummer

By the County Council, October 6, 2025

A RESOLUTION ENTITLED  
Charter Amendment – Binding Arbitration

1 RESOLUTION proposing an amendment to the Charter of Anne Arundel County to  
2 permit all authorized employee representatives to enter into binding arbitration to resolve  
3 labor disputes relating to the terms and conditions of employment  
4

5 *Be it resolved by the County Council of Anne Arundel County, Maryland, That the*  
6 *following amendment to the Anne Arundel County Charter is proposed for submission to*  
7 *the qualified voters of the County at the General Election in November 2026:*  
8

9 **Article VII. Merit System**  
10

11 **Sec. 812. Binding arbitration for [[law enforcement employees and for uniformed**  
12 **firefighters of the Fire Department]] employee bargaining units.**  
13

14 [[(a)] In addition to the right granted to County employees in Section 811 of this  
15 Article to organize and bargain collectively, the County Council shall provide by ordinance  
16 for binding arbitration with authorized representatives of the appropriate employee  
17 bargaining unit in order to resolve labor disputes with [[the County's law enforcement  
18 employees]] REPRESENTED EMPLOYEES. The ordinance shall provide for the appointment  
19 of a neutral arbitrator by the parties to the arbitration who shall issue a binding decision to  
20 be implemented as part of the following year's budget process and which shall take into  
21 account the financial condition of the County and the reasonable interests of the [[law  
22 enforcement]] REPRESENTED employees and the county relating to the terms and  
23 conditions of employment. [[Law enforcement employees shall be uniformed officers of  
24 the Police Department, Sheriff's Department, and Office of Detention Facilities.]] Any  
25 ordinance that is enacted shall prohibit strikes or work stoppages by the [[law  
26 enforcement]] employees.  
27

28 [[(b)] In addition to the right granted to County employees in Section 811 of this Article  
29 to organize and bargain collectively, the County Council shall provide by ordinance for  
30 binding arbitration with authorized representatives of the appropriate employee bargaining  
31 unit in order to resolve labor disputes with uniformed firefighters of the Fire Department.

1 The ordinance shall provide for the appointment of a neutral arbitrator by the parties to  
2 the arbitration who shall issue a binding decision to be implemented as part of the  
3 following year's budget process and which shall take into account the financial condition  
4 of the County and the reasonable interests of the uniformed firefighters of the Fire  
5 Department and the County relating to the terms and conditions of employment. Any  
6 ordinance that is enacted shall prohibit strikes or work stoppages by uniformed  
7 firefighters.]]

8  
9 *And be it further resolved,* That the following question is adopted for submittal to the  
10 qualified voters of the County at the General Election in November 2026 for their adoption  
11 or rejection:

12  
13 “To amend the Anne Arundel County Charter to permit all authorized employee  
14 representatives to enter into binding arbitration to resolve labor disputes relating to the  
15 terms and conditions of employment.”

16  
17 *And be it further resolved,* That this question shall be designated as Question “\_\_” on  
18 the ballot at the General Election in November 2026.

19  
20 *And be it further resolved,* That if the majority of qualified votes cast in the election  
21 are for the Charter Amendment, this amendment shall stand adopted from and after the 30<sup>th</sup>  
22 day following the election.