



**Committee:** PS  
**Committee Review:** At a future date  
**Staff:** Jim Ogorzalek, Legislative Attorney  
**Purpose:** To introduce agenda item – no vote expected

AGENDA ITEM #5A  
April 28, 2026  
**Introduction**

## **SUBJECT**

Bill 18-26, Police – Powers and duties of director – DHS law enforcement agency hiring

Lead Sponsor: Councilmember Glass

## **EXPECTED ATTENDEES**

None

## **COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION**

N/A

## **DESCRIPTION/ISSUE**

Bill 18-26 would:

- (1) require the Department of Police to verify certain background information for certain applicants seeking to be sworn officers employed by the Department of Police; and
- (2) generally amend the law regarding police.

## **SUMMARY OF KEY DISCUSSION POINTS**

N/A

### **This report contains:**

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## MEMORANDUM

April 23, 2026

TO: County Council

FROM: Jim Ogorzalek, Legislative Attorney

SUBJECT: Bill 18-26, Police – Powers and duties of director – DHS law enforcement agency hiring

PURPOSE: Introduction – no Council votes required

Bill 18-26, Police – Powers and duties of director – DHS law enforcement agency hiring, is scheduled for introduction on April 28, 2026. Its Lead Sponsor is Councilmember Glass. A public hearing is tentatively scheduled for June 9, 2026, at 1:30 p.m.

Bill 18-26 would:

- (1) require the Department of Police to verify certain background information for certain applicants seeking to be sworn officers employed by the Department of Police; and
- (2) generally amend the law regarding police.

### **Background**

Beginning in 2025, the United States Department of Homeland Security (“DHS”) increased interior enforcement operations related to the deportation, expulsion, or removal of undocumented individuals. The increased enforcement operations have been carried out by multiple DHS agency components—including Immigration and Customs Enforcement and Customs and Border Protection—and have occurred in jurisdictions across the United States, including Maryland, generally, and Montgomery County, specifically. Responding to the increased enforcement operations and the tactics employed by DHS agency components, multiple states and localities have introduced or enacted legislation prohibiting the subsequent employment of officers or agents of federal agencies involved in these DHS operations from future employment in certain positions with the relevant state or locality.

### **Bill Specifics**

Bill 18-26 (known as the “Continued Excellence in Public Service Act”) would require that prior to extending a final offer of employment to any individual who (1) worked as a federal law

enforcement office for DHS or an agency subcomponent (2) on or after January 21, 2025, and (3) who engaged in deportation, expulsion, or removal operations during that time; the Montgomery County Police Department review and verify certain information related to the candidate.

The information to be reviewed and verified includes details related to (1) assignment and deployment locations on or after January 21, 2025; (2) the candidate's participation in or witness of use of force during operations after January 21, 2025; and (3) complaints filed against the individual or their federal employing agency. The bill also includes a provision related to an affidavit that the candidate has never intentionally violated an individual's constitutional rights during enforcement operations after January 21, 2025.

The bill expressly includes a carve out that an individual's participation in operations at an external boundary or port of entry does not trigger the Department's obligation to verify the information set forth in the bill. The bill also clarifies that it does not apply to candidates employed by a state or local law enforcement agency who might otherwise be included because of their temporary participation in a federal agency task force.

This packet contains:

Bill 18-26

Lead Sponsor's Letter to Colleagues

Circle #

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Bill No. 18-26  
Concerning: Police – Powers and duties  
of director – DHS law enforcement  
agency hiring  
Revised: 4/22/2026 Draft No. 1  
Introduced: April 28, 2026  
Expires: December 7, 2026  
Enacted: \_\_\_\_\_  
Executive: \_\_\_\_\_  
Effective: \_\_\_\_\_  
Sunset Date: \_\_\_\_\_  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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Lead Sponsor: Councilmember Glass

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**AN ACT** to:

- (1) require the Department of Police to verify certain background information for certain applicants seeking to be sworn officers employed by the Department of Police; and
- (2) generally amend the law regarding police.

By amending

Montgomery County Code  
Chapter 35, Police  
Section 35-3

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*

**Sec. 1. Section 35-3 is amended as follows:**

**35-3. Powers and duties of director.**

\* \* \*

(1) DHS law enforcement agency hiring. Prior to extending a final offer of employment to serve as a sworn officer of the County Department of Police, the director of police must review and verify the following information for any applicant who served as a federal law enforcement officer under 8 U.S.C. § 1101(a)(18) or 18 U.S.C. § 115(c)(1), as amended, for the United States Department of Homeland Security or any of its agency subcomponents (“DHS law enforcement agency”) on or after January 21, 2025, and who after that date engaged in the enforcement of federal immigration laws relating to the deportation, expulsion, or removal of individuals, excluding operations at an external boundary or port of entry, as designated under federal law:

(1) comprehensive information related to the applicant’s performance and conduct, including:

(A) the precise dates and locations of any assignments or deployments on or after January 21, 2025;

(B) details related to any use of force in which the applicant participated or witnessed while engaged in the enforcement of federal immigration laws relating to the deportation, expulsion, or removal of individuals, excluding operations at an external boundary or port of entry, on or after January 21, 2025; and

(C) any complaints filed against the applicant or filed generally against a DHS law enforcement agency for actions occurring at a location where the applicant was physically

28                   present or for which the applicant had operational  
 29                   involvement and of which the applicant has knowledge; and  
 30           (2)   an affidavit on a form approved by the Office of the County  
 31                   Attorney that the applicant has never intentionally violated an  
 32                   individual’s constitutional rights in the performance of their duties  
 33                   enforcing federal immigration laws relating to the deportation,  
 34                   expulsion, or removal of individuals, excluding operations at an  
 35                   external boundary or port of entry, on or after January 21, 2025.

36           This Section does not apply to any applicant employed by a local or state  
 37                   law enforcement agency whose applicable service as a federal law  
 38                   enforcement officer consisted only of temporary participation in a task  
 39                   force with a federal agency.

40           **Sec. 2. Transition.** The requirements of this legislation must be applied to the  
 41 application process for each police academy class beginning with the July 2027 class.

42           **Sec. 3. Short Title.** This bill may be known as the “Continued Excellence in  
 43 Public Service Act.”



**MONTGOMERY COUNTY COUNCIL  
ROCKVILLE, MARYLAND**

**EVAN GLASS**  
COUNCILMEMBER AT-LARGE

TRANSPORTATION & ENVIRONMENT COMMITTEE, CHAIR  
ECONOMIC DEVELOPMENT COMMITTEE

**MEMORANDUM**

April 22, 2026

**TO:** Councilmembers  
**FROM:** Councilmember Evan Glass  
**SUBJECT:** Introducing the Continued Excellence in Public Service Act

Over the past sixteen months, we have watched in horror as the federal government has deployed militarized immigration enforcement across the country and in our own community. The violent tactics and callous disregard for civil rights that we have seen are fundamentally at odds with the values of Montgomery County.

On April 28, I will introduce the Continued Excellence in Public Service Act, which aims to strengthen the relationship between our immigrant community and the Montgomery County Police Department (MCPD). Specifically, the Continued Excellence in Public Service Act will require that MCPD applicants who may have participated in the U.S. Department of Homeland Security's immigration enforcement efforts on or after January 21, 2025 undergo an additional detailed background review process, beyond the current rigorous department standards, before being hired as Montgomery County police officers.

I want to be very clear: Federal agents engaging in dangerous, harmful and deceptive practices do *not* represent our values or those of the Montgomery County Police Department. I have worked closely with Chief Yamada and MCPD to craft this legislation in such a way that reaffirms our commitment to our immigrant community without compromising ongoing police recruitment efforts.

I am immensely proud of the work that this Council has done in collaboration with our immigrant community and local law enforcement to reaffirm our commitment to keeping Montgomery County a safe and welcoming place for everyone, and I look forward to continuing this important work. Please email Hannah Wilcove in my office with any questions or to be added as a co-sponsor to this legislation.