



Committee: Joint GO and PS
Committee Review: At a future date
Staff: Christine Wellons, Chief Legislative Attorney
Purpose: To introduce agenda item – no vote expected

AGENDA ITEM #1C
June 16, 2026
Introduction

SUBJECT

Expedited Bill 29-26, Personnel and Human Resources – Eligibility for County Employment (“Community Trust in County Employees Act”)

Lead Sponsor: Councilmember Mink

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- N/A

DESCRIPTION/ISSUE

Expedited Bill 29-26 would:

- (1) alter eligibility requirements for County employment;
- (2) restrict the hiring for County employment of individuals who carried out certain activities during federal employment; and
- (3) generally amend the law regarding personnel and human resources.

This report contains:

Staff report
Bill 29-26

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MEMORANDUM

June 11, 2026

TO: County Council

FROM: Christine Wellons, Chief Legislative Attorney

SUBJECT: Expedited Bill 29-26, Personnel and Human Resources – Eligibility for County Employment (“Community Trust in County Employees Act”)

PURPOSE: Introduction – no Council votes required

Expedited Bill 29-26, Personnel and Human Resources – Eligibility for County Employment (“Community Trust in County Employees Act”), is scheduled for introduction on June 16, 2026. The Lead Sponsor is Councilmember Mink. A public hearing will be scheduled for July 14, 2026.

The expedited bill would:

- (1) alter eligibility requirements for County employment;
- (2) restrict the hiring for County employment of individuals who carried out certain activities during federal employment; and
- (3) generally amend the law regarding personnel and human resources.

BACKGROUND

The purpose of Expedited Bill 29-26 would be to increase community trust in County government by restricting the County from hiring individuals who were employed by the federal government after 2025 to enforce federal immigration laws.

BILL SPECIFICS

The expedited bill would make the following legislative findings:

- (1) Community trust in the fairness and impartiality of County employees is essential to promote public health and safety and to assure all residents’ access to County resources.

- (2) Since 2025, federal government agencies have routinely and pervasively enforced civil immigration laws in a discriminatory manner and without due process. These federal practices have eroded community trust in public servants at all levels of government, including the County government.
- (3) County offices and departments that directly serve the public, such as the Department of Health and Human Services and the Montgomery County Public Libraries, cannot fulfill their missions and responsibilities to the public without earning and maintaining the trust of the community.
- (4) Community trust in County government will stabilize and grow if the County prohibits the hiring of individuals who participated in a discriminatory and unconstitutionally administered federal immigration system.

Based upon the findings, the expedited bill would restrict certain public-facing County departments from hiring certain “restricted applicants” who participated in immigration enforcement.

The affected County departments would include: Office of Community Partnerships; Community Use of Public Facilities; Department of Environmental Protection; Department of Health and Human Services; Department of Housing and Community Affairs; Department of Permitting Services; Department of Transportation; Regional Services Centers; Department of Corrections and Rehabilitation; Montgomery County Fire and Rescue Services; Montgomery County Police Department; Montgomery County Public Libraries; Montgomery County Recreation; Office of Consumer Protection; Office of Grants Management; Office of Human Resources; and Office of Human Rights.

In general, the term “restricted applicant” would be defined as an individual:

- employed by the U.S. Immigration and Customs Enforcement (ICE) or the U.S. Customs and Border Protection (CBP) on or after October 1, 2025; or
- employed or contracted by, and assigned by, the U.S. government on or after October 1, 2025 to support, direct, administer, aid, or otherwise participate in the enforcement of federal immigration laws.

This packet contains:
Expedited Bill 29-26

Circle #
1

Expedited Bill No. 29-26
Concerning: Personnel and Human Resources – Eligibility for County Employment (“Community Trust in County Employees Act”)
Revised: 6/10/2026 Draft No. 1
Introduced: _____
Expires: December 7, 2026
Enacted: _____
Executive: _____
Effective: _____
Sunset Date: _____
Ch. _____, Laws of Mont. Co. _____

COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Councilmember Mink

AN EXPEDITED ACT to:

- (1) alter eligibility requirements for County employment;
- (2) restrict the hiring for County employment of individuals who carried out certain activities during federal employment; and
- (3) generally amend the law regarding personnel and human resources.

By amending

Montgomery County Code
Chapter 33, Personnel and Human Resources
Sections 33-31, 33-32, and 33-33

Boldface	<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:

1 **Sec. 1. Sections 33-31, 33-32, and 33-33 are amended as follows:**

2 **33-31. Eligibility for County Employment – Consideration of Prior Employment**

3 **(a) Findings.**

4 (1) Community trust in the fairness and impartiality of County
5 employees is essential to promote public health and safety and to
6 assure all residents' access to County resources.

7 (2) Since 2025, federal government agencies have routinely and
8 pervasively enforced civil immigration laws in a discriminatory
9 manner and without due process. These federal practices have
10 eroded community trust in public servants at all levels of
11 government, including the County government.

12 (3) County offices and departments that directly serve the public, such
13 as the Department of Health and Human Services and the
14 Montgomery County Public Libraries, cannot fulfill their missions
15 and responsibilities to the public without earning and maintaining
16 the trust of the community.

17 (4) Community trust in County government will stabilize and grow if
18 the County prohibits the hiring of individuals who participated in
19 a discriminatory and unconstitutionally administered federal
20 immigration system.

21 **(b) Definitions.** For purposes of this Section, the following terms have the
22 meanings indicated.

23 (1) Direct services agency means the:

24 (A) Office of Community Partnerships;

25 (B) Community Use of Public Facilities;

26 (C) Department of Environmental Protection;

27 (D) Department of Health and Human Services;

- 28 (E) Department of Housing and Community Affairs;
- 29 (F) Department of Permitting Services;
- 30 (G) Department of Transportation;
- 31 (H) Regional Services Centers;
- 32 (I) Department of Corrections and Rehabilitation;
- 33 (J) Montgomery County Fire and Rescue Services;
- 34 (K) Montgomery County Police Department;
- 35 (L) Montgomery County Public Libraries;
- 36 (M) Montgomery County Recreation;
- 37 (N) Office of Consumer Protection;
- 38 (O) Office of Grants Management;
- 39 (P) Office of Human Resources; and
- 40 (Q) Office of Human Rights.

41 (2) Restricted applicant means an individual:

- 42 (A) employed by the U.S. Immigration and Customs
- 43 Enforcement (ICE) or the U.S. Customs and Border
- 44 Protection (CBP) on or after October 1, 2025; or
- 45 (B) employed or contracted by, and assigned by, the U.S.
- 46 government on or after October 1, 2025 to support, direct,
- 47 administer, aid, or otherwise participate in the enforcement
- 48 of federal immigration laws.

49 Restricted applicant does not include an individual described
 50 under subparagraph (B) of this paragraph (2) whose employment
 51 or contract with the U.S. government ended on or before 6 months
 52 after the start of their assignment.

53 (3) Sensitive position means a County job position:

- 54 (A) within a direct services agency; and

- 55 (B) identified by the Office of Human Resources as having:
 56 (i) regular interaction with the public; or
 57 (ii) decision-making authority over access to or
 58 distribution of public resources.
- 59 (c) *Hiring restriction.* A direct services agency must not hire a restricted
 60 applicant to fill a sensitive position.
- 61 (d) *Job postings.* The Office of Human Resources must include within a job
 62 posting whether the requirements of this Section apply to the position.
- 63 (e) *Regulations.* The Executive may promulgate Method (1) regulations
 64 necessary to implement the requirements of this Section.

65 **[33-31] ~~33-32~~—33-33. Reserved.**

66 **Sec. 2. Expedited Effective Date.** The Council declares that this legislation is
 67 necessary for the immediate protection of the public interest. This Act takes effect on
 68 the date on which it becomes law.

69 **Sec. 3. Short Title.** This bill may be known as the “Community Trust in County
 70 Employees Act.”