Expedited Bill No. 29-26
Concerning: Personnel and Human Resources – Eligibility for County Employment ("Community Trust in County Employees Act")
Revised: 11/10/2026 Draft No. 4
Introduced: June 16, 2026
Enacted: November 10, 2026
Executive:
Effective:
Sunset Date:
Ch. ____, Laws of Mont. Co. ____

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: Councilmember Mink
Co-Sponsor: Councilmember Jawando

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	*Heading or defined term.*
Underlining	*Added to existing law by original bill.*
[Single boldface brackets**]**	*Deleted from existing law by original bill.*
Double underlining	*Added by amendment.*
[[Double boldface brackets**]]**	*Deleted from existing law or the bill by amendment.*
* * *	*Existing law unaffected by bill.*

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

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

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

(a) *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.

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

(1) *Direct services agency* means the:

(A) Office of Community Partnerships;

(B) Community Use of Public Facilities;

(C) Department of Environmental Protection;

(D) Department of Health and Human Services;

(E) Department of Housing and Community Affairs;
(F) Department of Permitting Services;
(G) Department of Transportation;
(H) Regional Services Centers;
(I) Department of **[[**Corrections**]]** Correction and Rehabilitation;
(J) Montgomery County Fire and Rescue Services;
(K) Montgomery County Police Department;
(L) Montgomery County Public Libraries;
(M) Montgomery County Recreation;
(N) Office of Consumer Protection;
(O) Office of Grants Management;
(P) Office of Human Resources; **[[**and**]]**
(Q) Office of Human Rights;
(R) Commission for Women;
(S) Office of Management and Budget (Urban Districts program);
(T) Regional Service Centers;
(U) Department of Technology and Enterprise Business Solutions (MC311 Contact Center);
(V) Alcohol Beverage Services;
(W) Department of Finance; and
(X) Office of Procurement.

(2) *Restricted applicant.*

(A) *Restricted applicant* means an individual:

[[(A)**]]** (i) 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

[[(B)**]]** (ii) 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**]]** detention, removal, or deportation of individuals under federal immigration laws.

(B) *Restricted applicant* does not include:

(i) a whistleblower;

(ii) an individual described under subparagraph (A)(i) whose employment with the CBP was limited to the agency's Office of Trade, Office of Trade Relations, Office of International Affairs, or Office of Laboratories and Scientific Services; or

(iii) an individual described under subparagraph (A) whose employment or contract with the U.S. government ended on or before 6 months after the start of their assignment.

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

(A) within a direct services agency; and

(B) identified by the **[[**Office of Human Resources**]]** direct services agency as having:

(i) regular interaction with the public; or

(ii) decision-making authority over access to or distribution of public resources.

(4) *Whistleblower* means an individual who is found, under an order of the federal Merit System Protection Board or an order of a court of competent jurisdiction, to be the subject of a personnel action that violated the federal Whistleblower Protection Act of 1989, 5 U.S.C. § 1201 *et seq*., as amended.

(c) *Hiring restriction*. A direct services agency must not hire a restricted applicant to fill a sensitive position.

(d) *Job postings*. The Office of Human Resources must include within a job posting whether the requirements of this Section apply to the position.

(e) *Regulations*. The Executive **[[**may**]]** must promulgate Method (1) regulations necessary to implement the requirements of this Section.

(f) *Construction*. This Section must not be construed or applied in a manner that would violate state or federal law.

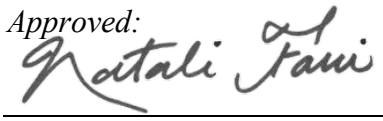
[33-31] 33-32—33-33. Reserved.

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

Sec. 3. Short Title. This bill may be known as the "Community Trust in County Employees Act."

Sec. 4. Transition. No later than 90 days after the effective date of this Act, the Executive must submit to the Council Method (1) regulations necessary to implement the requirements of the Act. The Executive must implement the requirements under subsections (c) and (d) of Section 33-31, as added by this Act, immediately upon the effective date of the Method (1) regulations.

Approved:



November 10, 2026

Natali Fani-González, President, County Council — Date

Approved:

Marc Elrich, County Executive — Date

This is a correct copy of Council action.

Sara R. Tenenbaum, Clerk of the Council — Date