



City of District Heights

City Commission

2000 Marbury Drive District Heights, Maryland 20747

www.districtheights.org (301) 336-1402

City Commission

Work Session

Commission Chambers, E. Michael Roll Municipal Center

Tuesday, May 26, 2026

7:00 PM

Agenda

I. Call to Order

II. Approval of Agenda

III. Information Items

- Item 01. Ordinance Amendment – Collective Bargaining and Payroll Deductions
Staff Contact: Bradley Farrar, City Attorney
Summary: The Mayor and Commission will review a proposed ordinance amending Sections 13-6 and 13-7 of the City Code relating to employer rights and collective bargaining procedures. The proposed amendments would prohibit the City from deducting union dues or service fees through payroll deductions, clarify the City's authority regarding collective bargaining agreements involving payroll deductions, and establish procedures related to mediation and arbitration during labor negotiations. The ordinance also includes standard severability, penalty, posting, and effective date provisions in accordance with the City Charter and Municipal Code.

IV. Public Comments

V. Closed Session

- Item 02. Personnel Matters
Staff Contact: Bradley Farrar, City Attorney
Summary: The Mayor and Commission may enter into a closed session pursuant to the Maryland Open Meetings Act, §3-305(b)(1), to discuss personnel matters related to City operations and administration. Closed sessions are permitted to protect the privacy of employees and applicants, maintain confidentiality in personnel discussions, and safeguard the City's interests in sensitive employment matters.

VI. Adjournment

Please note:

City Meetings, Work Sessions, and Special Meetings are broadcast live on **Verizon (Channel 25)**, **Comcast (Channel 71)**, and streamed on the **City of District Heights' official YouTube channel (@thecityofdistrictheights)**.

Agendas and agenda packets are available at the **E. Michael Roll Municipal Center** and online at **districtheights.org/news**.

- **City Meetings** are held on the **first Thursday of each month**.

Agenda packets are posted **48 hours in advance** (by **Tuesday at 7:00 PM**).

- **Work Sessions** are held on the **second and fourth Tuesdays of each month**.

Agenda packets are posted **24 hours in advance** (by **Monday at 7:00 PM**).

- **Special Meetings** are scheduled **as needed**, with agendas and packets posted in accordance with **City rules** and **State law**.

Consent Agenda Items are marked with an asterisk (*) and are approved in a **single motion**. Any Commissioner may request that an item be removed for **separate discussion and action**.

Additional information, including the **City Commission's Rules of Procedure**, is available at **districtheights.org/government-resources/commission-rules-procedure**.

CITY OF DISTRICT HEIGHTS, MARYLAND

2026 Legislative Session

ORDINANCE Number: DH-2026-

Proposed and Presented by: Commissioner Janifer

Introduced by Commissioner Janifer

Co-Sponsor(s) Commissioner Tilghman

Date of Introduction April , 2026

ORDINANCE

1 AN ORDINANCE concerning:

2 **REPEALING, AMENDING AND ENACTING SECTIONS 13-6, AND 13-7 OF THE**

3 **MUNICIPAL CODE FOR THE CITY OF DISTRICT HEIGHTS, MARYLAND;**

4 **PROVIDING FOR THE REPEAL, AMENDMENT AND ENACTMENT OF CERTAIN**

5 **ORDINANCES NOT INCLUDED THEREIN; PROVIDING A PENALTY FOR THE**

6 **VIOLATION THEREOF; PROVIDING FOR THE ENACTMENT OF SUCH CODE;**

7 **AND PROVIDING WHEN SUCH CODE AND THIS ORDINANCE SHALL BECOME**

8 **EFFECTIVE.**

9 **BE IT ORDAINED BY THE MAYOR AND COMMISSION OF THE CITY OF**

10 **DISTRICT HEIGHTS, MARYLAND THAT:**

11 **SECTION 1.** The Code entitled “Code of Ordinances of the City of District Heights, Maryland,”

12 published by Municode, consisting of chapters 1 through 18, each inclusive, is AMENDED.

13 **SECTION 2.** Chapter 13, Article I, Section 13-6. – Employer Rights. is repealed in its entirety

14 and re-enacted as follows:

15 (a) The employer shall have the following rights:

16 * * * * *

17 (c) When an employee organization has been certified as the exclusive representative of the

18 employees in the bargaining unit, it shall ~~not~~ be eligible to obtain an agreement from the

19 employer for the deduction of dues or service fees from the pay of employees.

KEY:

Underscoring indicates language added to existing law.

~~[Strikethrough]~~ indicate language deleted from existing law.

Asterisks *** indicate intervening existing Code provisions that remain unchanged.

1 ~~(1) The city shall not deduct any dues, fees, or other monetary contributions from the~~
2 ~~compensation of employees on behalf of any employee labor organization, nor utilize~~
3 ~~payroll deduction for such purposes.~~

4 ~~(2) The employer shall not have the authority to enter into a collective bargaining~~
5 ~~agreement that authorizes the deduction of dues from pay.~~

6 ~~(3) The employer shall have no liability for any errors related to employee payments made~~
7 ~~directly to the employee organization.~~

8 **SECTION 3.** Chapter 13, Article I, Section 13-7– Collective Bargaining. is repealed in its
9 entirety and re-enacted as follows:

10 (a) Bargaining in good faith. Upon certification of an employee organization by the Labor
11 Commissioner, the employer and the employee organization shall have the duty, through
12 officials or their designated representatives, to negotiate collectively and in good faith with
13 respect to the subjects of bargaining enumerated in this section and to reduce to writing the
14 matters agreed upon as a result of such negotiations.

15 * * * * *

16 (e) Mediation and Arbitration.

17 (1) If after ninety (90) days of negotiations over the terms of a memorandum of
18 understanding and a dispute exists between the employer and the certified employee
19 organization, or if no understanding has been reached within ninety (90) days, prior to the final
20 preparation date for resetting the municipal budget it shall be deemed that an impasse has been
21 reached, at which point the matters in dispute shall be presented jointly to a mediator.

22 (2) Should mediation prove unsuccessful after 30 days have passed since the appointment
23 of a mediator, the employer and employee by agreement may require that a qualified arbitrator
24 be obtained by agreement of the parties, or through application of the Voluntary Arbitration
25 Rules of the American Arbitration Association, or under the auspices of another organization
26 agreed upon by the parties in writing. If the parties agree, the mediator may serve as the
27 arbitrator.

28 (3) The arbitrator shall have the power to set hearings, take testimony under oath and reach
29 determinations as to all terms and conditions of employment in controversy between the parties.

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1 The determinations of the arbitrator shall be submitted to the Commission for approval in the
2 same manner as any agreement reached by the negotiators. If approved by the Commission, the
3 arbitrator's determinations shall be incorporated by the parties into a collective bargaining
4 agreement.

5 **SECTION 4.** The repeal provided for in sections 2 and 3 hereof shall not be construed to revive
6 any ordinance or part thereof that has been repealed by a subsequent ordinance that is repealed
7 by this ordinance.

8 **SECTION 5.** Unless another penalty is expressly provided, every person convicted of a
9 violation of any provision of the Code or any ordinance, rule or regulation adopted or issued in
10 pursuance thereof shall be punished by a fine not to exceed \$1,000.00 and imprisonment of up to
11 six months. Each act of violation and each day upon which any such violation shall continue or
12 occur shall constitute a separate offense. The penalty provided by this section, unless another
13 penalty is expressly provided, shall apply to the amendment of any Code section, whether or not
14 such penalty is reenacted in the amendatory ordinance. In addition to the penalty prescribed
15 above, the City may pursue other remedies such as abatement of nuisances, injunctive relief and
16 revocation of licenses or permits.

17 **SECTION 6.** Additions or amendments to the Code when passed in such form as to indicate the
18 intention of the City to make the same a part of the Code shall be deemed to be incorporated in
19 the Code, so that reference to the Code includes the additions and amendments.

20 **SECTION 7.** BE IT ORDAINED BY THE MAYOR AND THE COMMISSIONERS OF THE
21 CITY OF DISTRICT HEIGHTS that if any enacted provisions of this Ordinance, or the
22 application thereof to any person or circumstance is held invalid for any reason, such invalidity
23 shall not affect the other provisions of or any other application of this Ordinance which can be
24 given effect without the invalid provisions or application, and to this end, all the provisions of
25 this Ordinance are hereby declared to be severable.

26 **SECTION 8.** BE IT ORDAINED BY THE MAYOR AND THE COMMISSIONERS OF THE
27 CITY OF DISTRICT HEIGHTS that this Ordinance shall be introduced this ____ day of
28 _____, 2026 and posted on the City's website and in the City Clerk's office for at least six (6)
29 days but no more than sixty (60) days after its introduction. If adopted, the Ordinance shall be

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1 effective twenty (20) days after adoption. Notice of its passage shall be posted in a public place
2 within the CITY OF DISTRICT HEIGHTS, MARYLAND, and published at least once in a
3 publication of general circulation within the City.
4

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1 **APPROVED** this _____ day of April _____, 20__

2 **CITY COMMISSION OF DISTRICT HEIGHTS, MARYLAND**

3 BY: _____
4 Cynthia L. Miller, Mayor

5 BY: _____
6 Pamela Janifer, Commissioner

7 BY: _____
8 Anthony Tilghman, Commissioner

9 BY: _____
10 Rahsheim Wright, Commissioner
11

12
13 ATTEST:
14 _____
15 Kenneth Warren, City Clerk
16

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I, Kenneth Warren, City Clerk of the City of District Heights, Maryland hereby certify that the following motion was made at the meeting of the Mayor and City Commission of District Heights on _____, 2026

Motion: I, Commissioner _____, move that the Mayor and City Commission adopt Ordinance No. DH 2026-_____.

Motion Seconded: I, Commissioner _____, Second the Motion.

ROLL CALL VOTE YEA/NAY/ABSTAIN/ABSENT

Mayor Miller _____

Commissioner Janifer _____

Commissioner Tilghman _____

Commissioner Wright _____

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Effective Date: _____, 2026

ATTEST:

City Clerk for the City of
District Heights, Maryland

Kenneth Warren

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