

efficacy of the County employee relations program in procuring uninterrupted functioning of the County's services to its inhabitants, and providing fair and equitable representation and working conditions for the County's employees; and

WHEREAS, the strengthening of bargaining relationships as aforesaid is in accord with practices and procedures in the private, public and quasi-public employment sector; and

WHEREAS, the County finds that experience in the private public and quasi-public employment sectors have demonstrated that sound and harmonious employee relations are promoted when all employees, who share in the benefits resulting from fair and equal representation are required to assume an equitable share of the financial burden resulting from such representation and from providing the services incident to such representation; and

WHEREAS, the County has determined that it would effectuate the purposes of its Employee Relations law to permit the inclusion in a memorandum of agreement executed between the County and a certified employee organization, a provision whereby (1) all employees employed after the effective date of this ordinance who elect not to join or remain members of, the employee organization certified to represent employees in their respective representation units and (2) present employees who previously have executed membership or dues authorization cards as members of said certified employee organizations, but, hereafter, elect to terminate said membership and/or revoke said authorization cards, shall be required, as a condition of employment, to assume an equitable share of the said financial burden as aforesaid, during the period that the said employee organization retains its certification.

Effective October 4, 1979.

-----  
Bill No. 97-79

AN ORDINANCE to repeal and re-enact, with amendments, Sections 14-300(10) and 14-309(a) of the Anne Arundel County Code (1967 Edition and Supplements), Title 14, "Police", Subtitle 3, "Police and Fire Service Retirements", to repeal Section 14-309 of said Code, Title and Subtitle and enact new Section 14-309 in lieu thereof, to alter a certain definition; to alter the amounts of contributions to the Police and Fire Service Retirement pension fund payable by certain employees; to provide for certain cost of living adjustments to certain pensions; and matters generally related to the County's Police and Fire Service Retirement Plan.

Approved August 21, 1979.  
-----