

County Council of Howard County, Maryland

2016 Legislative Session

Legislative day # 17

RESOLUTION NO. 180 - 2016

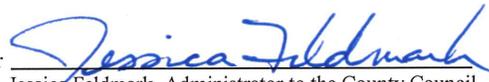
Introduced by: Calvin Ball

~~A RESOLUTION calling on the Human Rights Commission to study the recruitment, hiring, retention, and promotion practices of certain units of the Howard County government, the Howard County Sheriff, and the Howard County Public School System, submit a report and make recommendations; and generally relating to discriminatory recruitment, hiring, retention, and promotion practices in Howard County.~~

A RESOLUTION calling on the Human Rights Commission with support of the associated Human Resources departments and input from the community to study the recruitment, hiring, retention, and promotion practices of the Howard County Government, the Howard County Sheriff, Howard County Library System, Howard Community College, and the Howard County Public School System; requesting that the Commission consider the impact of community perception on those considering entering those roles and the factors associated with the encouragement and recruitment into various fields, degrees and certifications; requesting that the Commission submit a report and make recommendations on the actions, that demonstrate an understanding of changing demographics, that should be taken by Howard County and the community so that it remains a model community; and generally relating to the continuous improvement of human rights in Howard County.

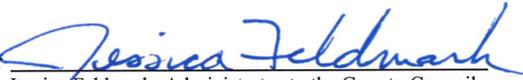
Introduced and read first time on November 7, 2016.

By order


Jessica Feldmark, Administrator to the County Council

Read for a second time and a public hearing held on November 21, 2016.

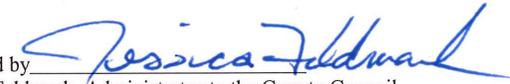
By order


Jessica Feldmark, Administrator to the County Council

This Resolution was read the third time and was Adopted __, Adopted with amendments , Failed __, Withdrawn __ by the County Council

on December 5, 2016.

Certified by


Jessica Feldmark, Administrator to the County Council

NOTE; [[text in brackets]] indicates deletions from existing language; TEXT IN ALL CAPITALS indicates additions to existing language. Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 WHEREAS, Howard County continues to be rated as top community in America to live, work and raise
2 a family; and

3 WHEREAS, Howard County's valuing of diversity and having a top educational system are cited as
4 key components when discussing the desirability of Howard County; and

5 **WHEREAS**, bias, discrimination, and unfairness in recruitment, hiring, retention, and promotion of
6 public employees in Howard County ~~are~~ would be harmful to the public welfare and an
7 anathema to the ideals of free society and our democratic way of life; and

8 ~~WHEREAS, Section 12.208 of the Howard County Code specifies that discriminatory practices in~~
9 ~~recruitment, hiring, retention, and promotion are unlawful; and~~

10 WHEREAS, Howard County continues grow and change in its diversity as a community; and

11 **WHEREAS**, the majority of the students in the Howard County Public School System are minorities;
12 and

13 **WHEREAS**, according to the United States Bureau of the Census, 45% of the residents of Howard
14 County are non-white and 36% of Maryland residents are non-white; and

15 **WHEREAS**, according to the United States Bureau of the Census, more than 51% of the residents of
16 the County and of the State are women; and

17 **WHEREAS**, since September 1, 2014, the Howard County Police Department has hired 87 employees,
18 of those 67 are white and 56 are male and of those that were hired as sworn officers, 44 are
19 white and 5 are non-white and only 5 are female; and

20 **WHEREAS**, since September 2012, the Howard County Department of Fire and Rescue Services has
21 hired 78 employees, of those 42 are white and 58 are male; and

22 **WHEREAS**, since September 2014, Howard County Sheriff's Department has hired 10 employees, of
23 those 7 are white and 8 are male; and

24 **WHEREAS**, the management ranks of Howard County public safety agencies are overwhelmingly
25 white: the Howard County Sheriff and the Howard County Chief of Police are both white, 4 of 6
26 assistant fire chiefs are white, all 3 deputy fire chiefs are white, 13 of 16 battalion chiefs are

1 white, 2 of 3 police majors are white, 5 of 7 police captains are white, 21 of 25 police
2 lieutenants are white, and 2 of 3 Lieutenant Deputy Sheriffs are white; and

3 **WHEREAS**, according to the HCPSS Office of Human Resources 2015 Annual Report covering
4 October 16, 2014, to October 15, 2015, more than 86% of the newly hired teachers in the
5 Howard County Public School System are white, more than 75% of the certificated,
6 management, and technical staff in the Howard County Public School System are white, and
7 more than 75% of school administrators are white; and

8 **WHEREAS**, the Howard County Public School System and Board of Education eliminated the
9 Coordinator of Diversity and Inclusion position from the 2017 fiscal budget although that
10 position was proposed based, in part, upon the recognized need for increased workforce
11 diversity in the school system as well as expanded cultural proficiency training for staff and
12 teachers; and

13 **WHEREAS**, Section 12.200 of the Howard County Code specifies that it is Howard County’s policy to
14 foster and encourage the growth and development of Howard County so that all persons shall
15 have an equal opportunity to pursue their lives free of discrimination and Section 12.208 of the
16 Howard County Code specifies that discriminatory practices in recruitment, hiring, retention,
17 and promotion are unlawful; and

18 **WHEREAS**, Howard County is not satisfied with maintaining the status quo, but seeks continuous
19 improvement through identifying areas where it can or should improve and emulate successful
20 practices into other areas of the County, especially in a continually changing community; and

21 **WHEREAS**, section 12.202.IX.(b) of the Howard County Code provides that the Human Rights
22 Commission has “the authority to make surveys and studies concerning human rights,
23 conditions, and problems” and “may publish reports, make recommendations and, in every way
24 possible, promote human rights in Howard County”; and

25 **WHEREAS**, section 12.202.IX.(f) further provides that the Human Rights Commission has “the
26 authority to inform the citizens of Howard County of practices and patterns of conduct which

1 may be discriminatory”; and

2 **WHEREAS**, section 12.202.IX.(o) further provides that “by resolution of the County Council, the
3 Human Rights Commission shall review and make recommendations on any matter related to
4 human rights.”

5 **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County, Maryland this

6 5th day of December, 2016, that the County Council directs the Human Rights

7 Commission:

8 (1) to study the recruitment, hiring, retention, and promotion practices of:

9 ~~(i) the Howard County Department of Fire and Rescue Services; and~~

10 ~~(ii) the Howard County Police Department; the Howard County Government;~~

11 (2) to study the recruitment, hiring, retention, and promotion practices of the Howard County

12 Public School System;

13 (3) to study the recruitment, hiring, retention, and promotion practices of the Howard County

14 Sheriff’s office;

15 (4) to study the recruitment, hiring, retention, and promotion practices of the Howard County

16 Library System;

17 (5) to study the recruitment, hiring, retention, and promotion practices of the Howard

18 Community College;

19 (6) to evaluate local, regional, and national trends and factors in the community that impact

20 recruiting whether positively or negatively of certain jobs or the desire for any particular demographic to

21 enter certain fields based on factors, including, but not limited to, the impact of exposure to

22 opportunities, recruitment and opportunity for specific degrees and certification, and community

23 attitudes towards various roles;

24 ~~(4) (7) to submit a report to the County Council and the County Executive on the findings of the~~

25 studies; and

26 ~~(5) to recommend changes to law and procedures and recommend best practices designed to~~

27 ~~address any recruitment, hiring, retention, or promotion practices that may be discriminatory.~~

1 (8) address shortfalls, identify opportunities for improvement, highlight successes related to
2 recruitment, hiring, retention and promotion in Howard County Government, the Sheriff's Office,
3 Howard County Library System, Howard Community College, and the School System by, and
4 recommend, if needed, changes to law and procedures, recommending best practices designed to
5 improve recruitment, hiring, retention, or promotion practices, and providing guidance on activities in
6 the community that can lead to an increased desire to enter fields of public service and public safety.
7

8 **AND BE IT FURTHER RESOLVED** by the County Council of Howard County, Maryland that the

9 Human Rights Commission shall:

10 (1) hold at least one public hearing;

11 (2) meet with the Human Resources officers of each unit of government covered in this
12 Resolution;

13 ~~(2)~~ (3) provide the County Council with an interim progress report and briefing during ~~March~~
14 April, 2017; and

15 ~~(3)~~ (4) complete the ~~investigation~~ study and submit a final report to the County Council and the
16 County Executive on or before ~~June, 19~~ June 30, 2017.

17 **AND BE IT FURTHER RESOLVED** by the County Council of Howard County, Maryland that all

18 units of County government, the Howard County Sheriff, Howard County Library System,

19 Howard Community College, and the Howard County Public School System are requested to

20 cooperate fully with the Human Rights Commission in its conduct of the studies called for in this

21 Resolution.

Amendment 1 to Council Resolution No. 180-2016

BY: Calvin Ball

Legislative Day No. 19
Date: 12/5/16

Amendment No. 1

(This amendment clarifies that discriminatory practices are not presupposed.)

- 1 On the title page, in the purpose paragraph, delete “discriminatory” and substitute “recruitment,
- 2 hiring, retention, and promotion”.
- 3
- 4 On page 1, in line 2, strike “are” and substitute “would be”.

ADOPTED 12/5/16
FAILED _____
SIGNATURE Jessica Feldman

Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 2

(This amendment clarifies the purposes for the study, adds to the matters that should be studied, adds to the areas for which recommendations are sought, requires the Commission to meet with certain officers, and changes the dates for specified reports.)

1 On the title page, delete the purpose paragraph, and substitute:

2 “A RESOLUTION calling on the Human Rights Commission with support of the associated Human
3 Resources departments and input from the community to study the recruitment, hiring, retention,
4 and promotion practices of the Howard County ~~government~~ Government, the Howard County
5 Sheriff, Howard County Library System, Howard Community College, and the Howard County
6 Public School System; requesting that the Commission consider the impact of community
7 perception on those considering entering those roles and the factors associated with the
8 encouragement and recruitment into various fields, degrees and certifications; requesting that the
9 Commission submit a report and make recommendations on the actions, that demonstrate an
10 understanding of changing demographics, that should be taken by Howard County and the
11 community so that it remains a model community; and generally relating to the continuous
12 improvement of human rights in Howard County.”.

13
14 ~~Strike beginning with line 1 on page 1 down through and including line 9 on page 2 and substitute:~~

15 On page 1, before line 1 insert:

ADOPTED as amended 12/5/16
FAILED
SIGNATURE Jessica Feldman

1 “WHEREAS, Howard County continues to be rated as top community in America to live, work and raise
2 a family; and

3 WHEREAS, Howard County’s valuing of diversity and having a top educational system are cited as key
4 components when discussing the desirability of Howard County; and”

5
6 On page 1, strike lines 4 and 5 and substitute:

7 “WHEREAS, Howard County continues grow and change in its diversity as a community; and”

8
9 On page 2, after line 9 insert:

10 “WHEREAS, Section 12.200 of the Howard County Code specifies that it is Howard County’s policy to
11 foster and encourage the growth and development of Howard County so that all persons shall
12 have an equal opportunity to pursue their lives free of discrimination and Section 12.208 of the
13 Howard County Code specifies that discriminatory practices in recruitment, hiring, retention,
14 and promotion are unlawful; and

15 WHEREAS, Howard County is not satisfied with maintaining the status quo, but seeks continuous
16 improvement through identifying areas where it can or should improve and emulate successful
17 practices into other areas of the County, especially in a continually changing community; and”.

18
19 On page 2, strike lines 14 through 16 in their entirety.

20
21 Beginning on page 2, strike the colon at the end of line 23 down through the semicolon at the end of line
22 1 on page 3 and substitute: “the Howard County Government;”.

23
24 On page 3, after line 5, insert:

25 “(4) to study the recruitment, hiring, retention, and promotion practices of the Howard County Library
26 System;

27 (5) to study the recruitment, hiring, retention, and promotion practices of the Howard Community
28 College;

29 (6) to evaluate local, regional, and national trends and factors in the community that impact recruiting
30 whether positively or negatively of certain jobs or the desire for any particular demographic to enter
31 certain fields based on factors, including, but not limited to, the impact of exposure to opportunities,

1 recruitment and opportunity for specific degrees and certification, and community attitudes towards
2 various roles.”

3
4 Also on page 3, in line 6, strike “(4)” and substitute “(5)”.

5
6 Also on page 3, strike lines 8 and 9 and substitute:

7 “(6) address shortfalls, identify opportunities for improvement, and highlight successes related to
8 recruitment, hiring, retention and promotion in Howard County Government, the Sheriff’s Office,
9 Howard County Library System, Howard Community College, and the School System by recommending,
10 and recommend, if needed, changes to law and procedures, recommending best practices designed to
11 improve recruitment, hiring, retention, or promotion practices, and providing guidance on activities in the
12 community that can lead to an increased desire to enter fields of public service and public safety.”.

13
14 Also on page 3, after line 12, insert:

15 “(2) meet with the Human Resources officers of each unit of government covered in this
16 Resolution:”.

17
18 Also on page 3, in line 13, strike “(2)” and substitute “(3)” and strike “March” and substitute “April”.

19
20 Also on page 3, in line 15, strike “(3)” and substitute “(4)” and strike “investigation” and substitute
21 “study”.

22
23 Also on page 3, in line 16, strike “June 19” and substitute “June 30”.

24
25 On page 4, in line 10, after “Sheriff,” insert “Howard County Library System, Howard Community
26 College.”.

Amendment 1 to Amendment 2 to Council Resolution No. 180-2016

BY: Calvin Ball

Legislative Day No. 19

Date: 12/5/16

Amendment No. 1

(This amendment retains most of the Whereas clauses in the Resolution as introduced and modifies several phrases for clarity.)

1 On page 1:

- 2 • In line 4, strike “government” and substitute “Government”.
- 3 • Strike line 13 and substitute:
- 4 “On page 1, before line 1 insert:”.

5 On page 2:

- 6 • At the end of line 3, insert a quotation mark.
- 7 • after line 3 insert:
- 8 “On page 1, strike lines 4 and 5 and substitute:”.
- 9 • At the beginning and also at the end of line 4, insert a quotation mark.
- 10 • After line 4 insert:
- 11 “On page 2, after line 9 insert:”.
- 12 • At the beginning of line 5, insert a quotation mark.
- 13 • Strike line 14 in its entirety.
- 14 • In line 23, after “certification” insert a comma.
- 15 • In line 29, strike “and”.
- 16 • In line 31, strike “by recommending” and substitute “, and recommend”.
- 17

ADOPTED

FAILED

SIGNATURE

12/5/16

Jessica Feldman

Amendment 3 to Amendment 2 to Council Resolution No. 180-2016

BY: Mary Kay Sigaty

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 3 to Amendment No. 2

- 1
- 2 On Page 1 in line 4, after "Sheriff," insert "Howard County Library System, Howard Community
- 3 College."
- 4 On page 2, in line 20, after "(4)" insert
- 5 "to study the recruitment, hiring, retention, and promotion practices of the Howard County Library
- 6 System;
- 7 (5) to study the recruitment, hiring, retention, and promotion practices of the Howard Community
- 8 College;
- 9 (6)"
- 10 On page 2, in line 30, after "Office," insert "Howard County Library System, Howard Community
- 11 College."
- 12 On page 3, in line 16, insert "On page 4, in line 10, after Sheriff," insert "Howard County Library System,
- 13 Howard Community College."
- 14
- 15

ADOPTED 12/5/16
FAILED _____
SIGNATURE Jessica Feldman

Amendment 2 to Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 2 to Amendment No. 2

- 1
- 2 On page 2, immediately following line 4, insert:
- 3 “Strike beginning with line 12 on page 1 down through and including line 4 on page 2 in their entirety.”.
- 4
- 5
- 6

ADOPTED _____
FAILED _____ 12/5/16
SIGNATURE Jessica Feldman

Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 2

(This amendment clarifies the purposes for the study, adds to the matters that should be studied, adds to the areas for which recommendations are sought, requires the Commission to meet with certain officers, and changes the dates for specified reports.)

1 On the title page, delete the purpose paragraph, and substitute:

2 “A RESOLUTION calling on the Human Rights Commission with support of the associated Human
3 Resources departments and input from the community to study the recruitment, hiring, retention,
4 and promotion practices of the Howard County government, the Howard County Sheriff, and the
5 Howard County Public School System; requesting that the Commission consider the impact of
6 community perception on those considering entering those roles and the factors associated with
7 the encouragement and recruitment into various fields, degrees and certifications; requesting that
8 the Commission submit a report and make recommendations on the actions, that demonstrate an
9 understanding of changing demographics, that should be taken by Howard County and the
10 community so that it remains a model community; and generally relating to the continuous
11 improvement of human rights in Howard County.”.

12
13 Strike beginning with line 1 on page 1 down through and including line 9 on page 2 and substitute:

14
15 “WHEREAS, Howard County continues to be rated as top community in America to live, work and raise

1 a family; and

2 WHEREAS, Howard County's valuing of diversity and having a top educational system are cited as key
3 components when discussing the desirability of Howard County; and

4 WHEREAS, Howard County continues grow and change in its diversity as a community; and

5 WHEREAS, Section 12.200 of the Howard County Code specifies that it is Howard County's policy to
6 foster and encourage the growth and development of Howard County so that all persons shall
7 have an equal opportunity to pursue their lives free of discrimination and Section 12.208 of the
8 Howard County Code specifies that discriminatory practices in recruitment, hiring, retention,
9 and promotion are unlawful; and

10 WHEREAS, Howard County is not satisfied with maintaining the status quo, but seeks continuous
11 improvement through identifying areas where it can or should improve and emulate successful
12 practices into other areas of the County, especially in a continually changing community; and”.

13
14 On page 2, strike lines 14 through 16 in their entirety.

15
16 Beginning on page 2, strike the colon at the end of line 23 down through the semicolon at the end of line
17 1 on page 3 and substitute: “the Howard County Government;”.

18
19 On page 3, after line 5, insert:

20 “(4) to evaluate local, regional, and national trends and factors in the community that impact
21 recruiting whether positively or negatively of certain jobs or the desire for any particular demographic to
22 enter certain fields based on factors, including, but not limited to, the impact of exposure to opportunities,
23 recruitment and opportunity for specific degrees and certification and community attitudes towards
24 various roles;”

25
26 Also on page 3, in line 6, strike “(4)” and substitute “(5)”.

27
28 Also on page 3, strike lines 8 and 9 and substitute:

29 “(6) address shortfalls, identify opportunities for improvement, and highlight successes related to
30 recruitment, hiring, retention and promotion in Howard County Government, the Sheriff's Office, and the
31 School System by recommending, if needed, changes to law and procedures, recommending best

1 practices designed to improve recruitment, hiring, retention, or promotion practices, and providing
2 guidance on activities in the community that can lead to an increased desire to enter fields of public
3 service and public safety.”.

4
5 Also on page 3, after line 12, insert:

6 “(2) meet with the Human Resources officers of each unit of government covered in this
7 Resolution;”.

8
9 Also on page 3, in line 13, strike “(2)” and substitute “(3)” and strike “March” and substitute “April”.

10
11 Also on page 3, in line 15, strike “(3)” and substitute “(4)” and strike “investigation” and substitute
12 “study”.

13
14 Also on page 3, in line 16, strike “June 19” and substitute “June 30”.

Amendment 3 to Council Resolution No. 180-2016

BY: Mary Kay Sigaty

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 3

1
2
3

On Page 1 in line 1, after “WHEREAS,” insert “the presence of”.

ADOPTED 12/5/16
FAILED
SIGNATURE *Jessica Feldman*

County Council of Howard County, Maryland

2016 Legislative Session

Legislative day # 17

RESOLUTION NO. 180-2016

Introduced by: Calvin Ball

A RESOLUTION calling on the Human Rights Commission to study the recruitment, hiring, retention, and promotion practices of certain units of the Howard County government, the Howard County Sheriff, and the Howard County Public School System, submit a report and make recommendations; and generally relating to discriminatory practices in Howard County.

Introduced and read first time on _____, 2016.

By order _____
Jessica Feldmark, Administrator to the County Council

Read for a second time and a public hearing held on _____, 2016.

By order _____
Jessica Feldmark, Administrator to the County Council

This Resolution was read the third time and was Adopted __, Adopted with amendments __, Failed __, Withdrawn __ by the County Council on _____, 2016.

Certified by _____
Jessica Feldmark, Administrator to the County Council

NOTE; [[text in brackets]] indicates deletions from existing language; TEXT IN ALL CAPITALS indicates additions to existing language. ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, bias, discrimination, and unfairness in recruitment, hiring, retention, and promotion of
2 public employees in Howard County are harmful to the public welfare and an anathema to the
3 ideals of free society and our democratic way of life; and

4 **WHEREAS**, Section 12.208 of the Howard County Code specifies that discriminatory practices in
5 recruitment, hiring, retention, and promotion are unlawful; and

6 **WHEREAS**, the majority of the students in the Howard County Public School System are minorities;
7 and

8 **WHEREAS**, according to the United States Bureau of the Census, 45% of the residents of Howard
9 County are non-white and 36% of Maryland residents are non-white; and

10 **WHEREAS**, according to the United States Bureau of the Census, more than 51% of the residents of
11 the County and of the State are women; and

12 **WHEREAS**, since September 1, 2014, the Howard County Police Department has hired 87 employees,
13 of those 67 are white and 56 are male and of those that were hired as sworn officers, 44 are
14 white and 5 are non-white and only 5 are female; and

15 **WHEREAS**, since September 2012, the Howard County Department of Fire and Rescue Services has
16 hired 78 employees, of those 42 are white and 58 are male; and

17 **WHEREAS**, since September 2014, Howard County Sheriff's Department has hired 10 employees, of
18 those 7 are white and 8 are male; and

19 **WHEREAS**, the management ranks of Howard County public safety agencies are overwhelmingly
20 white: the Howard County Sheriff and the Howard County Chief of Police are both white, 4 of 6
21 assistant fire chiefs are white, all 3 deputy fire chiefs are white, 13 of 16 battalion chiefs are
22 white, 2 of 3 police majors are white, 5 of 7 police captains are white, 21 of 25 police
23 lieutenants are white, and 2 of 3 Lieutenant Deputy Sheriffs are white; and

24 **WHEREAS**, according to the HCPSS Office of Human Resources 2015 Annual Report covering

1 October 16, 2014, to October 15, 2015, more than 86% of the newly hired teachers in the
2 Howard County Public School System are white, more than 75% of the certificated,
3 management, and technical staff in the Howard County Public School System are white, and
4 more than 75% of school administrators are white; and

5 **WHEREAS**, the Howard County Public School System and Board of Education eliminated the
6 Coordinator of Diversity and Inclusion position from the 2017 fiscal budget although that
7 position was proposed based, in part, upon the recognized need for increased workforce
8 diversity in the school system as well as expanded cultural proficiency training for staff and
9 teachers; and

10 **WHEREAS**, section 12.202.IX.(b) of the Howard County Code provides that the Human Rights
11 Commission has “the authority to make surveys and studies concerning human rights,
12 conditions, and problems” and “may publish reports, make recommendations and, in every way
13 possible, promote human rights in Howard County”; and

14 **WHEREAS**, section 12.202.IX.(f) further provides that the Human Rights Commission has “the
15 authority to inform the citizens of Howard County of practices and patterns of conduct which
16 may be discriminatory”; and

17 **WHEREAS**, section 12.202.IX.(o) further provides that “by resolution of the County Council, the
18 Human Rights Commission shall review and make recommendations on any matter related to
19 human rights.”

20 **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County, Maryland this
21 _____ day of _____, 2016, that the County Council directs the Human Rights
22 Commission:

23 (1) to study the recruitment, hiring, retention, and promotion practices of:

24 (i) the Howard County Department of Fire and Rescue Services; and

1 (ii) the Howard County Police Department;

2 (2) to study the recruitment, hiring, retention, and promotion practices of the Howard County
3 Public School System;

4 (3) to study the recruitment, hiring, retention, and promotion practices of the Howard County
5 Sheriff's office;

6 (4) to submit a report to the County Council and the County Executive on the findings of the
7 studies; and

8 (5) to recommend changes to law and procedures and recommend best practices designed to
9 address any recruitment, hiring, retention, or promotion practices that may be discriminatory.

10 **AND BE IT FURTHER RESOLVED** by the County Council of Howard County, Maryland that the

11 Human Rights Commission shall:

12 (1) hold at least one public hearing;

13 (2) provide the County Council with an interim progress report and briefing during March, 2017;

14 and

15 (3) complete the investigation and submit a final report to the County Council and the County

16 Executive on or before June, 19, 2017.

17 **AND BE IT FURTHER RESOLVED** by the County Council of Howard County, Maryland that all

18 units of County government, the Howard County Sheriff, and the Howard County Public School

19 System are requested to cooperate fully with the Human Rights Commission in its conduct of the

20 studies called for in this Resolution.