

Introduced _____
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2026 Legislative Session

Legislative Day No. 8

Bill No. 43 -2026

Introduced by: Opel Jones

SHORT TITLE: Howard County Designated Days of Commemoration – Established

TITLE: AN ACT designating certain days of commemoration; requiring certain legislative findings regarding the religious, ethnic, and cultural heritage of County residents; authorizing the Chief Administrative Officer to designate certain days of commemoration; and generally relating to County employees and the religious, ethnic, and cultural heritage of County residents.

Introduced and read first time _____, 2026. Ordered posted and hearing scheduled.

By order _____
Michelle Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2026.

By order _____
Michelle Harrod, Administrator

This Bill was read the third time on _____, 2026 and Passed ____, Passed with amendments _____, Failed _____.

By order _____
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this _____ day of _____, 2026 at ___ a.m./p.m.

By order _____
Michelle Harrod, Administrator

Approved by the County Executive _____, 2026

Calvin Ball, County Executive

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

1
2 **Section 1. Be It Enacted** by the County Council of Howard County, Maryland, that the Howard County
3 Code is amended as follows:

4 *By adding:*

5 *Title 1 - "Human Resources"*

6 *Subtitle 1- "Human Resources Administration"*

7 *Part III- "General Provisions"*

8 *Section 1.124-. "Days of commemoration."*

9
10 **Title 1. – Human Resources**

11 **Subtitle 1. Human Resources Administration**

12 SECTION 1.124. – DAYS OF COMMEMORATION.

13 (A) *LEGISLATIVE FINDINGS.*

- 14 (1) THE RELIGIOUS, ETHNIC, AND CULTURAL HERITAGE OF COUNTY RESIDENTS IS VERY DIVERSE.
- 15 (2) THE COUNTY BENEFITS ECONOMICALLY, INTELLECTUALLY, CULTURALLY, AND SOCIALLY
16 FROM THE RICHNESS AND STRENGTH OF ITS DIVERSITY AND SEEKS TO PROMOTE AN INCLUSIVE
17 COMMUNITY FOR ALL RESIDENTS.
- 18 (3) THE COUNTY’S RESPECT FOR THE DIVERSITY OF ITS OWN WORKFORCE IS REFLECTED IN THE
19 COUNTY’S RULES GOVERNING LEAVE AND ALTERNATE WORK SCHEDULED FOR RELIGIOUS
20 OBSERVANCE.
- 21 (4) THE ABILITY OF COUNTY EMPLOYEES TO MEET THE NEEDS OF COUNTY RESIDENTS AND
22 PROVIDE HIGH QUALITY CUSTOMER SERVICE IS ENHANCED WHEN COUNTY EMPLOYEES KNOW
23 THAT CERTAIN DAYS HAVE SPECIAL RELIGIOUS, ETHNIC, OR CULTURAL MEANING THAT WILL
24 AFFECT THE DAILY ACTIVITIES OF A SIGNIFICANT NUMBER OF COUNTY RESIDENTS.

25 (B) *DAYS OF COMMEMORATION*

- 26 (1) EACH OF THE FOLLOWING CALENDAR DAYS IS DESIGNATED AS A DAY OF COMMEMORATION:
- 27 (I) ASIAN LUNAR NEW YEAR;
- 28 (II) CHRISTMAS;
- 29 (III) DIWALI;

- 1 (IV) DR. MARTIN LUTHER KING, JR. DAY;
- 2 (V) EASTER SUNDAY;
- 3 (VI) EID UL - ADHA;
- 4 (VII) EID UL - FITR;
- 5 (VIII) GOOD FRIDAY;
- 6 (IX) HANUKKAH (CHANUKAH);
- 7 (X) HARRIET TUBMAN DAY;
- 8 (XI) HOLI;
- 9 (XII) INDEPENDENCE DAY;
- 10 (XIII) INDIGENOUS PEOPLES' DAY;
- 11 (XIV) JUNETEENTH;
- 12 (XVI) KOREAN AMERICAN DAY;
- 13 (XV) KWANZAA;
- 14 (XVI) LABOR DAY;
- 15 (XVII) MEMORIAL DAY;
- 16 (XVIII) NEW YEAR'S DAY;
- 17 (XX) PASSOVER;
- 18 (XXI) PRESIDENTS' DAY;
- 19 (XXII) ROSH HASHANAH;
- 20 (XXIII) THANKSGIVING HOLIDAY;
- 21 (XXIV) VETERANS DAY; AND
- 22 (XXV) YOM KIPPUR.

23 (2) IN ADDITION TO THE DAYS LISTED IN PARAGRAPH (1), THE CHIEF ADMINISTRATIVE OFFICER
24 MAY DESIGNATE, AS A DAY OF COMMEMORATION, ANY DAY THAT THE CHIEF
25 ADMINISTRATIVE OFFICER DETERMINES HAS SPECIAL RELIGIOUS, ETHNIC, OR CULTURAL

1 MEANING THAT MAY AFFECT THE DAILY ACTIVITIES OF A SIGNIFICANT PORTION OF THE
2 COUNTY’S TOTAL POPULATION.

3 (C) THE CHIEF ADMINISTRATIVE OFFICER SHALL MAINTAIN A LIST OF ALL DAYS OF COMMEMORATION
4 AND MAKE THE LIST ACCESSIBLE TO THE PUBLIC BY POSTING IT ON THE COUNTY’S WEBSITE.

5 (D) THE COUNTY EXECUTIVE MAY, BY REGULATION ADOPTED PURSUANT TO TITLE 2, SUBTITLE 1 OF
6 THE ADMINISTRATIVE PROCEDURES ACT, REMOVE A DAY DESIGNATED AS A DAY OF
7 COMMEMORATION UNDER SUBSECTION (B)(1) FROM THE COUNTY’S LIST OF DAYS OF
8 COMMEMORATION.

9
10
11 ***Section 2. And Be It Further Enacted*** by the County Council of Howard County, Maryland that this Act
12 *shall become effective 61 days after its enactment.*