

Introduced 06.01.2026
Public Hearing 06.15.2026
Council Action 07.06.2026
Executive Action 07.09.2026
Effective Date 09.08.2026

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 June 1, 2026. Ordered posted and hearing scheduled.
By order Michelle Harrod
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 June 15, 2026.

By order Michelle Harrod
Michelle Harrod, Administrator

This Bill was read the third time on July 6, 2026 and Passed ☒ Passed with amendments _____, Failed _____.

By order Michelle Harrod
Michelle Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 7 day of July, 2026 at 5⁰⁰ a.m./p.m.

By order Michelle Harrod
Michelle Harrod, Administrator

Approved by the County Executive July 9, 2026

Calvin Ball
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.

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

By adding:

Title 1 -. "Human Resources"

Subtitle 1-. "Human Resources Administration"

Part III-. "General Provisions"

Section 1.124-. "Days of commemoration."

Title 1. – Human Resources

Subtitle 1. Human Resources Administration

SECTION 1.124. – DAYS OF COMMEMORATION.

(A) *LEGISLATIVE FINDINGS.*

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

(B) *DAYS OF COMMEMORATION*

- (1) EACH OF THE FOLLOWING CALENDAR DAYS IS DESIGNATED AS A DAY OF COMMEMORATION:
 - (i) ASIAN LUNAR NEW YEAR;
 - (ii) CHRISTMAS;
 - (iii) DIWALI;

(IV) DR. MARTIN LUTHER KING, JR. DAY;

(V) EASTER SUNDAY;

(VI) EID UL - ADHA;

(VII) EID UL - FITR;

(VIII) GOOD FRIDAY;

(IX) HANUKKAH (CHANUKAH);

(X) HARRIET TUBMAN DAY;

(XI) HOLI;

(XII) INDEPENDENCE DAY;

(XIII) INDIGENOUS PEOPLES' DAY;

(XIV) JUNETEENTH;

(XV) KOREAN AMERICAN DAY;

(XVI) KWANZAA;

(XVII) LABOR DAY;

(XVIII) MEMORIAL DAY;

(XIX) NEW YEAR'S DAY;

(XX) PASSOVER;

(XXI) PRESIDENTS' DAY;

(XXII) ROSH HASHANAH;

(XXIII) THANKSGIVING HOLIDAY;

(XXIV) VETERANS DAY; AND

(XXV) YOM KIPPUR.

(2) IN ADDITION TO THE DAYS LISTED IN PARAGRAPH (1), THE CHIEF ADMINISTRATIVE OFFICER MAY DESIGNATE, AS A DAY OF COMMEMORATION, ANY DAY THAT THE CHIEF 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.***

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on July 9, 2026.

Michelle R. Harrod
Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2026.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2026.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2026.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2026.

Michelle R. Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2026.

Michelle R. Harrod, Administrator to the County Council