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October 16, 2026

Via Electronic Mail

The Honorable Opel Jones, Chairperson
and Members of the Howard County Council
George Howard Building
3430 Court House Drive
Ellicott City, Maryland 21043

Re: CB63-2026 and CB64-2026 (Police Colonel Classification) – Supplemental Letter

Dear Chairperson and Members of the Howard County Council:

We write on behalf of the twelve (12) current and retired Police Majors and Captains of the Howard County Police Department identified in our letter of October 5, 2026, to supplement that letter in light of the Personnel Board's October 15, 2026 meeting. We respectfully request that this letter also be made part of the legislative record for CB63-2026 and CB64-2026 and treated as written testimony for the October 19, 2026 public hearing.

We appreciate that the legislation was presented to the Personnel Board, as our October 5 letter requested. The Board met on October 15, 2026 and voted to approve CB62-2026, CB63-2026, and CB64-2026. Several aspects of that meeting, which was recorded, bear directly on the Council's consideration of CB63-2026 and CB64-2026.

First, the Board had very little time to consider the legislation. Board members stated that the supporting materials were provided to them the morning of the meeting. Board members expressed concern about the limited time available for review, and one member asked whether the vote could be deferred. The Office of Human Resources responded that a vote was needed that day because the legislation was scheduled to come before the Council the following week, and that otherwise the next opportunity might not arise until after the change in Administration. The Board then voted, with four of its five members participating.

Second, in response to questions from Board members, representatives of the Office of Human Resources stated that the Police Colonel classification does not currently exist in the

County Code or the Classification Plan; that the title has been used within the Police Department as a working title for an individual acting in the role; that the Office of Human Resources' involvement was limited to preparing the legislation to establish the rank; that the Police Department, rather than the Office of Human Resources, would define the duties of the position; and that a job description for the position has not yet been finalized. When a Board member asked about the motivation for the legislation, the Office of Human Resources did not identify an operational need for the position.

Third, the Board did not have the benefit of our October 5 letter. Our transmittal of that letter, which was copied to the Board's staff, asked that the letter be included in the Board's materials if the legislation was referred to the Board and that we be notified of any Board meeting at which it would be considered. We did not receive notice of the meeting, and in response to a question raised during the meeting, Board members stated that they had not received the letter. We understand that a member of the Board's staff was on emergency leave, and we do not suggest that the omission was intentional. The result, however, is that the Board acted without the information our clients had submitted. We understand that the Board has scheduled a further meeting for October 19, 2026, at 9:00 a.m., to consider the same legislation. We are providing this letter and our October 5 letter directly to the Board **and respectfully request that both be provided to its members before that meeting.**

These circumstances reinforce the questions raised in our October 5 letter. The Board's October 15 approval was given on materials received the same day, without a job description or an explanation of the operational need for the position, and without the views of the Majors and Captains whose rank structure would be most directly affected. We therefore respectfully request that, before taking final action on CB63-2026 and CB64-2026, the Council obtain from the Police Department a written explanation of the operational need for the Police Colonel position and of why the position must be established before the incoming Administration and County Council take office, together with any job description or statement of duties for the position, and that those materials be made part of the legislative record. We further request that, in evaluating any action the Personnel Board takes on October 19, the Council consider whether the Board had a complete record before it, including our letters, a job description, and the Police Department's explanation of the need for the position.

Thank you for your consideration of these issues.

Respectfully,



Robert Tucci

The Honorable Opel Jones et al.

October 16, 2026

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