

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This Resolution was read the third time and was Adopted __, Adopted with amendments __, Failed __, Withdrawn __ by the County Council on _____, 2016.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