

Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

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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:

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”

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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”

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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.”

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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.”