

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 recruitment, hiring, retention, and promotion practices in Howard County.~~

A RESOLUTION calling on the Human Rights Commission with support of the associated Human Resources departments and input from the community to study the recruitment, hiring, retention, and promotion practices of the Howard County Government, the Howard County Sheriff, Howard County Library System, Howard Community College, and the Howard County Public School System; requesting that the Commission consider the impact of community perception on those considering entering those roles and the factors associated with the encouragement and recruitment into various fields, degrees and certifications; requesting that the Commission submit a report and make recommendations on the actions, that demonstrate an understanding of changing demographics, that should be taken by Howard County and the community so that it remains a model community; and generally relating to the continuous improvement of human rights in Howard County.

Introduced and read first time on November 7, 2016.

By order


Jessica Feldmark, Administrator to the County Council

Read for a second time and a public hearing held on November 21 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This Resolution was read the third time and was Adopted , Adopted with amendments , Failed , Withdrawn by the County Council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 December 5, 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, 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
4 key components when discussing the desirability of Howard County; and
5 **WHEREAS**, bias, discrimination, and unfairness in recruitment, hiring, retention, and promotion of
6 public employees in Howard County are would be harmful to the public welfare and an
7 anathema to the ideals of free society and our democratic way of life; and
8 ~~WHEREAS, Section 12.208 of the Howard County Code specifies that discriminatory practices in~~
9 ~~recruitment, hiring, retention, and promotion are unlawful; and~~
10 WHEREAS, Howard County continues grow and change in its diversity as a community; and
11 **WHEREAS**, the majority of the students in the Howard County Public School System are minorities;
12 and
13 **WHEREAS**, according to the United States Bureau of the Census, 45% of the residents of Howard
14 County are non-white and 36% of Maryland residents are non-white; and
15 **WHEREAS**, according to the United States Bureau of the Census, more than 51% of the residents of
16 the County and of the State are women; and
17 **WHEREAS**, since September 1, 2014, the Howard County Police Department has hired 87 employees,
18 of those 67 are white and 56 are male and of those that were hired as sworn officers, 44 are
19 white and 5 are non-white and only 5 are female; and
20 **WHEREAS**, since September 2012, the Howard County Department of Fire and Rescue Services has
21 hired 78 employees, of those 42 are white and 58 are male; and
22 **WHEREAS**, since September 2014, Howard County Sheriff's Department has hired 10 employees, of
23 those 7 are white and 8 are male; and
24 **WHEREAS**, the management ranks of Howard County public safety agencies are overwhelmingly
25 white: the Howard County Sheriff and the Howard County Chief of Police are both white, 4 of 6
26 assistant fire chiefs are white, all 3 deputy fire chiefs are white, 13 of 16 battalion chiefs are

1 white, 2 of 3 police majors are white, 5 of 7 police captains are white, 21 of 25 police
2 lieutenants are white, and 2 of 3 Lieutenant Deputy Sheriffs are white; and

3 **WHEREAS**, according to the HCPSS Office of Human Resources 2015 Annual Report covering
4 October 16, 2014, to October 15, 2015, more than 86% of the newly hired teachers in the
5 Howard County Public School System are white, more than 75% of the certificated,
6 management, and technical staff in the Howard County Public School System are white, and
7 more than 75% of school administrators are white; and

8 **WHEREAS**, the Howard County Public School System and Board of Education eliminated the
9 Coordinator of Diversity and Inclusion position from the 2017 fiscal budget although that
10 position was proposed based, in part, upon the recognized need for increased workforce
11 diversity in the school system as well as expanded cultural proficiency training for staff and
12 teachers; and

13 **WHEREAS**, Section 12.200 of the Howard County Code specifies that it is Howard County’s policy to
14 foster and encourage the growth and development of Howard County so that all persons shall
15 have an equal opportunity to pursue their lives free of discrimination and Section 12.208 of the
16 Howard County Code specifies that discriminatory practices in recruitment, hiring, retention,
17 and promotion are unlawful; and

18 **WHEREAS**, Howard County is not satisfied with maintaining the status quo, but seeks continuous
19 improvement through identifying areas where it can or should improve and emulate successful
20 practices into other areas of the County, especially in a continually changing community; and

21 **WHEREAS**, section 12.202.IX.(b) of the Howard County Code provides that the Human Rights
22 Commission has “the authority to make surveys and studies concerning human rights,
23 conditions, and problems” and “may publish reports, make recommendations and, in every way
24 possible, promote human rights in Howard County”; and

25 **WHEREAS**, section 12.202.IX.(f) further provides that the Human Rights Commission has “the
26 authority to inform the citizens of Howard County of practices and patterns of conduct which

1 may be discriminatory”; and

2 **WHEREAS**, section 12.202.IX.(o) further provides that “by resolution of the County Council, the
3 Human Rights Commission shall review and make recommendations on any matter related to
4 human rights.”

5 **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County, Maryland this
6 5th day of December, 2016, that the County Council directs the Human Rights
7 Commission:

8 (1) to study the recruitment, hiring, retention, and promotion practices of:

9 ~~(i) the Howard County Department of Fire and Rescue Services; and~~

10 ~~(ii) the Howard County Police Department; the Howard County Government;~~

11 (2) to study the recruitment, hiring, retention, and promotion practices of the Howard County
12 Public School System;

13 (3) to study the recruitment, hiring, retention, and promotion practices of the Howard County
14 Sheriff’s office;

15 (4) to study the recruitment, hiring, retention, and promotion practices of the Howard County
16 Library System;

17 (5) to study the recruitment, hiring, retention, and promotion practices of the Howard
18 Community College;

19 (6) to evaluate local, regional, and national trends and factors in the community that impact
20 recruiting whether positively or negatively of certain jobs or the desire for any particular demographic to
21 enter certain fields based on factors, including, but not limited to, the impact of exposure to
22 opportunities, recruitment and opportunity for specific degrees and certification, and community
23 attitudes towards various roles;

24 ~~(4) (7) to submit a report to the County Council and the County Executive on the findings of the~~
25 studies; and

26 ~~(5) to recommend changes to law and procedures and recommend best practices designed to~~
27 address any recruitment, hiring, retention, or promotion practices that may be discriminatory.

1 (8) address shortfalls, identify opportunities for improvement, highlight successes related to
2 recruitment, hiring, retention and promotion in Howard County Government, the Sheriff's Office,
3 Howard County Library System, Howard Community College, and the School System by, and
4 recommend, if needed, changes to law and procedures, recommending best practices designed to
5 improve recruitment, hiring, retention, or promotion practices, and providing guidance on activities in
6 the community that can lead to an increased desire to enter fields of public service and public safety.
7

8 **AND BE IT FURTHER RESOLVED** by the County Council of Howard County, Maryland that the

9 Human Rights Commission shall:

10 (1) hold at least one public hearing;

11 (2) meet with the Human Resources officers of each unit of government covered in this
12 Resolution;

13 ~~(2)~~ (3) provide the County Council with an interim progress report and briefing during March
14 April, 2017; and

15 ~~(3)~~ (4) complete the investigation study and submit a final report to the County Council and the
16 County Executive on or before June, 19 June 30, 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, Howard County Library System,

19 Howard Community College, and the Howard County Public School System are requested to

20 cooperate fully with the Human Rights Commission in its conduct of the studies called for in this

21 Resolution.

Amendment 1 to Council Resolution No. 180-2016

BY: Calvin Ball

Legislative Day No. 19
Date: 12/5/16

Amendment No. 1

(This amendment clarifies that discriminatory practices are not presupposed.)

- 1 On the title page, in the purpose paragraph, delete “discriminatory” and substitute “recruitment,
- 2 hiring, retention, and promotion”.
- 3
- 4 On page 1, in line 2, strike “are” and substitute “would be”.

ADOPTED 12/5/16
FAILED _____
SIGNATURE Jessica Feldman

Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

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:

ADOPTED as amended 12/5/16
FAILED
SIGNATURE Jessica Feldman

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”

5
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”

8
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.”

13
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.”

Amendment 1 to Amendment 2 to Council Resolution No. 180-2016

BY: Calvin Ball

Legislative Day No. 19

Date: 12/5/16

Amendment No. 1

(This amendment retains most of the Whereas clauses in the Resolution as introduced and modifies several phrases for clarity.)

1 On page 1:

- 2 • In line 4, strike "government" and substitute "Government".
- 3 • Strike line 13 and substitute:
- 4 "On page 1, before line 1 insert:".

5 On page 2:

- 6 • At the end of line 3, insert a quotation mark.
- 7 • after line 3 insert:
- 8 "On page 1, strike lines 4 and 5 and substitute:".
- 9 • At the beginning and also at the end of line 4, insert a quotation mark.
- 10 • After line 4 insert:
- 11 "On page 2, after line 9 insert:".
- 12 • At the beginning of line 5, insert a quotation mark.
- 13 • Strike line 14 in its entirety.
- 14 • In line 23, after "certification" insert a comma.
- 15 • In line 29, strike "and".
- 16 • In line 31, strike "by recommending" and substitute ", and recommend".
- 17

ADOPTED

FAILED

SIGNATURE

12/5/16
Jessica Feldman

Amendment 3 to Amendment 2 to Council Resolution No. 180-2016

BY: Mary Kay Sigaty

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 3 to Amendment No. 2

- 1
- 2 On Page 1 in line 4, after "Sheriff," insert "Howard County Library System, Howard Community
- 3 College."
- 4 On page 2, in line 20, after "(4)" insert
- 5 "to study the recruitment, hiring, retention, and promotion practices of the Howard County Library
- 6 System;
- 7 (5) to study the recruitment, hiring, retention, and promotion practices of the Howard Community
- 8 College;
- 9 (6)"
- 10 On page 2, in line 30, after "Office," insert "Howard County Library System, Howard Community
- 11 College."
- 12 On page 3, in line 16, insert "On page 4, in line 10, after Sheriff," insert "Howard County Library System,
- 13 Howard Community College."
- 14
- 15

ADOPTED 12/5/16
FAILED _____
SIGNATURE Jessica Feldman

Amendment 2 to Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 2 to Amendment No. 2

- 1
- 2 On page 2, immediately following line 4, insert:
- 3 “Strike beginning with line 12 on page 1 down through and including line 4 on page 2 in their entirety.”.
- 4
- 5
- 6

ADOPTED _____
FAILED _____ 12/5/16
SIGNATURE Jessica Feldman

Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

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, the Howard County Sheriff, and the
5 Howard County Public School System; requesting that the Commission consider the impact of
6 community perception on those considering entering those roles and the factors associated with
7 the encouragement and recruitment into various fields, degrees and certifications; requesting that
8 the Commission submit a report and make recommendations on the actions, that demonstrate an
9 understanding of changing demographics, that should be taken by Howard County and the
10 community so that it remains a model community; and generally relating to the continuous
11 improvement of human rights in Howard County.”.

12
13 Strike beginning with line 1 on page 1 down through and including line 9 on page 2 and substitute:

14
15 “WHEREAS, Howard County continues to be rated as top community in America to live, work and raise

1 a family; and

2 **WHEREAS**, Howard County’s valuing of diversity and having a top educational system are cited as key
3 components when discussing the desirability of Howard County; and

4 **WHEREAS**, Howard County continues grow and change in its diversity as a community; and

5 **WHEREAS**, Section 12.200 of the Howard County Code specifies that it is Howard County’s policy to
6 foster and encourage the growth and development of Howard County so that all persons shall
7 have an equal opportunity to pursue their lives free of discrimination and Section 12.208 of the
8 Howard County Code specifies that discriminatory practices in recruitment, hiring, retention,
9 and promotion are unlawful; and

10 **WHEREAS**, Howard County is not satisfied with maintaining the status quo, but seeks continuous
11 improvement through identifying areas where it can or should improve and emulate successful
12 practices into other areas of the County, especially in a continually changing community; and”.

13
14 On page 2, strike lines 14 through 16 in their entirety.

15
16 Beginning on page 2, strike the colon at the end of line 23 down through the semicolon at the end of line
17 1 on page 3 and substitute: “the Howard County Government”.

18
19 On page 3, after line 5, insert:

20 “(4) to evaluate local, regional, and national trends and factors in the community that impact
21 recruiting whether positively or negatively of certain jobs or the desire for any particular demographic to
22 enter certain fields based on factors, including, but not limited to, the impact of exposure to opportunities,
23 recruitment and opportunity for specific degrees and certification and community attitudes towards
24 various roles;”

25
26 Also on page 3, in line 6, strike “(4)” and substitute “(5)”.

27
28 Also on page 3, strike lines 8 and 9 and substitute:

29 “(6) address shortfalls, identify opportunities for improvement, and highlight successes related to
30 recruitment, hiring, retention and promotion in Howard County Government, the Sheriff’s Office, and the
31 School System by recommending, if needed, changes to law and procedures, recommending best

1 practices designed to improve recruitment, hiring, retention, or promotion practices, and providing
2 guidance on activities in the community that can lead to an increased desire to enter fields of public
3 service and public safety.”.

4
5 Also on page 3, after line 12, insert:

6 “(2) meet with the Human Resources officers of each unit of government covered in this
7 Resolution;”.

8
9 Also on page 3, in line 13, strike “(2)” and substitute “(3)” and strike “March” and substitute “April”.

10
11 Also on page 3, in line 15, strike “(3)” and substitute “(4)” and strike “investigation” and substitute
12 “study”.

13
14 Also on page 3, in line 16, strike “June 19” and substitute “June 30”.

Amendment 3 to Council Resolution No. 180-2016

BY: Mary Kay Sigaty

Legislative Day No. 19

Date: December 5, 2016

Amendment No. 3

1

2 On Page 1 in line 1, after "WHEREAS," insert "the presence of".

3

ADOPTED 12/5/16
FAILED
SIGNATURE *Jessica Feldman*

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.

Amendment 1 to Amendment 2 to Council Resolution No. 180-2016

BY: Calvin Ball

Legislative Day No. 19

Date: 12/5/16

Amendment No. 1

(This amendment retains most of the Whereas clauses in the Resolution as introduced and modifies several phrases for clarity.)

1 On page 1:

- 2 • In line 4, strike “government” and substitute “Government”.
- 3 • Strike line 13 and substitute:
- 4 “On page 1, before line 1 insert:”.

5 On page 2:

- 6 • At the end of line 3, insert a quotation mark.
- 7 • after line 3 insert:
- 8 “On page 1, strike lines 4 and 5 and substitute:”.
- 9 • At the beginning and also at the end of line 4, insert a quotation mark.
- 10 • After line 4 insert:
- 11 “On page 2, after line 9 insert:”.
- 12 • At the beginning of line 5, insert a quotation mark.
- 13 • Strike line 14 in its entirety.
- 14 • In line 23, after “certification” insert a comma.
- 15 • In line 29; strike “and”.
- 16 • In line 31, strike “by recommending” and substitute “, and recommend”.
- 17

Amendment 1 to Council Resolution No. 180-2016

BY: Calvin Ball

Legislative Day No. 19
Date: 12/5/16

Amendment No. 1

(This amendment clarifies that discriminatory practices are not presupposed.)

- 1 On the title page, in the purpose paragraph, delete “discriminatory” and substitute “recruitment,
- 2 hiring, retention, and promotion”.
- 3
- 4 On page 1, in line 2, strike “are” and substitute “would be”.

Amendment 2 to Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. ____

Date: _____

Amendment No. ____

1
2
3
4

On page 2, immediately following line 4, insert:

“Strike beginning with line 12 on page 1 down through and including line 4 on page 2 in their entirety.”.

Amendment 2 to Council Resolution No. 180-2016

BY: Greg Fox

Legislative Day No. 19

Date: December 5, 2016

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, the Howard County Sheriff, and the
5 Howard County Public School System; requesting that the Commission consider the impact of
6 community perception on those considering entering those roles and the factors associated with
7 the encouragement and recruitment into various fields, degrees and certifications; requesting that
8 the Commission submit a report and make recommendations on the actions, that demonstrate an
9 understanding of changing demographics, that should be taken by Howard County and the
10 community so that it remains a model community; and generally relating to the continuous
11 improvement of human rights in Howard County.”.

12
13 Strike beginning with line 1 on page 1 down through and including line 9 on page 2 and substitute:

14
15 “WHEREAS, Howard County continues to be rated as top community in America to live, work and raise

1 a family; and

2 WHEREAS, Howard County's valuing of diversity and having a top educational system are cited as key
3 components when discussing the desirability of Howard County; and

4 WHEREAS, Howard County continues grow and change in its diversity as a community; and

5 WHEREAS, Section 12.200 of the Howard County Code specifies that it is Howard County's policy to
6 foster and encourage the growth and development of Howard County so that all persons shall
7 have an equal opportunity to pursue their lives free of discrimination and Section 12.208 of the
8 Howard County Code specifies that discriminatory practices in recruitment, hiring, retention,
9 and promotion are unlawful; and

10 WHEREAS, Howard County is not satisfied with maintaining the status quo, but seeks continuous
11 improvement through identifying areas where it can or should improve and emulate successful
12 practices into other areas of the County, especially in a continually changing community; and".
13

14 On page 2, strike lines 14 through 16 in their entirety.

15
16 Beginning on page 2, strike the colon at the end of line 23 down through the semicolon at the end of line
17 1 on page 3 and substitute: "the Howard County Government;".
18

19 On page 3, after line 5, insert:

20 "(4) to evaluate local, regional, and national trends and factors in the community that impact
21 recruiting whether positively or negatively of certain jobs or the desire for any particular demographic to
22 enter certain fields based on factors, including, but not limited to, the impact of exposure to opportunities,
23 recruitment and opportunity for specific degrees and certification and community attitudes towards
24 various roles;"
25

26 Also on page 3, in line 6, strike "(4)" and substitute "(5)".
27

28 Also on page 3, strike lines 8 and 9 and substitute:

29 "(6) address shortfalls, identify opportunities for improvement, and highlight successes related to
30 recruitment, hiring, retention and promotion in Howard County Government, the Sheriff's Office, and the
31 School System by recommending, if needed, changes to law and procedures, recommending best

1 practices designed to improve recruitment, hiring, retention, or promotion practices, and providing
2 guidance on activities in the community that can lead to an increased desire to enter fields of public
3 service and public safety.”.

4

5 Also on page 3, after line 12, insert:

6 “(2) meet with the Human Resources officers of each unit of government covered in this
7 Resolution;”.

8

9 Also on page 3, in line 13, strike “(2)” and substitute “(3)” and strike “March” and substitute “April”.

10

11 Also on page 3, in line 15, strike “(3)” and substitute “(4)” and strike “investigation” and substitute
12 “study”.

13

14 Also on page 3, in line 16, strike “June 19” and substitute “June 30”.

15

16

Amendment 3 to Council Resolution No. 180-2016

BY: Mary Kay Sigaty

Legislative Day No. _____

Date: _____

Amendment No. ____

1

2 On Page 1 in line 1, after "WHEREAS" insert "the presence of".

3

Pravin Ponnuri
In support of CR 180 & 181
11/21/16

Good Evening.

My name is Pravin Ponnuri, and I am a Howard County resident, residing at 4616 Broken Lute Way, Ellicott City MD 21042.

I am here today to testify in support of County Council Resolution 180 & 181. I would like to thank County Councilman Dr Calvin Ball for showing his leadership in introducing these two resolutions.

County resolution 180 relates to the study of the recruitment, hiring, retention, and promotion practices within certain units of the Howard County government.

County Resolution 181 relates to reviewing the County's equal business opportunity program & purchasing practices with respect to businesses owned by women, minorities and individuals with disabilities to foster equal business opportunities.

According to the United States Bureau of Census about 45% of Howard County residents belong to the minority communities and 51% are women, but only 10% of the new hires over the past 24 months in the Howard County Police Department have been from the minority community. Only 20% of the management ranks are from the minority community, and only 14% of the teachers hired in the past 12 months are from the minority community.

We live in a fast changing world, and Howard County has changed over the past couple of decades. Let's work together to ensure that our workplaces represent the community we live in to ensure harmony in our communities.

The Equal Business opportunity commission was established to assist the efforts of the county in procuring goods and services from business that are owned by minorities, women and individuals with disabilities, but the efforts of this commission might have fallen short. Even though 34.4% of the business in Howard County are minority owned, only 13.7% of the contracts were awarded to them. Even though 51% of Howard County residents are women, only 11.6% of the contracts were awarded to women owned businesses. Even though 5.9% of the Howard County residents are disabled, only 0.08% of the contracts were awarded to individuals with disabilities.

These groups are not asking for a hand out, they are just asking for a level playing field, and maybe a helping hand to guide them through the process. County Resolution 180 & 181 are the first steps in the right direction for these efforts. I urge all members of the county council to support these resolutions.

Together we can bring about the change we deserve, and build the communities we all want to live in.

Thanks for your time and have a great day.

Good evening, Chairperson Ball, and members of the County Council. I'm Rev. Robert Turner and reside at 11401 Barley Field Way, Marriottville, MD, 21104. I have served on the Human Rights Commission for 6 years now, and currently serve as its Chair. I'm thrilled to be here before you, representing the Commission and stand in strong support of Council Resolution 180.

Part of our mission, prescribed by law, includes making recommendations to the Council regarding human rights, conditions and problems. It is in this capacity, I'm confident that the HRC is able to lend our expertise as we work to evaluate opportunities to ensure we are promoting and hiring minorities.

The HRC stands ready to take up this calling and evaluate the hiring practices here in Howard County. We have a shared goal to promote a more equal society and protect against discrimination. Our school system and other area workplaces we are tasked to study offer a reflection of our society and as such, I applaud Dr. Ball and the vision for this legislation so that our employees remain a true reflection of our society.

On behalf of the HRC, I believe CR180 will allow us to use our expertise to make a positive impact in our community, and will assist in not only identifying the importance of celebrating diversity and equality, but in ensuring that all ethnic groups have the opportunity for upward mobility. We look forward to working with the Office of Human Rights to successfully carry out this task.

Thank you for the opportunity to be an integral part of making Howard County a more equitable society in the workplace and in our community.



Howard County

Internal Memorandum

Subject: Council Resolution No. 180-2016

To: Dr. Calvin Ball
Council Chairperson

From: Lonnie R. Robbins,
Chief Administrative Officer
Department of County Administration

Date: November 21, 2016

As the County's Chief Administrative Officer, I am also the County's Personnel Officer and I'm charged with overseeing the recruitment and hiring of new employees and the retention of current employees. In the audience today are Wanda Hutchinson, our Human Resources Administrator, Gary Gardner, our Chief of Police and John Butler, our Fire Chief.

We believe that we do an excellent job in the recruitment, hiring, retention and promotion practices across all agencies of County Government.

The Department of Police has 27 Assistant Recruiters to assist in attracting minority candidates. The Department's Recruitment Section places a strong emphasis on attracting African American applicants. The Department recruits at historically African American Colleges by visiting, posting fliers, and faxing testing information. During 2015, the Department attended job fairs at 22 different Universities. They also attended regional job fairs and high school job fairs such as the Wilde Lake Career Fair and the Black Student Achievement College and Career Opportunity Night at Long Reach High School. Additionally, the Department advertises in the National Minority Report newsletter that is distributed to colleges and universities nationwide. The Department advertises in the Equal Opportunity Employment & Education Journal and, in 2015, attended a National Organization of Black Law Enforcement Officers (NOBLE) sponsored recruitment event at Delaware State and an NAACP sponsored job fair. The Department also maintains contacts with HCPD Centurions of Justice Minority Officers Association in order to solicit referrals and recommendations on recruitment strategies. In 2015, the Department attended a meeting with the African American Roundtable to discuss recruiting efforts and to hear feedback on areas that the Roundtable believes can be helpful in recruiting. In 2016, the Department plans to attend approximately 31 regional and university career fairs.

The Department uses the School Resource Officers to identify prospective candidates for the Explorer Program, the Youth Police Academy, or for Cadet or Seasonal Cadet positions. The Department also attends the Hispanic Festival and has formed a Community Outreach Division to maximize the Department's ability to recruit highly qualified minority candidates. Recruiters have also attended events at Bridgeway and other churches in the County.

The Department distributes testing information to Korean businesses and churches and attends the Korean Festival. The Department's Asian recruit hires have increased from 4.7% of the class in 2013 to 14.3% of the class in 2014.

The Department of Fire and Rescue Services engages in similar recruitment efforts. They advertise on numerous radio stations such as Radio One, 92Q, iHeart Radio and 98 Rock. They also advertise on websites and through social media sites. They have attended various career fairs including Morgan State University Career Fair, HCPSS BSAP College and Career Night at Long Reach High School, UMBC Diversity Recruitment Night, among others. The Department has also established a Recruitment Committee in order to address strategies to attract successful candidates.

1. Regarding new recruitment classes:

Fire Department:

Earlier this month, the Fire Department began the Department's most diverse academy class to date. The efforts of the newly formed Fire Department Recruitment Committee appear to have yielded a very diverse and qualified group of new hires. On October 31, thirty six Firefighter Trainees started Trainee Class 29. Of the 36 trainees, 22 are Caucasian (16 males/6 female), 6 are African American (5 males/1 female), 3 are Asian (2 males/1 female), 4 are Hispanic (3 males/1 female), and 1 individual identifies as being of 2 or more races (male).

Police Department:

Academy 41 is currently in session and includes 12 Caucasian males, 2 Caucasian females, 1 Hispanic male, 3 Hispanic females and 1 African American male. Accordingly, a total of 26% of Academy 41 is minority.

The most recent lateral academy is Academy No. 28 which includes 2 African American males, 1 Hispanic male, 1 Caucasian female and 8 Caucasian males. Accordingly, a total of 25% of Lateral Academy No. 28 is a minority.

Over a 10 year period, the Police Department has made 310 new hires (59% Caucasian/male; 10% Caucasian/female; 14% African American male; 4% African American female; 7% Asian/male; 2% Asian female; 3% Hispanic/male; .5% Hispanic female). In sum, over a 10-year period, the Police Department hires have been 69% Caucasian individuals; 18% African Americans; 9% Asian, and 3.5% Hispanic.

The Police Department has experienced notable challenges when it comes to recruitment and hiring. There have been a significant number of retirements and the current climate with law enforcement has resulted in a significant reduction in applicants across the board.

2. Regarding recent promotions:

Fire Department:

During the most recent round of promotions (effective January 1, 2017) the Fire Department increased the diversity of their management team by promoting 8 officers to the rank of Battalion Chief and above, of those promotions 62.5% were non-Caucasian males. The 8 officers who were promoted consisted of 1 female, 2 African Americans, 2 Hispanics, and 3 Caucasian males.

Police Department:

On November 1, 2016 the following individuals were promoted: 9 Caucasian males, 1 Caucasian female, 2 African-American males and one African-American female.


On November 17, 2016 the following individuals were promoted: 2 Caucasian males and one African American female. Thus, the recent promotions have resulted in 31% being non-minority promotions.

While we welcome your Resolution and look forward to working with the Human Rights Commission, we can assure you that our Fire Department and our Police Department have made and continue to make great strides in hiring a diverse background of qualified applicants and continue to value diversity through their promotional processes. We know our residents are comforted when they encounter a first responder who understands and respects their culture, language and beliefs. We know our ranks are the strongest when we embrace diversity to the fullest and open the doors of opportunity to all.

Reply all | Delete Junk |

Council Bill CR 180

FILE COPY

SN  Shah, Nancy
Yesterday, 12:19 PM
CouncilMail; Ball, Calvin B

Reply all |

Keep

November 21, 2016

Dear County Council Members,

I fully support Council Bill CR 180 in reference to the hiring, promotional, and retention practices of Howard County Public Safety and Schools.

As a white female who has been with the Howard County Sheriff's Office for over 34 years, I was passed over for promotion several times. I feel the previous Sheriff used the issue of non-political/election support to be a deciding factor in promotions, which is discrimination against those individuals who wished to remain impartial.

I think Council Bill CR 180 will be essential in helping to obtain promotional equality for ALL Howard County employees. I'm sure all of you are aware of the recent O.H.R. report on the former Sheriff's unfair treatment towards some of his employees. In light of this, I feel it is of the utmost importance that fairness, equality, diversity, and seniority be considered in the hiring, promotion, and retention process.

Thank you for your consideration and I hope you will support Council Bill CR 180.

Respectfully submitted,
Deputy Nancy Shah,
Howard County Sheriff's Office

Written Testimony: CR 180 Hiring Practices Legislation

MV

Matthew Vaughn-Smith <vsmithhcpss@gmail.com>

Yesterday, 8:00 PM

CouncilMail

Reply all |

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179 KB

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To Whom it May Concern:

Please find below and attached my written testimony of support for CR 180 Hiring Practices. I apologize that I could not be there in person to deliver my comments, but I have parent teacher conferences until 8 pm this evening:

Good Evening Howard County Council Chair Dr. Calvin Ball and members of the County Council. My name is Matthew Vaughn-Smith, an African American male reading specialist at Forest Ridge Elementary School where close to 80% of the student population is non-white. I am before you today to speak in support of County Council Resolution 180-16 which calls for a report on the equity of hiring practices of county agencies, including the Howard County Public School System. Let me start with a little background about myself. I attended Howard County Schools for kindergarten through 12th grades, having graduated from Long Reach High School in 2004. During my tenure in the Howard County Public School System, I could count on my fingers the number of educators I have had that were of color. Today, the numbers have not changed much. As of 2015, over 75% of certificated staff in Howard County are white. I do recall however, one teacher of color named Mr. Olney who left an indelible impression on my life. An English teacher, Mr. Olney was well versed in his craft, teaching us how to accurately use commonly misused words in the English language and how to read dense novels efficiently. However, Mr. Olney brought to the classroom three things that made him most memorable. First, he inspired others like myself to teach. Being an African American male himself, he showed me that I too could aspire to be a teacher like him. Secondly, Mr. Olney

brought a balanced perspective. Because of his cultural background and his depth of historical knowledge, he was able to counteract the often Eurocentric viewpoints that permeate our curriculum. As a result, all students in his class- white and non white alike- broadened their worldviews. Finally, having Mr. Olney as a teacher instilled in me a love for reading and writing. I was always exceptional when it came to language arts, but I did not enjoy reading and writing- it was a necessary evil to get through school. Mr. Olney changed that. He exposed me to literature that was not of the traditional cannon. I remember reading Black Like Me by John Howard Griffin and Mr. Olney being able to bring the account to life by making parallels between his own experiences and those of the journalist who went undercover as a black man in the Deep South during Jim Crow.

Consequently, I would argue that the future of our school system depends upon recruiting and retaining educators of color like Mr. Olney. Increasing the number of educators of color will provide role models for students of color. Like myself, students of color need to see themselves in competent leadership roles in the school system so that they can aspire to those same roles. Moreover, recruiting educators of color has positive impact on the worldviews of white students. A 2007 study showed that white students ages 10-19 had the same amount of implicit racial bias as older generations. Giving them educators of color as teachers gives them opportunity to experience and see 'black competence' in order to combat their implicit biases. Finally, hiring and retaining educators of color will help to close the achievement and opportunity gaps between black and Latino students and their white peers. Statistically, it has been proven that high quality educators of color are often sent to schools that are high needs because of an internal obligation they feel to give back to their communities. As a result, they are able to meet the needs of our most struggling students- students that some white educators do not feel comfortable teaching. I encourage each and every one of you to lift up the importance of hiring and retaining educators of color by voting in favor of this resolution. Thank you.

Thank you for your kind consideration,

Mr. Matthew Vaughn-Smith, M.Ed.-REED

Maryland State Educator and Activist

Howard County Educator

Twitter: @mvsactivates

Education is the most powerful weapon you can use to change the world. ~ Nelson Mandela

Please don't print. Think Green and Read off the Screen :)