

# 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.

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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This Resolution was read the third time and was Adopted \_\_, Adopted with amendments , Failed \_\_, Withdrawn \_\_ by the County Council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           5<sup>th</sup> 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.