

To: Howard County Council
From: Kirk J. Thompson
Re: Testimony. Howard County Personnel Board Proposed Appointment
Date: February 18, 2020

Good evening members of the County Council and guests. My name is Kirk Thompson and I am honored to be considered by County Executive Ball and the County Council, for appointment to the Personnel Board.

I do not take your consideration for this appointment lightly. My wife and I have been residents of Howard County for over 30 years. We have also had the wonderful experience of raising our children in the county and each of them have graduated from the Howard County Public School System. I have also had the opportunity to work and volunteer in the county most of my adult life and continue to do both even today. Therefore, given my appreciation for the community, it is truly an honor and pleasure to have the opportunity to serve the county in this capacity.

I feel, my comprehensive professional experience in human capital management will allow me to make a positive contribution to the Personnel Board. My past and current professional experience includes over 30 years of comprehensive human resources experience with the Howard County Public School System. These experiences include, but are not limited to, employee and labor relations, contract management, collective bargaining, classification and compensation, recruiting and hiring, diversity initiatives, employee services, training and development and human capital management.

During my career I have learned the value of positive professional relationships, the need for effective communication, and most of all, the importance of listening. I have also had the opportunity to learn under some exceptional mentors like Michael Hickey, Sydney Cousin, and Mamie Perkins. Each has taught me the importance of fairness and the value of cultivating relationships within one's professional arena.

In addition, throughout my career I have had the opportunity to work with multiple superintendents and educational leaders, elected officials, leaders and representatives of bargaining units, community groups, and employees across the spectrum. These experiences, along with my past and present professional experience, have fostered the foundation to assist me with making a beneficial contribution to the Personnel Board and the county.

I thank you for the opportunity to speak tonight, and for your consideration for this appointment. If appointed, I look forward to serving the community which has served my family and me so well, for many years. Thank you.