

County Council of Howard County, Maryland

2020 Legislative Session

Legislative Day No. 9

Resolution No. 104 -2020

Introduced by: Christiana Rigby and Opel Jones

A RESOLUTION proposing to amend Section 709 of the Howard County Charter to prohibit specified kinds of discrimination with respect to certain personnel actions in the County Merit System; and submitting this amendment to the voters of Howard County for their adoption or rejection in accordance with Article X of the Howard County Charter and Article XI-A of the Maryland Constitution.

Introduced and read first time June 1, 2020. Ordered posted and hearing scheduled.

By order

Diane Jones
Diane Jones, Administrator

This Resolution was read a second time at the public hearing on June 15, 2020.

By order

Diane Jones
Diane Jones, Administrator

This Resolution was read the third time and was Adopted , Adopted with amendments Failed , Withdrawn by the County

Council on July 6, 2020.

By order

Diane Jones
Diane Jones, Administrator

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; ~~Strike-out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

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Amendment 1 to Council Resolution No. 104-2020

BY: Christiana Rigby

Legislative Day No. 10

Date: July 6, 2020

Amendment No. 1

(This Amendment makes ensures that no persons are excluded.)

- 1 On page 1, in line 18, strike "his or her" and substitute "THEIR".

ADOPTED July 6, 2020
FAILED
SIGNATURE Dianne Jones

Amendment 2 to Council Resolution No. 104-2020

BY: Liz Walsh,
Deb Jung, and Christiana Rigby

Legislative Day No. 10

Date: July 6, 2020

Amendment No. 2

(This Amendment makes adds immigration status as a protected status.)

1 On page 1, in line 19, after "ORIGIN," insert "IMMIGRATION STATUS."

ADOPTED July 6, 2020
FAILED _____
SIGNATURE Diane A. Jones

Amendment 1 to Council Resolution No. 104-2020

BY: Christiana Rigby

Legislative Day No. 10

Date: July 6, 2020

Amendment No. 1

(This Amendment makes ensures that no persons are excluded.)

1 On page 1, in line 18, strike "his or her" and substitute "THEIR".

Amendment 2 to Council Resolution No. 104-2020

BY: Liz Walsh,
Deb Jung, and Christiana Rigby

Legislative Day No. 10

Date: July 6, 2020

Amendment No. 2

(This Amendment makes adds immigration status as a protected status.)

1 On page 1, in line 19, after "ORIGIN," insert "IMMIGRATION STATUS."

**Office of the County Auditor
Auditor's Analysis**

Council Resolution No. 104-2020

Introduced: June 1, 2020

Auditor: Rebecca Gold

Fiscal Impact:

There will be minimal fiscal impact of this legislation.

According to the Baltimore Sun's Ad Options website, the cost¹ to publish the amendment announcement in the Howard County Times will be approximately \$340.

Purpose:

The purpose of Council Resolution 104-2020 is to amend Section 709 ("Prohibitions") of the Howard County Charter.

The amendment would prohibit discrimination with respect to employment in the classified service based on "disability, color, national origin, age, occupation, marital status, sexual orientation, gender identity or expression, familial status, or personal appearance."

Other Comments:

Charter amendments must be approved by a two-thirds Council vote and are then submitted to the voters of Howard County for their adoption or rejection.

Any amendment to the Charter must be published in at least one newspaper of general circulation within the County for five successive weeks prior to the election.

The next general election in Maryland is scheduled for Tuesday, November 3, 2020.

¹ Source: <https://placeanad.baltimoresun.com/ad-options/?pub=howard-county-times&type=productpublication>
\$68 per publication x 5 weeks = \$340

**Office of the County Auditor
Auditor's Analysis**

Amendment 1
Council Resolution No. 104-2020
Amendment Proposed by: Christiana Rigby
Introduced: June 1, 2020
Auditor: Rebecca Gold

Fiscal Impact:

There will be no fiscal impact as a result of this amendment.

Purpose:

This amendment consists of a technical correction, changing the pronouns "his or her" to the gender-neutral "their" in line 18 on page 1:

"No person may be appointed or promoted to, or demoted or dismissed from, any position in the classified service, or in any way favored or discriminated against with respect to employment in the classified service because of ~~his or her~~ their political or religious opinions or affiliations..."

Other Comments:

None.

**Office of the County Auditor
Auditor's Analysis**

**Amendment 2
Council Resolution No. 104-2020**

Amendment Proposed by: Liz Walsh, Deb Jung, and Christiana Rigby

Introduced: June 1, 2020

Auditor: Rebecca Gold

Fiscal Impact:

There will be no fiscal impact as a result of this amendment.

Purpose:

This amendment adds immigration status as a class protected against discrimination with respect to employment in the classified service in line 19 on page 1:

“No person may be appointed or promoted to, or demoted or dismissed from, any position in the classified service, or in any way favored or discriminated against with respect to employment in the classified service because of his or her political or religious opinions or affiliations, race [[or sex]], DISABILITY, COLOR, NATIONAL ORIGIN, IMMIGRATION STATUS, AGE, OCCUPATION, MARITAL STATUS, SEXUAL ORIENTATION, GENDER IDENTITY OR EXPRESSION, FAMILIAL STATUS, OR PERSONAL APPEARANCE.”

Other Comments:

None.