

Office of the County Auditor
Auditor's Analysis - REVISED

Council Bill No. 18-2022

Introduced: March 7, 2022

Auditor: Michael A. Martin

Fiscal Impact:

There is no fiscal impact from this legislation as it is not anticipated to result in the need for additional County staff or resources. The Administrator of the Office of Human Rights and Equity (OHRE) indicated that a substantial increase in complaints would need to occur before the OHRE would need to request additional resources.

Purpose:

This legislation extends the time period in which one is allowed to submit an unfair employment practice complaint to the OHRE from six months from the occurrence, or discovery, of an alleged violation to 300 days.

Other Comments:

The following information was provided by the Administrator of the OHRE:

Complaints can be filed with the OHRE or U.S. Equal Employment Opportunity Commission (EEOC).

- Complaints filed with the OHRE are covered by EEOC laws and the Howard County Code. The OHRE also files these allegations with the EEOC, while the OHRE keeps the allegation for processing and investigation.
- Complaints filed with the EEOC are covered by EEOC laws and the Howard County Code. The EEOC may elect to have the OHRE investigate the allegation.

The typical investigation into an alleged unfair employment practice lasts between nine months and 300 days.

In Calendar Years 2019, 2020, and 2021, the County's OHRE and the EEOC investigated 42, 31, and 36 employment cases, respectively.