

County Council of Howard County, Maryland

2022 Legislative Session

Legislative day # 7

RESOLUTION NO. 48 - 2022

Introduced by: Chairperson at the request of the County Executive

A RESOLUTION confirming the appointment of Brenda McChriston, MA, SPHR, SHRM-SCP, to the Police Accountability Board.

Introduced and read first time on May 4, 2022.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

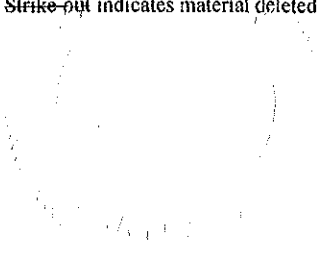
Read for a second time and a public hearing held on May 16, 2022.

By order Michelle Harrod
Michelle Harrod, 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This Resolution was read the third time and was Adopted , Adopted with amendments __, Failed __, Withdrawn __ by the County Council on June 6, 2022.

Certified by Michelle Harrod
Michelle Harrod, Administrator to the County Council

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



1 **WHEREAS**, Section 404 of the Howard County Charter and Section 6.300 of the Howard
2 County Code provide for the County Executive to appoint and for the County Council to confirm
3 nominees to Howard County Boards and Commissions created by law; and

4 **WHEREAS**, Title 17, Subtitle 2, of the Howard County Code provides for a Police
5 Accountability Board in Howard County; and

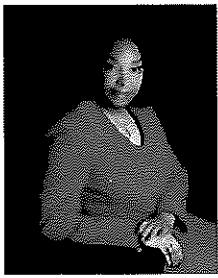
6 **WHEREAS**, the County Executive has proposed the appointment of Brenda McChriston,
7 MA, SPHR, SHRM-SCP, as a member of the Police Accountability Board as a member at large;
8 and

9
10 **WHEREAS**, the County Council ratifies the County Executive's special trust and
11 confidence in the abilities of the nominee.

12 **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County,
13 Maryland this 6 day of June, 2022 that the following person is appointed as a
14 member of the Police Accountability Board to serve from July 1, 2022 to July 1, 2025 or until a
15 successor is appointed and confirmed:

16 Brenda McChriston, MA, SPHR, SHRM-SCP
17 Columbia, Maryland

18



BRENDA MCCHRISTON, MA, SPHR, SHRM-SCP

Brenda is CEO and Principal of Spectrum HR Solutions, a certified woman-owned minority human resource advisory practice in strategic HR management, Diversity, leadership training, compliance, employee relations and compensation. Her vision for the company began in 2004. Spectrum has helped more than 115 companies and organizations nationwide save money, improve employee productivity, and achieve organization growth.

In the community, Brenda has a passion for mentoring the next generation to be successful in their life's work. For 12 years she has been an Advisory Council Member to the Passport-to-the Future Program at Howard County Public Schools; providing guidance on curriculum based on employer needs and requirements. Each year, the program culminates in a day long job fair at which high school juniors participate in mock interviews. Each year, this program grows larger with employer participation with the help of organizations such as the Howard County HR Society, an organization Brenda helped to build over the past 15 years. In 2019, Brenda chaired the Howard County Human Resource Society's Diversity Inclusion Committee and organized the County's first ever Leader's Symposium on Diversity Inclusion bringing top notch speakers and attracting C-suite attendees. The results of which has inspired several organizations to develop and/or create diversity programs for their organizations, to tap into workforce talent.

Continuing her work as advocate for youth and women's issues, she was re-appointed by Governor Hogan to the Maryland Commission for women in 2021 to another four-year term. As Commissioner, she is working to protect and promote young women's issues such as education, workforce development and health. Previously, she was appointed and served on Howard County's Personnel Board. She served on the Mid-Maryland Workforce Investment Board (WIB). She served as president of the Howard County Human Resources Society and Director, College Relations for the SHRM Maryland State Council. She is an active member of the Board of Directors for the Better Business Bureau.

Additionally, her community commitments and honors continue graduating from Leadership Maryland, Class of 2015 and Leadership Howard County, Class of 2006 and became an alum in 2019 of the Goldman Sachs 10K Small Businesses Program.

In 2018, for her volunteer contributions she received the regional CEO Leadership award. In 2017, Brenda received the prestigious international award as Enterprising Women of the Year, which recognized her community contributions. In 2014, Spectrum HR Solutions was noted as one of Baltimore's 100 Smart Run Companies – Innovative Leaders. In 2013, Brenda was selected as one of Maryland Daily Record's Top 100 Women. Spectrum HR Solutions received the distinguished honor twice – 2008 and 2012 of being selected as one of the region's Top 100 MBE's. In 2011, her company was recognized as one of SmartCEO's Future 50 – Emerging Growth companies. In 2010, she received the Brava! Women in Business Achievement Award from SmartCEO.

Brenda has served the human resources profession for more than 20 years in for-profit and non-profit organizations, such as The Marriott Corporation, The National Association of Manufacturers and The Annie E. Casey Foundation. As the top Human Resources executive, Brenda has frequently served as an advisor, consultant, and coach to CEOs, on organization development, culture inclusion and HR globalization. For 7 years she was Adjunct Professor the masters' program in Human Resources Development at McDaniel College. Completing her business undergraduate degree at Michigan State University, Ms. McChriston holds a Masters' Degree in Business/Human Resources Management from Central Michigan University and hold prestigious SPHR and SHRM-SCP certifications in human resources.