

**Amendment 1 to Amendment No. 16 to Council Bill No. 28 -2023**

**BY: Christiana Rigby**

**Legislative Day 12**

**Date: 10/11/2023**

*(This Amendment to Amendment 16 removes the word “Skilled” in the second sentence of the first paragraph of the “People Supporting Infrastructure” section, rephrases INF-13 Policy Statement and INF-13 Policy Statement Implementing Action 1, and deletes INF-13 Policy Statement Implementing Actions 4 and 5.)*

- 1 Substitute pages 1 through 2 of the Amendment with the attachment to this Amendment to
- 2 Amendment.
- 3
- 4 Substitute the page INF-51 attached to Amendment 16 with the page INF-51 attached to this
- 5 Amendment to Amendment.
- 6
- 7 Substitute the page IMP-58 attached to Amendment 16 with the page IMP-58 attached to this
- 8 Amendment to Amendment.

**Amendment 16 to Council Bill No. 28 -2023**

**BY: Christiana Rigby**

**Legislative Day 12**

**Date: 10/11/2023**

**Amendment No. 16**

*(This Amendment makes the following changes to HoCo by Design Chapter 9 and Chapter 11:*

*Chapter 9: Supporting Infrastructure*

- *Includes personnel in the chapter introduction;*
- *Creates a new narrative section titled “People Supporting Infrastructure”;*
- *Strikes “Skilled” from the second sentence of the first paragraph of the “People Supporting Infrastructure” section;*
- *Creates a Policy Statement INF-13 to reduce barriers preventing the hiring and retention of a highly skilled County workforce and creates Implementing Actions to create a rental subsidy program and study wages for County workers conduct a feasibility study that considers the creation of a rental subsidy program and studies existing County wages, explore creating workforce housing for County employees, and explore transit, rideshare, and workplace options to make the workplace accessible, ~~study healthcare options for County employees, and expand on the job training and other education programs for County personnel;~~*

*Chapter 11: Implementation*

- *Creates a Policy Statement INF-13 to reduce barriers preventing the hiring and retention of a highly skilled County workforce and creates Implementing Actions to create a rental subsidy program and study wages for County workers conduct a feasibility study that considers the creation of a rental subsidy program and studies existing County wages, explore creating workforce housing for County employees, and explore transit, rideshare, and workplace options to make the workplace accessible, ~~study healthcare options for County employees, and expand on the job training and other education programs for County personnel.~~)*

1 In the *HoCo By Design* General Plan, attached to this Act as Exhibit A, amend the following  
2 pages as indicated in this Amendment:

- 3 • Chapter 9: Supporting Infrastructure: 3, and creating a page 51;

- 1       • Chapter 11: Implementation: 53 and 58.
- 2       Correct all page numbers, numbering, and formatting within this Act to accommodate this
- 3       amendment.
- 4

# People Supporting Infrastructure

Howard County's personnel are the backbone of the County's infrastructure system and are essential for achieving the County's infrastructure goals. Skilled County workers, including engineers, construction workers, electricians, maintenance crews, and many other public servants are crucial in the smooth operation of County infrastructure. Without this workforce, the County's infrastructure would deteriorate over time, leading to increased safety risks and reduced quality of life for residents.

Hiring and retaining a County workforce is imperative for pursuing the infrastructure goals of this Chapter. To achieve this, the County should reduce barriers to employment. The County can play a role in addressing the practical concerns of the public workforce, such as creating opportunities for affordable housing and expanding transit options. For those who do serve Howard County by working for their local government, the County should work to retain this workforce by ensuring personnel have access to healthcare and opportunities to grow in their profession.

## **INF-13 Policy Statement**

Reduce barriers preventing the hiring and retention of the County's a highly skilled County workforce.

## **Implementing Actions**

1. Create a rental subsidy program for qualifying County workers and study existing County wages to ensure that anyone who works for Howard County can afford to live in Howard County. Conduct a feasibility study that considers the creation of a rental subsidy program for qualifying County workers and studies existing County wages to ensure that anyone who works for Howard County can afford to live in Howard County.
2. Explore avenues and programs to create workforce housing that is affordable to employees serving Howard County departments and agencies.
3. Explore ways to connect County jobs with new or existing transit networks, such as bus routes. Additionally, explore ride sharing programs, hybrid or work from home options, and other ways to make the workplace accessible for all County personnel.
4. Study existing health care options for County employees to ensure personnel have access to equitable and affordable health coverage.
5. Expand on the job training programs, apprenticeships opportunities, higher education reimbursement programs, and other programs that allow County employees to learn and grow in their profession.

Table 10-1: Implementation Matrix		
Policy and Implementing Actions	Lead Agency	Timeframe (Mid-Term five-year, Long-Term six+ years, Ongoing)
<b>INF-9 - Ensure the safety and adequacy of the drinking water supply and promote water conservation and reuse.</b>		
1. Continue to program capital projects for capacity expansion and systemic renovations in the public drinking water system through	DPW	Ongoing
2. Encourage large development sites added to the current Planned Service Area (PSA) and large redevelopment sites within the PSA to implement water conservation and reuse practices and technology.	DPZ DPW	Ongoing
3. Modify codes and regulations, as needed, to remove impediments for existing development, new development, and redevelopment to implement water conservation and reuse practices and technology.	DPZ DPW DILP	Ongoing
4. Allow and promote greywater reuse for non-potable uses.	DPW DILP	Long-term
5. Conduct public outreach and education to encourage greater water conservation in homes, gardens, and businesses.	DPW OCS	Ongoing
6. Provide incentives to encourage property owners to install water conserving fixtures and appliances.	DPW OCS Private Property Owners	Long-term
<b>INF-10 - Ensure the adequacy of the public wastewater treatment system.</b>		
1. Continue to program capital projects for capacity expansion and systemic renovations in the public wastewater treatment system through the Master Plan for Water and Sewerage.	DPW	Ongoing
2. Encourage large development sites added to the current Planned Service Area (PSA) and large redevelopment sites within the PSA to minimize increases in flow and minimize the nutrient concentration in flow sent to the wastewater treatment plants.	DPZ DPW DILP	Ongoing
3. Expand reclaimed water reuse and nutrient trading to reduce nutrient flows and help maintain the nutrient cap at the Little Patuxent Water Reclamation Plant and the Patapsco Wastewater Treatment Plant.	DPW	Long-term
4. Continue regular coordination with Baltimore City to ensure Howard County can meet some of its wastewater treatment needs via the Patapsco Wastewater Treatment Plant.	DPW	Ongoing

Table 10-1: Implementation Matrix		
Policy and Implementing Actions	Lead Agency	Timeframe (Mid-Term five-year, Long-Term six+ years, Ongoing)
<b>INF-11 - Reduce nitrogen loads from septic systems.</b>		
1. Explore financial incentives to promote the use of nitrogen reducing treatment for new and upgraded septic systems.	HCHD DPW OCS	Long-term
2. Investigate options to establish and maintain a long-term septic system inspection and maintenance program for nitrogen reducing systems.	HCHD DPW OCS	Long-term
<b>INF-12 - Divert waste from landfills using a program that promotes reduction, reuse, and recycling materials within the County.</b>		
1. Minimize the tons of waste each year that are exported from the County under an agreement with the Northeast Maryland Waste Disposal Authority.	DPW	Ongoing
2. Expand business opportunities in the County that focus on the recycle, reuse, or repurpose components of solid waste management.	DPW	Ongoing
3. Consider new solid waste technologies in the future to further reduce the waste footprint for Howard County.	DPW	Long-term
<b>INF-13 - Reduce barriers preventing the hiring and retention of the County's a highly skilled County workforce.</b>		
<del>1. Create a rental subsidy program for qualifying County workers and study existing County wages to ensure that anyone who works for Howard County can afford to live in Howard County. Conduct a feasibility study that considers the creation of a rental subsidy program for qualifying County workers and studies existing County wages to ensure that anyone who works for Howard County can afford to live in Howard County.</del>	<del>OWD HCEDA DHCD</del>	<del>Mid-Term</del>
<del>2. Explore avenues and programs to create workforce housing that is affordable to employees serving Howard County departments and agencies.</del>	<del>DHCD OWD HCEDA DPZ</del>	<del>Mid-Term</del>
<del>3. Explore ways to connect County jobs with new or existing transit networks, such as bus routes. Additionally, explore ride sharing programs, hybrid or work from home options, and other ways to make the workplace accessible for all County personnel.</del>	<del>OWD OOT</del>	<del>Ongoing</del>
<del>4. Study existing healthcare options for County employees to ensure personnel have access to equitable and affordable health coverage.</del>	<del>Office of Human Resources OWD</del>	<del>Ongoing</del>
<del>5. Expand on-the-job training programs, apprenticeships opportunities, higher education reimbursement programs, and other programs that allow County employees to learn and grow in their profession.</del>	<del>OWD HCC</del>	<del>Mid-Term</del>