

**Council Bill 43-2026 Fiscal Analysis**

**Introduced:** June 1, 2026

**Fiscal Manager:** Melinda Massey

**Legislative Intent:** Council Bill 43-2026 establishes a new section of the Howard County Code designating specified religious, ethnic, and cultural observances as “Days of Commemoration”.

**ANALYSIS**

**Background:**

The purpose of this legislation is to recognize and affirm the religious, ethnic, and cultural diversity of Howard County residents and to promote inclusivity and awareness throughout County government operations. The bill is intended to enhance County employees’ understanding of religious, cultural, and ethnic observances that may affect service delivery, staffing, scheduling, and public engagement.

Additionally, the legislation seeks to support the equitable treatment and accommodation of Howard County’s diverse communities within County government practices. It also provides administrative flexibility to recognize and incorporate additional culturally significant observances as the County’s communities and needs evolve over time

The bill also authorizes the Chief Administrative Officer to designate additional commemorative days that may significantly affect the activities of County residents and requires the County to maintain and publicly post a list of designated “Days of Commemoration”.

**Budget Implications:**

This legislation has no fiscal impact.

**Other Notes:**

n/a