

## **EQUAL PROTECTION OF LAW IN ANNAPOLIS**

### **Staff Report**

This ordinance will amend the Code of the City of Annapolis to incorporate provisions applicable to City employees in the performance of their duties and to establish an additional mechanism for sanctioning employees failing to fulfill their duties in accordance with applicable City, State and Federal laws.

The City of Annapolis takes great pride in its historic participation in establishing the foundations of the American commitment to fundamental fairness and equal protection and it is a mission of the City to promote good governance based on the rule of law and its commitment to fundamental fairness and equal protection. The United States Constitution and the Maryland State Constitution incorporate the principles of fundamental fairness and equal protection under law. Accordingly, the City desires to inform its employees of the importance of adhering to these principles and conforming their actions and responsibilities to these principles.

A new definition is added to Section 3.04.010, namely, “equal protection” which means in accordance with the 14<sup>th</sup> amendment of the United States Constitution, the city shall treat a person or class of persons the same as it treats other persons or classes in like circumstances.

In addition, Section 3.12.030 is amended to provide further guidance for the Human Resources Manager in adopting and promulgating rules and regulations governing personnel matters, that they should not be in conflict with the United States Constitution and the Maryland State Constitution, in addition to the Charter, the Code or any ordinance.

Finally, this ordinance tasks the Human Resources Manager to provide each employee with a statement incorporating the City’s commitment to principles of fundamental fairness and equal protection and such employee’s responsibilities to fulfill associated responsibilities and the potential disciplinary sanctions associated with a failure to fulfill such responsibilities in accordance with chapter 3.16.120 of the City Code.

Prepared by the Office of Law.