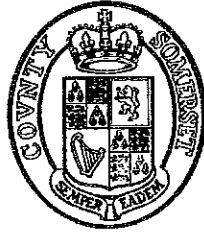


COMMISSIONERS FOR SOMERSET COUNTY  
11916 SOMERSET AVENUE, ROOM 111  
PRINCESS ANNE, MARYLAND 21853  
TELEPHONE 410-651-0320, FAX 410-651-0366

COMMISSIONERS  
MICHAEL K. MCCREADY, PRESIDENT  
REX SIMPKINS, VICE PRESIDENT  
JAMES N. RING  
PAUL T. WARD, JR.  
JAMES E. EAST



COUNTY ADMINISTRATOR - CLERK  
C. SAMUEL BOSTON

ATTORNEY  
KIRK G. SIMPKINS

January 5, 2010

Mr. Kirkland Hall, President  
NAACP of Somerset County  
31245 Eden Allen Road  
Eden, Maryland 21822

Dear Mr. Hall:

This letter is in response to the Task Force Recommendations requesting a written response to the recommendations in the final report.

**1. Establish a policy recognizing the value of diversity in government and commit to make good faith efforts to achieve diversity.**

The County has an EEO policy for hiring, recognizes a shortage of minority employees and commits to enhanced outreach to attract more minority applicants for positions in the County government.

**2. Create an Independent EEO Oversight Committee.**

The County believes an oversight committee to aid in recruiting would be a major step in increasing diversity in the work force. Review of hiring practices and application records would be allowed as far as personnel regulations allow.

**3. Hire or have access to an EEO Officer.**

The County is in the process of changing our job classification manual to add these duties to our Human Resources Director and her staff.

**4. Institute a mandatory diversity training program for all employees.**

The Commissioners will provide in-house training, from our Human Resources Department, to current and future employees of the County. This will take place after our HR personnel receive proper training.

**5. Explore the possibilities for electoral reform.**

The ACLU attorney has agreed to ask the Maryland Attorney General about prisoners of ECI being counted in the election districts. The census of 2010 will probably require redistricting before the 2012 election, and the Commissioners are ready to assure any new districts are drawn with equality in mind.

**6. Involve EEO Oversight Committee and EEO Officer in hiring process.**

Our Human Resources Director, who becomes our EEO Officer under proposed changes, is presently and will be involved in all hirings by the County. We will allow a proposed EEO Oversight Committee to be involved as much as legally possible.

**7. Create a transparent and uniform hiring process.**

The Commissioners have implemented new procedures in the handling of job applications. The County feels that the recommendations of the Task Force are being followed, while still respecting personnel policy.

**8. Create a bank of qualified applicants.**

The County currently allows applications to be kept on file and considered for future job openings.

**9. Establish an aggressive recruitment process to draw a diverse applicant pool.**

Somerset County currently advertises job openings on the County website, and in local newspapers. The ads run a minimum of two weeks. Our current applications require disclosure of familial relationships to County employees.

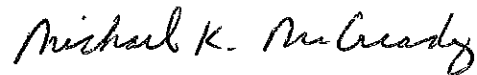
Mr. Kirkland Hall, President  
Page 3  
January 5, 2010

10. *Maintain an open and fair interview process.*

The Commissioners feel that the interview process is fair, but intend to include minorities on the interview panels whenever possible.

We look forward to working toward a more diverse workforce.

Sincerely,



Michael K. McCready  
President, Somerset County Commissioners

MKM/gjs

cc: Deborah Jeon, ACLU