

Inspector General Selection Panel

Questions and Answers concerning the Panel and the interview process

Question: Are the meetings of the Inspector General's Selection Panel ("Panel") open to the public?

Yes. The portion of the meetings where public business is conducted is open to the public as required by the Maryland Open Meetings Act. The dates of the meetings, how the public can attend the meetings and the agendas are posted on the Baltimore County website under the Inspector General Selection Panel webpage. You can find the information about the meetings here.

<https://www.baltimorecountymd.gov/boards-commissions/inspector-general-selection-panel>

Question: Are the names of the applicants available to the public and will interviews be conducted during the open sessions of the Panel?

No. Maryland's Public Information Act (MPIA) does not allow disclosure of personnel information such as the names of applicants to be made public. As such, interviews will be conducted during the closed session portion of the Panel's meetings. Please refer to the Panel Member Information Packet, which can be found here for a further explanation of the MPIA.

<https://www.baltimorecountymd.gov/files/departments/inspector-general-selection-panel/documents/inspector-general-selection-information-packet-panel-members.pdf>.

Question: What is the role of the Panel?

The County Executive formed the Panel to do the following: review the applications of individuals that have applied to be the Baltimore County Inspector General, determine which candidates to interview; interview selected candidates; and recommend final candidates to send to the County Executive for consideration.

Question: How are the interviews by the Panel being conducted?

The Panel is conducting structured interviews which means that every applicant interviewed will be asked the same questions and that each question will receive a score by the Panel member. The Panel members take turns asking questions during the interviews and will confer at the end of the interviews. You can read the Interview Panel guide here which starts on page 3.

<https://www.baltimorecountymd.gov/files/departments/inspector-general-selection-panel/documents/inspector-general-selection-information-packet-panel-members.pdf>.

Question: How many people applied and how many people did the Panel decide to interview?

Twenty three people applied for the position. Panel agreed to interview 8 applicants that met the minimum qualifications of the job description. The information on the Panel's decision to interview 8 applicants is included in the open session minutes. These minutes have a required summary of the Panel's decision in the first closed session of the Panel. You can read the minutes of the Panel that includes the summary here. <https://www.baltimorecountymd.gov/files/departments/inspector-general-selection-panel/documents/igspminutesjun26.pdf>

Question: If an applicant does not receive an interview, will they be notified?

Yes. Applicants that did not meet the minimum qualifications under the job description will be notified by the Office of Human Resources that they will not be interviewed.

Question: How many names will the Panel submit to the County Executive for consideration? Is there an obligation to submit a certain amount of names?

As a best practice, the Office of Human Resources recommended that the Panel send between 3 to 6 names to the County Executive for consideration in the Interview Panel Guide. The Panel will determine the number of names it recommends after all interviews have been completed and the panel has had an opportunity to deliberate.

Question: Is the County Executive obligated to appoint a name that the Selection Panel recommends to the County Executive?

The County Executive intends to only consider the names recommended by the Panel for the appointment.

Question: What happens if the County Executive does not appoint a name recommended by the Selection Panel?

If the County Executive does not appoint an Inspector General and send that name to the County Council for confirmation, the County Charter provides that the current Inspector General remains in that position as a holdover. See Baltimore County Charter §1014(d) (“The Inspector General shall hold office for a term of four years commencing at the time of their appointment and continuing until their successor qualifies.”)