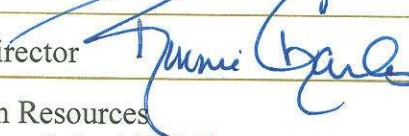



FROM	NAME & TITLE	Ronnie E. Charles, Director 	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Department of Human Resources 201 E. Baltimore Street, Suite 300		
	SUBJECT	City Council Bill No. 13-0250 Finance and Procurement – Human Resources Certification of Training Contracts		

TO

DATE:

August 21, 2013

The Honorable Bernard “Jack” Young and
 Members of the Baltimore City Council
 City Hall
 100 North Holliday Street, Room 406
 Baltimore, MD 21202

The Department of Human Resources (DHR) is in support of City Council Bill 13- 0250 *Finance and Procurement – Human Resources Certification of Training Contracts*.

This proposed legislation requires that requests for training contracts intended for City employees include a certification from the Director of Human Resources as an indication that DHR is unable to provide or otherwise support the request.

The certification will require a review of the scope of work to confirm that the training can be conducted by DHR or supported with existing DHR contractual resources. Employee development courses and seminars conducted by third party vendors are often costly and do not deliver the intended value. Increased participation in internal course offerings as a result of this mandate will maximize the return on training investment as City employees are not presently being trained in areas that directly impact their work. With DHR’s acute awareness of the City’s organizational landscape, customized course offerings will be developed in response to the scope of work and will demonstrate a cost savings to the City as well as address individual agency priorities, challenges, and employee development needs.

To complement this legislation, DHR would advise agencies to confer with DHR to discuss unique employee development needs, issues, and goals so that our trained professionals may identify and evaluate training needs. As experts in employee development, we anticipate providing guidance to agencies to promote available developmental methodologies and resources that have been vetted by DHR to increase effectiveness and maximize the return on training investment. As a central clearinghouse for training resources, DHR will negotiate highly competitive opportunities and rates with external vendors that would not be offered to individual agencies thereby maximizing economies of scale.

With the above provisos, the Department of Human Resources is strongly in support of Council Bill 13- 0250 *Finance and Procurement – Human Resources Certification of Training Contracts*.

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