

CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF COUNCIL SERVICES

LARRY E. GREENE, Director
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Baltimore, Maryland 21202
410-396-7215 / Fax: 410-545-7596
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HEARING NOTES

Bill: 21-0039

Local Hiring – Employment Plan

WORK SESSION

Committee: Education, Workforce, and Youth
Chaired by: Robert Stokes, Sr.

Hearing Date: Thursday, May 6, 2021
Time (Beginning): 10:00 AM
Time (Ending): 10:40 AM
Location: Virtual "WebEx" Meeting
Total Attendance: Approximately 30

Committee Members in Attendance:

Robert Stokes, Sr. James Torrence
John Bullock Sharon Green Middleton
Antonio Glover Zeke Cohen
Phylicia Porter

Bill Synopsis in the file? [X] yes [] no [] n/a
Attendance sheet in the file? [X] yes [] no [] n/a
Agency reports read? [] yes [X] no [] n/a
Video or audio-digitally recorded? [X] yes [] no [] n/a
Certification of advertising/posting notices in the file? [] yes [] no [X] n/a
Evidence of notification to property owners? [] yes [] no [X] n/a
Final vote taken at this hearing? [] yes [X] no [] n/a

Major Speakers

(This is not an attendance record.)

- Nikki Thompson, Council President's Office
• Elena DiPietro, Law Department
• Jason Perkins-Cohen, Mayor's Office of Employment Development

Major Issues Discussed

1. The two major speakers discussed the proposed amendments and some committee members asked them to clarify and/or to elaborate more about some of the amendments. **See attached copy.**
 2. The representative from the Mayor's Office of Employment Development stated that his Office is very supportive of local hiring and that the legislation will make the process more open to city residents. He also thanked the other agency representatives for putting the amendments together.
 3. The committee members voted on the proposed amendments; seven (7) yeas; proposed amendments passed with one revision; to change the last amendment to #4 instead of #3.
 4. Per the Law Department it is a possibility that additional amendments may be needed. The work session was called to recess; to reconvene at a later date.
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Further Study

Was further study requested?

Yes No

If yes, describe.

1. See number four (4) above.
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Marguerite M. Currin

Marguerite Murray Currin, Committee Staff

Date: May 7, 2021

cc: Bill File
OCS Electronic File

AMENDMENTS TO COUNCIL BILL 21-0039
(1" Reader Copy)

By: President Mosby

{To be offered to the Education, Workforce, and Youth Committee}

Amendment No. 1 {replacing "Director of the Department of Finance" with "MOED"}

On page 1, in line 3, strike "the Director of the" and substitute "MOED"; and, on that same page, in line 4, strike "Department of Finance"; and, on that same page, in lines 6 and 8, in each instance, strike "the Director of the Department of Finance" and substitute "MOED"; and, on that same page, in line 6, strike "the Director's" and substitute "MOED's"; and, on page 2, strike lines 5 through 7 in their entirety; and, on that same page, in line 8, strike "(3)" and substitute "(2)"; and, on that same page, in line 11, strike "(4)" and substitute "(3)"; and, on that same page, in line 14, strike "(5)" and substitute "(4)"; and, on that same page, in line 25, strike "THE DIRECTOR" and substitute "MOED"; and, on page 3, in lines 10, 33, and 37, in each instance, strike "THE DIRECTOR" and substitute "MOED"; and, on page 4, in line 31, strike "THE DIRECTOR" and substitute "MOED".

Amendment No. 2 {rewording for general clarity and to reference other requirements of article 5}

On page 2, strike lines 18 through 23 in their entirety and substitute:

- “ (1) A BIDDER RESPONDING TO A SOLICITATION THAT QUALIFIES THEM AS A “BENEFICIARY” UNDER § 25-1(B) OF THIS ARTICLE MUST INCLUDE IN THEIR BID OR PROPOSAL AN INITIAL EMPLOYMENT PLAN OUTLINING THE BIDDER’S STRATEGY TO:
- (I) COMPLY WITH THE LOCAL HIRING REQUIREMENTS OF THIS SUBTITLE; AND
 - (II) HIRE ECONOMICALLY DISADVANTAGED, SOCIALLY DISADVANTAGED, OR ECONOMICALLY AND SOCIALLY DISADVANTAGED INDIVIDUALS.”

Amendment No. 3 {refining what information contractors need to provide to describe health and retirement benefits of employees; emphasizing that contractors need to detail their compliance with all contract requirements under article 5}

On page 2, strike beginning with “WORKED” in line 30 down through and including “CONTRACTS” in line 31 and substitute “WHO WILL BE EMPLOYED ON THE PROJECT”; and, on page 3, in line 7, strike the period and substitute a semi-colon; and, on that same page, after line 7, insert:

“ (IV) A DESCRIPTION OF PAST COMPLIANCE WITH ALL CONTRACT REQUIREMENTS DETAILED IN THIS ARTICLE, INCLUDING WHETHER THE BIDDER HAS FILED ALL INFORMATION REQUIRED BY REPORTING REQUIREMENTS FOR RECENT CONTRACTS ON TIME;

(V) A STRATEGY, DEVELOPED IN CONJUNCTION WITH MOED STAFF, TO ENSURE THAT CITY RESIDENTS WHO WORK ON THE PROJECT OR CONTRACT RECEIVE ONGOING EMPLOYMENT AND TRAINING OPPORTUNITIES AFTER THEY COMPLETE WORK ON THE JOB FOR WHICH THEY WERE INITIALLY HIRED AND A REVIEW OF PAST PRACTICES IN CONTINUING TO EMPLOY CITY RESIDENTS FROM ONE PROJECT OR CONTRACT TO THE NEXT; AND

(VI) A STRATEGY, DEVELOPED IN CONJUNCTION WITH MOED STAFF, TO HIRE GRADUATES OF THE BALTIMORE CITY PUBLIC SCHOOL SYSTEM, BALTIMORE CITY PUBLIC CHARTER SCHOOLS, COMMUNITY-BASED JOB TRAINING PROVIDERS, AND HARD-TO-EMPLOY RESIDENTS.”

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Amendment No. 3 {providing a specific deadline for the revised employment plan; moving certain requirements from the revised employment plan to required monthly reports; emphasizing that the bidder must comply with all requirements of the subtitle; and separating out a requirement for clarity}

On page 3, in line 11, after “CONTRACT”, insert “AND WITHIN 2 WEEKS OF RECEIVING A NOTICE TO PROCEED FROM THE AWARDING AGENCY”; and, on that same page, strike lines through 12 through 37 in their entirety; and, on page 4, in line 1, strike “(7)” and substitute “(1)”; and, on that same page, in line 3, strike “(8)” and substitute “(2)”; and, on that same page, in line 5, strike “(9)” and substitute “(3)”; and, on that same page, strike lines 12 through 14 in their entirety; and, on that same page, in line 15, strike “(11)” and substitute “(4)”; and, on that same page, in line 18, strike “(12)” and substitute “(5)”; and, on that same page, in line 20, strike “(13)” and substitute “(6)”; and, on that same page, in that same line, strike “A STRATEGY TO ENSURE THAT” and substitute “THE MINUTES OF AT LEAST 1 MEETING THE BIDDER HAD WITH MOED STAFF DURING WHICH MOED STAFF AND THE BIDDER WORKED TOGETHER TO ENSURE THAT”; and, on that same page, in line 22, strike “AND A”; and, on that

same page, in line 23, before "REVIEW", insert "(7)A"; and, on that same page, in that same line, strike "IN CONTINUING TO EMPLOY" and substitute "REGARDING THE BIDDER'S EMPLOYMENT OF"; and, on that same page, in line 25, strike "(14)" and substitute "(8)"; and, on that same page, in that same line, strike "A STRATEGY TO HIRE" and substitute "THE MINUTES OF AT LEAST 1 MEETING THE BIDDER HAD WITH MOED STAFF DURING WHICH MOED STAFF AND THE BIDDER WORKED TOGETHER TO ENSURE THAT THE BIDDER HIRES"; and, on that same page, strike lines 28 through 29 in their entireties; and, on that same page, after line 29, insert:

" (D) ONGOING REPORTS.

THROUGHOUT THE COURSE OF THE PROJECT, THE BIDDER MUST PROVIDE THE FOLLOWING INFORMATION TO MOED ON A MONTHLY BASIS:

(1) THE TOTAL NUMBER OF HOURS WORKED ON THE PROJECT OR CONTRACT BY TRADE;

(2) THE TOTAL NUMBER OF HOURS OF WORK BY JOURNEYMEN, BY TRADE, WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS OF WORK BY JOURNEYMEN, BY TRADE, WORKED BY CITY RESIDENTS;

(3) THE TOTAL NUMBER OF HOURS BY APPRENTICES, BY TRADE, WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS BY APPRENTICES, BY TRADE, WORKED BY CITY RESIDENTS;

(4) THE TOTAL NUMBER OF HOURS BY SKILLED LABORERS, BY TRADE, WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS BY SKILLED LABORERS, BY TRADE, WORKED BY CITY RESIDENTS;

(5) THE TOTAL NUMBER OF HOURS BY NON-SKILLED LABORERS WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT AND THE TOTAL NUMBER OF HOURS OF NON-SKILLED LABORERS WORKED BY CITY RESIDENTS;

(6) THE TOTAL NUMBER OF HOURS WORKED OVER THE COURSE OF THE PROJECT OR CONTRACT BY:

(I) EMPLOYEES WHO CONSTITUTE ECONOMICALLY DISADVANTAGED, SOCIALLY DISADVANTAGED, OR SOCIALLY AND ECONOMICALLY DISADVANTAGED INDIVIDUALS;

(II) EMPLOYEES WHO MEET THE LOCAL HIRING REQUIREMENTS OF THIS SUBTITLE, WHICH INCLUDE POSTING JOB OPENINGS WITH MOED, HAVING CITY RESIDENTS COMPRISE AT LEAST 51% OF THE BIDDER'S EMPLOYEES, AND COMPLYING WITH MONTHLY REPORTING REQUIREMENTS; AND

(III) CITY RESIDENTS WHO CONSTITUTE ECONOMICALLY DISADVANTAGED,
SOCIALY DISADVANTAGED, OR SOCIALY AND ECONOMICALLY
DISADVANTAGED INDIVIDUALS.”;

and, on page 4, in line 30, strike “(D)” and substitute “(E)”; and, on that same page, in line 35, strike “(E)” and substitute “(F)”.



Baltimore City Council Committee Hearing Attendance Record

Subject: Council Bill – Local Hiring – Employment Plan – WORK SESSION	Bill #: 21-0039
Committee: Education, Workforce, and Youth	Chair: Robert Stokes, Sr.
Date: Thursday, May 6, 2021	Time: 10:00 AM
Location: WebEx Meeting	

PLEASE PRINT CLEARLY

CHECK HERE TO TESTIFY

First Name	Last Name	Address / Organization / Email	Testify	What is your position on this bill?		Lobbyist: Are you registered in the City?*	
				For	Against	Yes	No
John	Doe	400 N. Holliday St. Johndoenbmore@yahoo.com	✓	✓	✓	✓	✓
		<i>See hearing notes</i>					

*NOTE: IF YOU ARE COMPENSATED OR INCUR EXPENSES IN CONNECTION WITH THIS BILL, YOU MAY BE REQUIRED BY LAW TO REGISTER WITH THE CITY ETHICS BOARD AS A LOBBYIST. REGISTRATION CAN BE DONE ONLINE AND IS A SIMPLE PROCESS. FOR INFORMATION VISIT: [HTTPS://ETHICS.BALTIMORECITY.GOV/](https://ethics.baltimorecity.gov/) OR CALL: 410-396-4730

City of Baltimore

City Council
City Hall, Room 408
100 North Holliday Street
Baltimore, Maryland 21202

Meeting Minutes - Final

Education Workforce and Youth

Thursday, May 6, 2021

10:00 AM Virtual/Du Burns Chambers, City Hall, 4th Floor: Phone:
+1-408-418-9388, Access Code: 129 796 8778, Password:
Public, Link: [https://bmore.webex.com/bmore/onstage/g.php?](https://bmore.webex.com/bmore/onstage/g.php?MTID=e838db8c9a4a8157e85f1de80737d851e)
MTID=e838db8c9a4a8157e85f1de80737d851e

Worksession: 21-0039
CHARM TV 25

CALL TO ORDER

INTRODUCTIONS

ATTENDANCE

Present 7 - Robert Stokes Sr., John T. Bullock, Zeke Cohen, Antonio Glover, Sharon Green
Middleton, Phylcia Porter, and James Torrence

ITEM SCHEDULED FOR WORKSESSION

21-0039

Local Hiring - Employment Plan

For the purpose of requiring certain contractors to create and submit to the Director of the Department of Finance initial employment plans to bid on government-assisted construction projects or contracts that receive government assistance totaling \$5 million or more; requiring the Director of the Department of Finance to score the bids using the Director's evaluation of the employment plan as 10% of a bidder's score; requiring the winning bidder to submit a revised employment plan to the Director of the Department of Finance with certain criteria; and conforming related provisions.

Sponsors: Robert Stokes, Sr., President Nicholas J. Mosby, Isaac "Yitzy" Schleifer, Mark Conway, Eric T. Costello, Antonio Glover, Sharon Green Middleton, Phylcia Porter, James Torrence, Odette Ramos, Zeke Cohen, John T. Bullock

Work session was recessed; to continue at a later date.

ADJOURNMENT