



CITY OF BALTIMORE
MAYOR BRANDON M. SCOTT

TO	The Honorable President and Members of the Baltimore City Council
FROM	Director Berke Attila, Department of General Services
CC	Mayor's Office of Government Relations
DATE	December 9, 2025
SUBJECT	25-0116 – Security Officers Compensation

Position: Without recommendation

BILL SYNOPSIS

This bill would require employers in certain security-related roles to pay their security officers a guaranteed minimum level of compensation. It sets definitions for who qualifies under the law, outlines when the new requirements would take effect, and includes a timeline for when some of the provisions would end. Overall, the bill is meant to ensure more consistent and fair pay for security officers working in Baltimore.

SUMMARY OF POSITION

The Department of General Services (DGS) has reviewed the Security Guard Compensation Bill and the associated report. After careful evaluation, DGS has no hesitation or operational concerns regarding this legislation. The bill does not pose an operational impact to DGS functions or service delivery.

The considerations raised by the bill relate primarily to financial and equity concerns, rather than operational capacity. As such, these matters fall under the fiscal and budgetary purview of the Bureau of the Budget and Management Research (BBMR). Accordingly, DGS aligns its position with BBMR's official stance and will defer to BBMR regarding fiscal impact determinations and funding implications.

It is important to note that current market pricing already exceeds the proposed rates in the bill. The most recent quoted action for guard coverage extension requests is significantly higher than the bill's proposed compensation levels. DGS anticipates that the bill could create a trickle-down effect, leading to increased demands for all facility postings to match the proposed rates. As context, current pricing under the statewide contract is \$27.40 per hour, with extended coverage under emergency terms priced at \$36.76 per hour. For comparison, current federal Guard I rates are \$19.39 per hour, plus an additional \$5.36 per hour for fringe benefits, totaling

\$24.75 per hour.

FISCAL IMPACT

There would be no fiscal impact on DGS, as BBMR would serve as the lead agency for all budgetary considerations

AMENDMENTS

N/A