

CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF COUNCIL SERVICES

LARRY E. GREENE, Director
415 City Hall, 100 N. Holliday Street
Baltimore, Maryland 21202
410-396-7215 / Fax: 410-545-7596
email: larry.greene@baltimorecity.gov

HEARING NOTES

City Council Resolution: CC22-0152R

Informational Hearing - Executive Leadership - Vacancies

Committee: Committee of the Whole

Chaired By: President Mosby

Hearing Date: Tuesday, May 2, 2023

Time (Beginning): 5:05 PM

Time (Ending): 7:00 PM

Location: Clarence "Du" Burns Chamber

Total Attendance: 25

Committee Members in Attendance:

President Mosby, Odetta Ramos, Zeke Cohen, Marc Conway, Eric Costello, Sharon Green Middleton, Phylcia Porter, Kristerfer Burnett, , Danielle McCray, , , , .

Form with checkboxes for Bill Synopsis in the file?, Attendance sheet in the file?, Agency reports read?, Video or audio-digitally recorded?, Certification of advertising/posting notices in the file?, Evidence of notification to property owners?, Final vote taken at this hearing?, Motioned by: Councilmember, Seconded by: Councilmember, Final Vote:

Major Speakers

(This is not an attendance record.)

- City Council President Nick Mosby
• Councilwoman Phylcia Porter
• Quinton Herbert, Director, Department of Human Resources
• Faith Leach, Chief Administrative Officer, Mayor's Office

Major Issues Discussed

1. President Nick Mosby opened the hearing and presented a few remarks and deferred to Councilwoman Porter for further comments.
2. Councilwoman Porter explained the importance of having vacancies in key government agencies and the urgent need to fill the vacancies with experienced and competent leaders.
3. Faith Leach, CAO, spoke about the positive partnership between the City Council and the Mayor's Office
4. President Mosby asked Quinton Herbert when is the expected date for the work charts will be delivered?
5. Faith Leach was asked to send a list of all agency leadership vacancies. It was pointed out at the hearing the interim or acting Chief of Procurement was offered the position, but declined.
6. Quinton Herbert explained to the Council the difference between "interim" and "acting" status. He stated that an individual in "interim" status serves when no one is currently in the job position, and "acting" status means an individual serving when the leader is out of commission, sick or out of the office.
7. President Mosby requested information on what stage in the recruiting process is the Fire Chief? Quinton Herbert elaborated that his office is currently going through the recruiting process in DHR. DHR is actively recruiting in several roles. Mr. Herbert stated that his senior recruiter is doing an outstanding job.
8. President Mosby requested a list of active executive level positions, and an explanation as to where these positions are in the recruitment process.
9. Councilwoman Porter requested from Quinton Herbert the succession and transition plan or framework of each city agency.
10. President Mosby and Councilwoman Porter wanted to know the criteria used to evaluate an individual in an "interim" capacity, and also the evaluation criteria used to determine if a candidate is suitable for a position. Councilwoman Porter asked if the differentiation between "interim" and "acting" is outlined in the City's Administrative Manual?
11. A question was posed regarding the City's Transfer Policy and Mr. Herbert stated that he would get back to the Committee on that question.
12. Mr. Herbert stated that a number of employees are practicing "quiet quitting," which means working your regular shift, minimally performing the task, and no overtime.
13. For the budget process, the Committee is requesting information on the number of vacancies, and the number of expected positions that will be filled by June 30, 2023.
14. The hearing recessed at 7:00 p.m.

Further Study

Was further study requested?

Yes No

If yes, describe. CAO Faith Leach and Director Herbert will provide the requests stated above.

Committee Vote:

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Larry E. Greene, Director of Council Services

Date: May 10, 2023

cc: Bill File
OCS Electronic File



Baltimore City Council Committee Hearing Attendance Record

Subject: Informational Hearing – Executive Leadership - Vacancies	Bill #: CC23-0152R
Committee: Committee of the Whole	Chair: President Mosby
Date: Tuesday, May 2, 2023	Time: 5:00 PM

Location: Clarence "Du" Burns Chamber – 100 Holliday Street, 4th Floor

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	✓	✓	✓	✓	✓
Kelleigh	Eastman	1001 E Fayette / BCHD					

*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



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Becky	Witt	BM2A - 417 E Fayette 9th Fl					

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