

Mary H. Talley

FROM	NAME & TITLE	Mary H. Talley, Director & Chief Human Capital Officer
	AGENCY NAME & ADDRESS	Department of Human Resources 201 E. Baltimore Street, Baltimore, Maryland 21202
	SUBJECT	City of Baltimore Council Bill, 17-0170 Residency Requirements for City Officials

CITY of
BALTIMORE
MEMO



TO The Honorable Bernard "Jack" Young
and Members of the Baltimore City Council
City Hall
100 N. Holliday Street, Room 409
Baltimore, Maryland 21202

DATE:
February 8, 2018

Dear Council President Young and Members of the City Council:

Recommended Position

The Department of Human Resources ("DHR") reviewed the above captioned City Council Bill and appreciates the Council's intent to provide Baltimore City residents with a better opportunity to serve and represent the Communities in which they live because they are uniquely poised to know and understand the needs and challenges of their Communities. However, in the quest to find the best and the brightest candidates to fill executive and hard to fill positions, having a residency restriction would prove to be limiting. Accordingly, DHR **opposes** the Bill.

Comments and Analysis

City Council Bill 17-0170 (the "Bill") proposes to require an "Official" (the Head of an Agency who reports directly to the Mayor and any At-Will Supervisory Employee who reports directly to the Mayor or to the Head of an Agency) to be a resident and registered voter of Baltimore City and remain a resident and registered voter throughout his or her term of Office. The exception to this would be that it does not apply to an "Official" who, before their appointment, signs a Declaration of Intent to move into the City within 6 months of the date of the appointment. If the Official fails to the move to the City within the 6 month period, the Official's appointment will be automatically terminated.

Requiring an "Official", as defined in Council Bill 17-0170, to be (or become within 6 months of the effective date of her/his appointment) a resident and registered voter of Baltimore City would create a chilling effect on the recruiting efforts of Agencies across the City and may significantly limit the pool of qualified candidates for this class for several reasons including the following:

- The City would most likely be competing with private sector employers for qualified candidates; and the City's total rewards package may not be competitive enough to attract and/or retain them
- Qualified candidates may choose not to work for Baltimore City Government because they may fear their employment status is more tenuous due to Mayoral administration transitions.
- Recruitment and employment costs would significantly and progressively escalate to accommodate rigorous recruitment campaigns, relocation incentives, increased time-to-

fill, training, and higher salaries (for new hires and existing staff vis-à-vis Equal Pay Act).

- All Baltimore City Government “Official” job classifications require at least a Bachelor’s Degree. However, 72.3% of Baltimore City residents do not meet the minimum qualifications for “Official” job classifications.
- Notably, surrounding jurisdictions including Prince George’s, Montgomery, and Baltimore counties, which serves as our primary feeder group for candidates, do not impose residency requirements

The City’s recruitment efforts should be aided instead of hindered by a restriction that narrows the pool of qualified, employable applicants by requiring that they live in Baltimore City.

For these reasons, DHR opposes this bill.