



HEARING NOTES

Bill: 24-0521

Ordinance of Estimates for the Fiscal Year Ending June 30, 2025

Committee: Ways and Means
Chaired by: Councilman Eric T. Costello

Hearing Dates: Monday, June 3, 2024 – Day five (5)

Labor Commissioner

Time (Beginning): 9:15 AM
Time (Ending): 9:40 AM
Location: Council Chambers
Total Attendance: Approximately 15 in-person
Approximately 15 virtually

Department of Human Resources

Time (Beginning): 9:40 AM
Time (Ending): 10:50 AM
Location: Council Chambers
Total Attendance: Approximately 20 in-person
Approximately 10 virtually

Courts

Time (Beginning): 11:02 AM
Time (Ending): 11:30 AM
Location: Council Chambers
Total Attendance: Approximately 10 in-person
Approximately 10 virtually

Department of Public Works

Time (Beginning): 1:10 PM
Time (Ending): 4:35 PM
Location: Council Chambers
Total Attendance: Approximately 70 in-person
Approximately 20 virtually

Mayor’s Office of Neighborhood Safety & Engagement

Time (Beginning): 6:10 PM

Time (Ending): 8:40 PM

Location: Council Chambers

Total Attendance: Approximately 30 in-person
Approximately 15 virtually

Committee Members in Attendance: Day Five

Eric T. Costello Kristerfer Burnett
Sharon Green Middleton
Ryan Dorsey

Bill Synopsis in the file?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Attendance sheet in the file?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Agency reports read?	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Video or audio-digitally recorded?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Certification of advertising/posting notices in the file?	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Evidence of notification to property owners?	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Final vote taken.....	<input type="checkbox"/> yes	<input checked="" type="checkbox"/> no	<input type="checkbox"/> n/a

Major Speakers – Day Five
(This is not an attendance record.)

- Deborah Moore-Carter, Labor Commissioner
 - Quinton Herbert, DHR
 - Lionel Moore, Circuit Court
 - Lewyn Garrett, Orphans’ Court
 - Khalil Zaied, Department of Public Works
 - Richard Luna, Department of Public Works
 - Stephanie Mavronis, Mayor’s Office of Neighborhood Safety & Engagement
 - Terrance Nash, Mayor’s Office of Neighborhood Safety & Engagement
 - John Hoffman, Mayor’s Office of Neighborhood Safety & Engagement
 - Mark Mason, Mayor’s Office of Neighborhood Safety & Engagement
 - Crystal Miller, Mayor’s Office of Neighborhood Safety & Engagement
-

Major Issues Discussed

Labor Commissioner

1. A representative from the Labor Commissioner gave a PowerPoint presentation *(A copy is on file)*.
2. The committee/council members asked questions, stated concerns, asked for clarification, and etc. Some highlights of same were:
 - Labor union contracts with the city
 - Most of the contract negotiations start in January 2025
 - The Labor Commissioner went through all the city’s labor contracts and the statuses.

- Council Staff
 - Apprenticeship Program
 - Police benefits and contract
3. **Hearing Recessed.**

Department of Human Resources

1. A representative from DHR gave a PowerPoint presentation (*A copy is on file*).
 2. The committee/council members asked questions, stated concerns, asked for clarification, and etc. Some highlights of the same were:
 - Comparative Study for council staff salaries
 - Question: Where is DHR on the comparative study?
 - Answer: Still ongoing, but seems like it will be a \$50 million impact
 - Recommendations to change how employees are compensated – a more comprehensive pay scale.
 - Involves collective bargaining
 - Question: Will the plan be implemented over 10 years?
 - Answer: No, it's part of the 10-year plan, but may be implemented sooner.
 - Recruitment and retention of talent
 - HBCU program is the right step in the right direction
 - Millennials and Gen Z see public service as a temporary sector
 - DHR is positive in attrition as it is outpacing hiring
 - Over the last five quarters, DHR has hired over 18% than the city lost
 - DHR is creating a position strictly focused on talent and recruitment
 - Creating a campaign focused on employees telling their stories and Baltimore's stories
 - Application process
 - Multiple scenarios that DHR is involved with agencies
 - Apprenticeship program
 - Not every position can be filled through an apprenticeship program
 - Return to work policy
 - DHR configured Workday to track metrics and compliance
 - The city's telework policy is a great compromise for teleworking and office return
 - DHR is pushing performance management
 - Accountability relies on the managers
3. **Hearing Recessed.**

Courts (Circuit Court & Orphan's Court)

1. Representatives from the Circuit and Orphans' Courts gave PowerPoint presentations (*A copy is on file*).
2. The committee/council members asked questions, stated concerns, asked for clarification, and etc. Some highlights of same were:
 - Court security
 - Has a security assessment a few years ago and there were recommendations, which funds were provided for. (Circuit Court)
 - Still need to install 'bullet resistant' plexiglass
 - Still need to implement secure parking for the judges
 - Additional ongoing conversations on security implementation (Circuit Court)

- Outdated technology (Orphans' Court)
 - Requested \$16k in additional funds
- Security has improved, but judges must use Circuit Court judges' entrance. Orphans' Court would like the same system.
- Salaries (Orphans' Court)
 - Judges haven't received raises in over 10 years
 - Due to a change in law, Orphans' Court must come before the Council for a pay raise. They are requesting at least \$25k in salary raises.

3. **Hearing Recessed.**

Department of Public Works (DPW)

1. A representative from the DPW gave a PowerPoint presentation (*A copy is on file*).
2. The committee/council members asked questions, stated concerns, asked for clarification, and etc. Some highlights of same were:

- Graffiti Removal
 - When graffiti is removed people return and draw more graffiti there – is of concern
 - Is there a plan when they come back so soon/rapidly?
- Vacant Properties
 - Questions and comments regarding boarding up vacant properties; including the possibility of using different materials to do same
 - How some of these properties are categorized - is of concern
 - Water flowing into some these properties – is of concern
 - Vacant properties in District 10 – is of concern
 - Are you looking at different type of materials to use for boarding properties?
 - Could we escalate the use of Plexiglas?
 - Concern – water shut offs
- Valve Break
 - What is the status of the value break in the 1900 block of Hanover Street?
 - Research and report back
- Workers' Safety
 - The work environment/safety for DPW workers is of concern
 - How will you improve safety?
 - Also, would like to have the “voice” of the workers in the process for improving same
- Zero Waste Work
 - Last fiscal year \$250,000 was allocated for this work; how have you spent these funds?
 - Where are you with the Zero Waste initiative: feasibility study?
- New Compost Station
 - When will it be up and running? **Answer: Within 2 to 4 years**
- Incinerator
 - What conversations have you had with other jurisdictions about getting their trash out of the city?
- Water Governance

- How will the formula work for the rate(s) charged to surrounding counties? Such as: cost, capital, etc.? Talk about this
 - Where does the revenue go? **Answer: Enterprise Fund**
 - Comments: Think the rates and/or processes should be re-invented/re-negotiated! And hope the councilmembers can be more involved in those negotiations! Changes need to happen!
 - When the new Water Task Force is created can we get a commitment that councilmembers will be involved?
- Requests made by Councilmember Porter pertaining to:
 - SOS Program
 - Route Optimization – broken down by district
- Northwest Transfer Station
 - Concern – Maintenance of the outside of the Station
 - Better communication between city agencies is needed to get tasks completed!
- Back River Treatment Facility
 - A \$50 million contract was awarded to a private contractor to do bio-work; was bought in to the work! Why was this decision made?
 - We want to and/or need to invest in our own workforce; hope employees can get the training needed so they can do the work instead! Growing our own workforce!
- Solid Waste / Recycling Contract(s)
 - Do you have any outside contracts for the work needed? **Answer: Yes, but eventually the City will do the work!**
 - Request by Councilmember Dorsey: Provide a list of the routes performed by outside contractors
 - Hitting recycling targets – is of concern
 - Must think outside of the box!
- Street Sweeping Vehicles
 - How many vehicles do you have? **Answer: 36 in total but usually approximately 20 are on average in the service shop on any given day.**
 - Do any drivers perform maintenance on the vehicles?
 - Are there GPS' in these vehicles? **Answer: Yes**
Are parking citations issued if the City does not perform the street sweeping services? Or even, should a person still get a citation? **Answer: City should still and will move forward with issuing the citation(s).**
- City Streets
 - Comments regarding during work to improve city streets
 - Comments about being in partnership with DOT to restore some streets, shrinking down street sizes
- Installation of Meters
 - Are there clear directions on how people can identify meters and/or pipes?
- Waste Water Treatment Plant
 - How are things going at the Plant? The overall operation? Talk about this
 - Were there any “learned lessons” as a result of past problems?
 - Comment: Talked about the importance of training employees for advancement and/or upward mobility
- SOS Program and Reimbursement Program

- How many households were helped in both programs during fiscal year 2023?
- Have DPW come up with additional funding for the programs?
- How is the SOS Program structured within the Consent Decree?

- Separate Office
 - Have you thought about having a separate Quality Assurance Office because DPW performs so much work? Is this something you would consider? I think it would be a great thing!
- Renters' Accessibility to Water Bills
 - Talk about how many renters have been denied access to water bills and why.
- One for All Water Program
 - Where are you with this program? Talk about this
 - Delays in application process – how are you reaching out to people?
 - What is the timeframe for creating a workgroup and who will participate in the workgroup?

3. Hearing Recessed.

Mayor's Office of Neighborhood Safety and Engagement

1. A representative from the Mayor's Office of Neighborhood Safety and Engagement gave a PowerPoint presentation (*A copy is on file*).
2. The committee/council members asked questions, stated concerns, asked for clarification, and etc. Some highlights of same were:
 - How is MONSE Planning to Educate the public on what MONSE does?
 - Leadership is looking to focus on this in FY25 talking more about what MONSE does and its programs like GVRS.
 - How will MONSE continue successful programs like GVRS without ARPA funding?
 - MONSE does not solely rely on ARPA for funding but is currently working to replace ARPA funds with federal earmarks and grants.
 - Where is MONSE on addressing open-air drug markets?
 - Taking lessons learned from GVRS and neighborhood stabilization efforts – this isn't a gun issue so GVRS isn't a perfect model but MONSE is working on building relationships with sellers and pushing diversion.
 - MONSE is open to creating a pilot program to work on this but there needs to be separation from and fidelity to GVRS work.
 - School Violence
 - Violence in schools often comes in from the community
 - MONSE is working on coordination on School Violence Program & Youth Violence Stat
 - CAO to follow up on Youth Violence Stat offline.
 - Unique contracts – looking for breakdown by program
 - Multiagency response for Greenmount Ave – still in a 45-day stabilization following a shooting.

- 45 days is the standard model – that is being reevaluated in favor of a more tailored approach – with the goal of MONSE transitioning from a lead agency to a supportive one in these efforts.
 - Building stakeholders and connecting to resources
3. Due to weather-related warnings – the chair recessed the hearing briefly at 7:05 PM and reconvened at 7:20 PM with the floor continuing to be open to questions from council members. Topics included:
- PILOT program at Digital Harbor High School.
 - This is one of 4 programs at high schools in the City aimed at addressing violence also taking place at:
 - Mergenthaler
 - Edmonson
 - Morrison
 - MONSE recently met with school leadership and is building infrastructure to support the PILOT which will be launching with the new school year.
 - Infrastructure will include staff (not MONSE or City employees but contracted), peer ambassadors, and others to implement the program.
 - Staff may also be a part of the SAFE PASSAGE program.
 - The program is funded with 1.5 million over all 4 schools.
 - a. Digital Harbor is the only school with a specific grant of 225K
 - Mergenthaler is slightly ahead of Digital Harbor in implementation looking to hire someone to lead the program at the school – but may be delayed as a new principal for the school is hired – still expected to start the program at the start of the school year.
 - Victim Services
 - How is the coordination between the BPD, MONSE, & SAO victim services?
 - Victim services has been more coordinated and institutionalized recently with MONSE serving to fill the gaps between BPD & SAO.
 - Weekly meetings between BPD, MONSE, & SAO
 - Are the two requested positions for GVRS just to support the most recent expansion or is it for supporting the whole City?
 - These are manager positions to support the expansion – but looking to see if 4 total managers can handle the city-wide workload.
 - Will need additional structures for data management & support.
 - Is MONSE coordination with Councilman Torrence on Reentering citizens?
 - Yes
 - Where can council members get data and the inputs MONSE is using?
 - Data can be shared with the council and will be included in the next iteration of the Public Safety Dashboard
 - Update on staffing at Safe Streets Program:
 - Currently have 21 vacancies, with 7 new hires coming on over the last 3 weeks – there are a total of 77 budgeted positions in the program.
 - Currently planning the reopening of the Belair Edison branch – currently operating for the last two months on a modified schedule -one of the new hires is the Belair Edison site leader.
4. **Hearing Recessed.**

Further Study

Was further study requested?

Yes No

- **Labor Commissioner**

1. Chairman Costello - Provide benchmark information on wages and benefits for city sworn personnel (police/officers) compared to other jurisdictions.
2. Councilman Conway - Provide a cost assessment of the apprenticeships program, including a list of which agencies currently have apprenticeships and the classification with apprenticeships.

- **Department of Human Resources**

1. Councilwoman Ramos - Requested a copy of the Wage Study.
2. Councilman Conway - Provide by agency, the number of approved telework plans on file.
3. Councilwoman Ramos - Provide data regarding the outcome of hiring events that have been held for all of FY 24, including information for DHR & agency-sponsored hiring events.

- **Courts**

1. Chairman Costello - Please provide the Council with the request (itemized list) to the City for the additional \$16K needed for upgraded technology.

- **Department of Public Works**

1. Chairman Costello - Update on the break in the 1900 block on South Hanover St.
2. Councilman Dorsey - Provide every week a letter/list noting who is the weekend contact support and their responsibilities.
3. Councilman Conway - Provide actual tipping fee expenditure amounts from FY14 through FY24
4. Councilwoman Porter - Provide actual performance information cited by Director Luna during the hearing on the Sewer On-site Support (SIS) program.
5. Councilwoman Porter - Provide a summary of route optimization by Council district and missed trash and recycling pick-ups by District.
6. Vice President Middleton - Provide a plan for improving the aesthetics of the Solid Waste facilities.
7. Councilman Dorsey - Provide a list of trash routes currently being operated by private contractors.
8. Councilman Dorsey - Provide a cost analysis regarding MS4 compliance by reducing impervious surfaces on streets.
9. Chairman Costello - For the month of May 24, provide a report for mechanical street sweeping for Bolton Hill (by the end of the week).
10. Councilman Conway - Provide an update on the 2023 feasibility study regarding zero waste and solid waste enterprise funds.
11. Councilman Burnett - Provide an assessment for the SOS Program (for wet and dry weather backup)
12. Councilman Burnett - Provide information on the # of residents (renters) that have requested access to their water bills. Breakdown between # requested vs. approved requests. Provide analysis summarizing key trends on what was approved vs. denied (Estimate due Friday 6/7 for providing info)

- **Mayor's Office of Neighborhood Safety and Engagement**

1. Chairman Costello - Share the program plan and design for Digital Harbor High School

2. Councilman Conway - Share the crime date for Belair-Edison while MONSE site was closed.
-

Niya N. Garrett

Niya N. Garrett, Committee Staff

Date: July 8, 2024

Cc: Bill File
OCS Chrono File



Baltimore City Council Committee Hearing Attendance Record

Council Bill - Ordinance of Estimate for the Fiscal Year Ending June 30, 2025 – Day Five Budget Hearings	Bill #: 24-0521
Committee: Ways and Means	Chair: Eric Costello
Date: Monday, June 3, 2024	Time: Beginning 9AM
Location: Clarence "Du" Burns Council Chamber	

PLEASE PRINT CLEARLY

ATTENDANCE ONLY

First Name	Last Name	Address / Organization / Email	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>John</i>	<i>J</i>	<i>John Doe</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



Baltimore City Council Committee Hearing Attendance Record

Council Bill - Ordinance of Estimate for the Fiscal Year Ending June 30, 2025 – Day Five	Bill #: 24-0521
Budget Hearings	
Committee: Ways and Means	Chair: Eric Costello
Date: Monday, June 3, 2024	Time: Beginning 9AM
Location: Clarence "Du" Burns Council Chamber	

PLEASE PRINT CLEARLY

What is your position on this bill?	Lobbyist: Are you registered in the City?*
-------------------------------------	--

ATTENDANCE ONLY

First Name	Last Name	Address / Organization / Email	For	Against	Yes	No
John	Doe	400 N. Holliday St. Johndoenbmore@yahoo.com	✓	✓	✓	✓
Lionel	MOORE	Circuit Court for Baltimore City (CCBC)				
Drusilla	Piein	CCBC Circuit Court Balto.				
Leilyn	GARRETT	Orphans' Court				
LAUREN	JACKSON	MORP				
Michael	Clark	XXXXXXXXXXXX				
Leon	Henry	DPSCS				
MARCUS	William	EWIF				
Josh	Wilson	MORP				

*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

Ways and Means

Monday, June 3, 2024

9:00 AM Virtual/Du Burns Chambers, 4th Floor, City Hall, Phone:
+1-408-418-9388, Access Code: 2342 011 1427, Password:
Public, Link: [https://bmore.webex.com/bmore/j.php?
MTID=m4147e0a4bb85e4160dd60d79d55873e3](https://bmore.webex.com/bmore/j.php?MTID=m4147e0a4bb85e4160dd60d79d55873e3)

**24-0521 - Ordinance of Estimates - FY 25 (Budget Agency Hearings - See attached
scheduled for additional details)**

CALL TO ORDER

INTRODUCTIONS

ATTENDANCE

Present 4 - Eric T. Costello, Kristerfer Burnett, Ryan Dorsey, and Sharon Green Middleton
Absent 3 - Danielle N. McCray, Isaac "Yitzy" Schleifer, and Robert Stokes Sr.

ITEMS SCHEDULED FOR PUBLIC HEARING

Ordinance of Estimates for the Fiscal Year Ending June 30, 2025
For the purpose of providing the appropriations estimated to be needed by
each agency of the City of Baltimore for operating programs and capital
projects during the Fiscal 2025 year.

Hearing called to recess; to reconvene on June 4, 2024

Day Five (5) - Budget Hearings

Department of Human Resources,
Office of the Labor Commissioner,
Courts,
Department of Public Works,
Mayor's Office of Neighborhood Safety and Engagement

ADJOURNMENT