



Brandon M. Scott
Mayor

Fiscal 2024 Recommended Budget

Office of Equity and Civil Rights

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BALTIMORE CITY OFFICE OF
Equity and Civil Rights

BMORE BUDGET

Fiscal 2024 Agency Overview

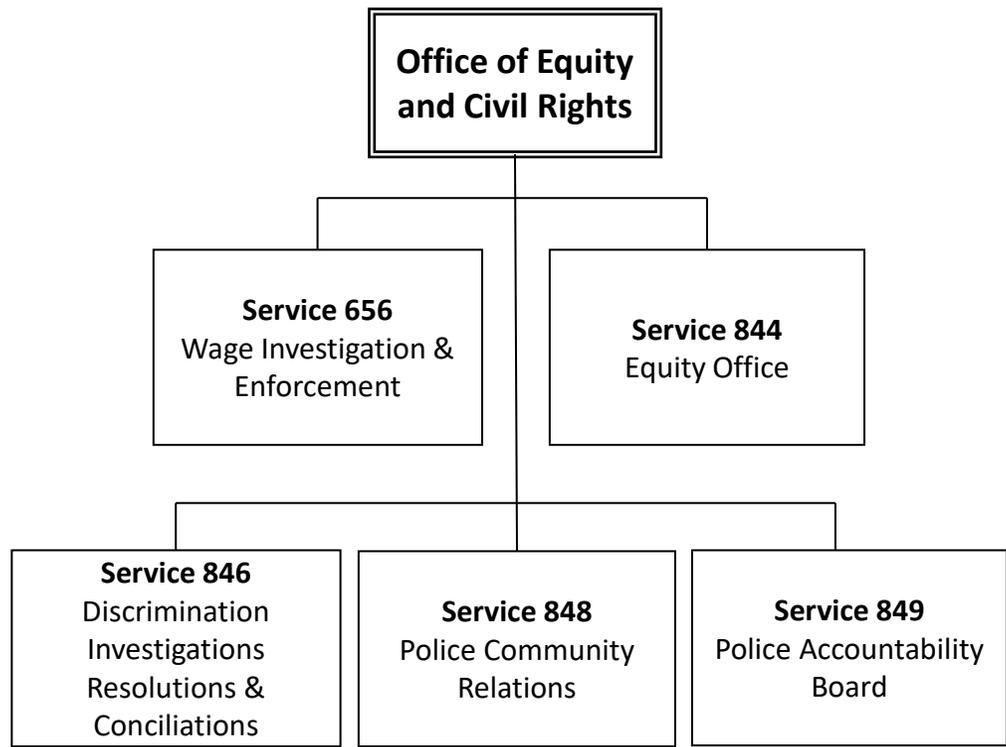
Agency Mission

- The Office of Equity and Civil Rights (OECR) aims to promote equity, eliminate discrimination, and protect civil rights. OECR comprised of the following divisions: the Wage Commission, the Community Relations Commission, the Civilian Review Board, the Police Accountability Board, the Mayor's Commission on Disabilities, the Baltimore Commission for Women, and the Equity Division. With the Exception of Equity Division, each Boards and Commissions support the independent Boards and Commission.

Fiscal 2024 Goals

- Establishing Service 844: Equity Division, which coordinates the implementation of the City's Equity Assessment Program, data collection and analysis, training and capacity building, education and outreach. This is the first time that the Equity has been allocated a service budget.
- Establishing Service 849: Police Accountability Division, which provides civilian oversight of seven law enforcement agencies in the City. The Police Accountability Board and the Administrative Charging Committee, both established by Ordinance 22-146, handles the intake and adjudication of all complaints of misconduct involving a member of the public levied against these agencies. The Fiscal 2024 budget is \$2,145,362, including 17 positions.





Wage Investigation and Enforcement

Pillar: Equitable Neighborhood Development

Service Number: 656

FY24 Rec. Budget: \$623,511

Service Description: This service includes the Wage Commission and Disability Commission. The Wage Commission is responsible for ensuring that all contractors working on City-funded construction projects comply with the appropriate minimum, living, and prevailing wage laws. The Disability Commission is responsible for ensuring the accessibility of City facilities, programs, and services.

Major Budget Items

The recommended budget maintains the current level of service.

Performance Measures

| Measure | FY19 Actual | FY20 Actual | FY21 Actual | FY22 Target | FY22 Actual | FY23 Target | FY24 Target |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| % of wage cases closed in under 6 months | 43% | 85% | 79% | 83% | 52% | 85% | 83% |
| % of restitution and penalty collected | 14% | 9% | 31% | 50% | 79% | 100% | 45% |

Equity Office

Pillar: Equitable Neighborhood Development

Service Number: 844

FY24 Rec. Budget: \$508,706

Service Description: This service coordinates the implementation of the City's Equity Assessment Program. Seeks to develop a City wide culture that recognize the value of Equitable policies and practices. Key activities include: composing a strategic equity plan, tracking performance related to equity goals, expanding training for city leaders and agency equity coordinators, and hosting community dialogues to advance equity in Baltimore City.

Major Budget Items

The recommended budget creates 3 new positions and funds an equity assessment to support the work of this office.

The budget transfers 2 positions from Service 846: Discrimination Investigations: Resolutions and Conciliations.

Performance Measures

| Measure | FY19 Actual | FY20 Actual | FY21 Actual | FY22 Target | FY22 Actual | FY23 Target | FY24 Target |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| # of collaborative meetings, presentations, trainings, or outreach sessions held by the Equity Division for city leadership, agencies, equity coordinators, and the community. | N/A | N/A | N/A | N/A | N/A | N/A | 25 |
| # of existing or proposed policies, programs, or legislation reviewed through an equity lens | N/A | N/A | N/A | N/A | N/A | N/A | 20 |



Discrimination Investigations: Resolutions and Conciliations

Pillar: Equitable Neighborhood Development

Service Number: 846

FY24 Rec. Budget: \$1,617,201

Service Description: This service is to enforce federal, State, and local anti-discrimination laws. The goal of this service is to work to eliminate discrimination in all areas of community life. The key activities performed by this service include: investigating and resolving complaints of alleged discrimination, educating the public about anti-discrimination laws, and promoting human and civil rights.

Major Budget Items

The budget transfers 2 positions for the Equity Division to Service 844: Equity Office.

The recommended budget maintains the current level of service.

Performance Measures

| Measure | FY19 Actual | FY20 Actual | FY21 Actual | FY22 Target | FY22 Actual | FY23 Target | FY24 Target |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| # of complaints closed per investigator annually | 15 | 18 | 15 | 15 | 16 | 15 | 15 |
| % of complaints closed through negotiated resolution | 65% | 47% | 30% | 50% | 19% | 40% | 40% |



Police Community Relations

Pillar: Building Public Safety

Service Number: 848

FY24 Rec. Budget: \$955,888

Service Description: This service investigates law enforcement units operating in the City. The goal of this service is to improve police and community relations through outreach, dialogue, and mediation. Key activities include: investigating complaints of police misconduct, making recommendations based on investigations, and conducting community outreach and presentations.

Major Budget Items

The recommended budget maintains the current level of service.

Performance Measures

| Measure | FY19 Actual | FY20 Actual | FY21 Actual | FY22 Target | FY22 Actual | FY23 Target | FY24 Target |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| % of complaints the Board assigns to investigator within 1 week | 92% | 40% | 88% | 75% | 100% | 90% | 90% |
| # of collaborative meetings, forums & presentations convened between community & Civilian Review Board | 22 | 37 | 25 | 30 | 46 | 38 | 40 |



Police Accountability Board

Pillar: Building Public Safety

Service Number: 849

FY24 Rec. Budget: \$2,145,362

Service Description: This service handles both the intake and adjudication of all complaints of misconduct involving a member of the public levied against seven law enforcement agencies in the City. Key activities include: intake of police misconduct complaints; the review, adjudication, and disciplinary decision-making for investigations; reviewing policy and data issues; and disseminating public reports.

Major Budget Items

The Fiscal 2024 budget funds this service at \$2.15 million, including 17 positions to support operations. This service was funded in Fiscal 2023 through a supplemental appropriation to the budget.

Performance Measures

| Measure | FY19 Actual | FY20 Actual | FY21 Actual | FY22 Target | FY22 Actual | FY23 Target | FY24 Target |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| % of complaints forwarded to relevant law enforcement agencies within 3 days | N/A | N/A | N/A | N/A | N/A | N/A | 90 |
| #of meetings, presentation, and outreach sessions held | N/A | N/A | N/A | N/A | N/A | N/A | 16 |

