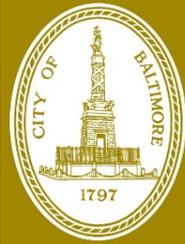


CITY OF BALTIMORE

BRANDON M. SCOTT  
Mayor



DEPARTMENT OF HUMAN RESOURCES

QUINTON M. HERBERT, JD  
Director and Chief Human Capital Officer  
7 E. Redwood Street, 17th Floor  
Baltimore, MD 21202

March 8, 2021

The Honorable City Council President, Nick Mosby  
and Members of the Baltimore City Council  
City Hall, 100 N. Holliday Street, Room 409  
Baltimore, Maryland 21202

**Re: City Council Bill 21-0037 – Premium Pay for Gig Workers**

Dear President and City Council Members,

The Department of Human Resources (DHR) has reviewed City Council bill 21-0037 - Premium Pay for Gig Workers for impact on the Baltimore City workforce. This bill was created for the purpose of requiring certain businesses to provide premium pay to gig workers; it defines key terms; and it generally relates to guaranteeing a fair wage to gig workers in Baltimore City. The legislation targets businesses or "hiring entities" that have 250 or more gig workers worldwide. The proposal would prohibit identified businesses from taking certain adverse actions against gig workers; direct them to keep records of their compliance with the premium pay requirements; and calls for certain notices to be provided to gig workers. It would also add the premium pay provisions within the Baltimore City Wage Commission's scope of enforcement and apply certain fines and penalties for violations of those premium pay provisions.

**DHR's Recommendation**

DHR has reviewed the above reference bill and for the reasons stated below, DHR takes **no position**.

**Comments and Analysis**

This legislation applies to "gig workers working for food delivery network companies" and "hiring entities," which are those that hire 250 or more "gig workers." DHR does not handle wage decisions or negotiate contracts with external companies. The DHR Office of Classification and Compensation conducts research, market studies, and assesses trends to determine appropriate salaries and wage rates for those persons who are or will be City employees. Consequently, DHR takes no position on Council Bill 21-0037 as it does not have operational or fiscal implications for employees performing City business.

Sincerely,

Quinton M. Herbert, JD