



April 15, 2021

To 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 21-0021R – Informational Hearing – Building a Homegrown Public Safety Cadet Program

Dear President and City Council Members,

The Department of Human Resources (DHR) has reviewed City Council Bill 21-0021R – Informational Hearing - Building a Homegrown Public Safety Cadet Program. This resolution invites the Police Commissioner of the Baltimore Police Department, the Fire Chief of the Baltimore City Fire Department, the Director of the Office of Emergency Management, the Sheriff of the Baltimore City Sheriff's Office, the Police Chief of the Baltimore City School Police, the Director of the Mayor's Office of Employment Development, the Director of the Department of Human Resources, and the head of the Baltimore City Public School System's Career and Technology Education program to appear before the Baltimore City Council to discuss: the Baltimore City Fire and Police Department's explorer programs; youth works programs; cadet programs; college internship programs; the successes and opportunities with local recruiting and hiring initiatives; and establishing the best method to create a pipeline of homegrown talent into Baltimore City public safety agencies.

DHR has reviewed the above-referenced resolution and provides the following information on local recruiting and hiring efforts.

By way of background, DHR has partnered with various agencies to support recruiting campaigns and staff hard-to-fill positions. For example, in 2019, BPD created an employment campaign with id5 a marketing company who developed a strategy to target women and minorities for police officer positions. The campaign was funded with State funds given to BPD. DHR was involved in providing feedback to the marketing campaign. In order to get the most visibility and participation new efforts for the programs raised in this proposal, similar coordination and marketing expertise would be advised.

In terms of general recruiting, although we are not currently active on college campuses due to the pandemic, we are able to maintain a presence by conducting telephone outreach and posting positions electronically on local college campus job boards and sites like Simplicity, which have a broader campus reach. DHR works in partnership with agencies throughout the City to

identify and hire students into our College Internship & Fellowship Programs. We have relationships with the following Colleges and Universities: the University of Baltimore, Johns Hopkins, Coppin State University, Morgan State University, University of Maryland, and the University of Maryland at Baltimore.

DHR looks forward to continued partnerships with the public safety agencies in recruiting programs. We will continue to offer guidance and support to ensure the success of any such programs related to City Council Bill 20-0021R. If you have further questions about any of the details outlined above, please contact me at Quinton.Herbert@baltimorecity.gov or by phone at 410-396-1563.

Sincerely,

A handwritten signature in blue ink that reads "Quinton M. Herbert". The signature is written in a cursive style with a large, stylized initial "H".

Quinton M. Herbert, JD