

**CITY OF BALTIMORE  
COUNCIL BILL 22-0114R  
(First Reader)**

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Introduced by: Councilmembers Conway, Porter

Introduced and read first time: June 27, 2022

Assigned to: Ways and Means Committee

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REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Department of Human Resources, City Administrator, Office of the Labor Commissioner

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A BILL ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Baltimore City’s Effort to Retain Professional Staff**

3 FOR the purpose of inviting the City Administrator, the Director of the Department of Human  
4 Resources, and the Director of the Department of Finance to come before the City Council to  
5 discuss the Managerial and Professional Society Pay-for-Performance system and what  
6 efforts the City is making to ensure that the appropriate funds are allocated in the annual  
7 budget to support this program so the City can retain its professional staff.

8 **Recitals**

9 According to Willis Towers Watson’s 2022 Global Benefits Attitudes Survey, approximately  
10 44% of employees nationwide are looking for a new job or plan to start looking soon. This  
11 phenomenon continues the trend that started at the beginning of the pandemic known as “The  
12 Great Resignation” or “The Great Reshuffle”.

13 The Bureau of Labor Statistics estimates that more than 3 million people have left their jobs  
14 every month since this trend began in January of 2021, with the number reaching its highest point  
15 in November of 2021 when 4.5 million workers resigned. Surveyors found that 56% of workers  
16 reported that pay or salary was the top reason they were looking for a job with a different  
17 employer. Employee health benefits, job security, flexible work arrangements, and retirement  
18 benefits rounded out the list of other top reasons.

19 Currently, the City of Baltimore is at a pivotal position where 57% of its workforce is eligible  
20 to retire and many mid-career professional staffers are being recruited away to other  
21 governmental jurisdictions or the private sector.

22 In 2016, the City of Baltimore implemented the Managerial and Professional Society  
23 Pay-for-Performance system. The City implemented this system to attract, encourage, and retain  
24 high performing employees by offering competitive compensation and rewarding individual  
25 performance. In the Pay-for-Performance system, employees are awarded based on performance  
26 as demonstrated through achievement of individual goals and exhibition of required  
27 competencies, as well as budget allocation for salary increases.

EXPLANATION: CAPITALS indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.

**Council Bill 22-0114R**

1       **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE**, That the  
2 Baltimore City Council invites the City Administrator, the Director of the Department of Human  
3 Resources, and the Director of the Department of Finance to come before the City Council to  
4 discuss the Managerial and Professional Society Pay-for-Performance system and what efforts  
5 the City is making to ensure that the appropriate funds are allocated in the annual budget to  
6 support this system so the City can retain its professional staff.

7       **AND BE IT FURTHER RESOLVED**, That a copy of this Resolution be sent to the City  
8 Administrator, the Director of the Department of Human Resources, the Director of the  
9 Department of Finance, and the Mayor’s Legislative Liaison to the City Council.