

FROM	NAME & TITLE	Mary H. Talley, Director & Chief Human Capital Officer
	AGENCY NAME & ADDRESS	Department of Human Resources 201 E. Baltimore Street, Baltimore, Maryland 21202
	SUBJECT	City of Baltimore Council Bill, 16-0756 Employees' Retirement System

CITY of  
BALTIMORE  
**MEMO**



**TO** The Honorable Bernard "Jack" Young  
and Members of the Baltimore City Council  
City Hall  
100 N. Holliday Street, Room 409  
Baltimore, Maryland 21202

DATE:  
October 24, 2016

Dear Council President Young and Members of the City Council:

***Recommended Position***

The Department of Human Resources ("DHR") reviewed the above-captioned City Council Bill and supports the proposed changes with the modification detailed below. Namely, any reference to "*permanent* officer or employee" should be changed to "*regular* officer or employee."

***Comments and Analysis***

City Council Bill 16-0756 (the "Bill") proposes to clarify the definition of "employee;" change the composition of the Board of Trustees from 14 to 11, 8 of which will have voting privileges; provide for the election of the Board Chair; clarify the provisions that require Board of Estimates approval for the retention of services; and revise the rules governing the forfeitures of certain accounts.

Sections 1-1(h)(1)(i)(A) and (B) of the Bill makes reference to "any *permanent* officer or employee." It is DHR's position that there are no permanent employees of the City of Baltimore. Rather, the term permanent is used to describe regular employees<sup>1</sup>, or those employees who are not serving in a temporary capacity.<sup>2</sup> Therefore, DHR recommends that any reference in the Bill to "*permanent* officer or employee" should be changed to "*regular* officer or employee."

The amendments contained in the proposed Bill were approved and recommended by the Retirement Savings Plan Board of Trustees; accordingly, DHR supports this Bill.

<sup>1</sup> A regular employee is defined as an employee who has been hired for a position without a pre-determined time limit. A regular employee differs from a term or temporary employee, both of which have a pre-determined period of employment.

<sup>2</sup> Both the Civil Service Rules and the Administrative Manual are being revised to amend any references of permanent employee to regular employee.

F w/ comments

