

CITY OF BALTIMORE
ORDINANCE _____
Council Bill 21-0059

Introduced by: Councilmembers Stokes, McCray, Middleton, Porter, Ramos, Conway, Glover,
Costello, Cohen, Torrence, Burnett

Introduced and read first time: March 22, 2021

Assigned to: Public Safety and Government Operations Committee

Committee Report: Favorable with amendments

Council action: Adopted

Read second time: May 17, 2021

AN ORDINANCE CONCERNING

Study and Report – Succession Planning

FOR the purpose of requiring that the Department of Human Resources, in consultation with certain other agencies, submit a report to the Mayor and City Council examining the short and long term sustainability of the City’s internal workforce, to ensure that we are able to provide and maintain appropriate service delivery standards for our constituents; and providing for a special effective date.

SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE, That:

(a) No later than ~~120~~ 180 days from the enactment of this Ordinance or at such time as the Director of the Department of Human Resources determines it is feasible to produce the report required by this section, the Department of Human Resources, in consultation with the Baltimore City Employees’ Retirement System, the Bureau of Budget and Management Research, the Baltimore City Public School System – Career and Technology Education, and the Office of Employment Development, shall submit a report to the Mayor and City Council forecasting the workforce needs of Baltimore City government over the next 5 years.

(b) The report required by this Section shall include:

- (1) a statistical analysis of the total number of individuals employed by each Baltimore City agency, and the number of those employees who are City residents;
- (2) an assessment of the total number of employees currently eligible to retire in each agency, and a 5-year projection of potential staff turnover;
- (3) a comprehensive analysis of the current recruitment programs or initiatives each agency has in place to hire local residents when positions become vacant;

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.
Underlining indicates matter added to the bill by amendment.
~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from existing law by amendment.

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- 1 (4) a survey of the pathways in the School System’s Career and Technology
2 Education program, a review of how the program links students to City
3 employment, and a description of the direct hiring programs that are in place or
4 should be created to hire eligible graduates;
- 5 (5) for each agency with 250 employees or more, a numerical projection of staff in
6 supervisory and management positions who will be eligible for retirement in the
7 next 3 years, and the succession plans in place to ensure staff that are next-in-line
8 for these positions are prepared to take over; ~~and~~
- 9 (6) strategies to hire and retain local residents as City employees and to promote
10 current City employees to supervisory and management positions; and
- 11 (7) any other information or analysis that the Director determines is relevant to a
12 report on succession planning.

13 **SECTION 2. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the date it is
14 enacted.

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Certified as duly passed this 8 day of June, 2021



President, Baltimore City Council

Certified as duly delivered to His Honor, the Mayor,
this 8 day of June, 2021



Chief Clerk

Approved this 16 day of July, 2021



Mayor, Baltimore City

Approved for Form and Legal Sufficiency
This 8th Day of June, 2021.

Elena R DiPietro

Chief Solicitor