

CITY OF BALTIMORE
ORDINANCE _____
Council Bill 21-0104

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

Introduced and read first time: July 19, 2021

Assigned to: Health, Environment, and Technology Committee

Committee Report: Favorable, with Amendments

Council action: Adopted

Read second time: October 4, 2021

AN ORDINANCE CONCERNING

Baltimore City Workgroup on Women in Public Safety

1
2 FOR the purpose of establishing the Baltimore City Workgroup on Women in Public Safety;
3 providing for the composition and staffing of the Workgroup; requiring the Workgroup to
4 study certain matters related to the recruitment, hiring, training, retention, mentorship, and
5 promotions of women in Baltimore City public safety agencies; requiring the Workgroup to
6 report its findings and recommendations to the Mayor and City Council on or before a certain
7 date; providing for a special effective date; providing for the termination of this Ordinance;
8 and generally relating to the advancement of women in public safety professions.

Recitals

9
10 Female representation in the nation’s approximately 18,000 law enforcement agencies has
11 remained static at around 12% for over 25 years. Evaluating the promotional process, that 12% is
12 even smaller as women make up just 3% of police executive leadership positions. This trend
13 follows suit in other emergency agencies. Statistics from the organization Women in Fire show
14 that women in fire and emergency medical service organizations make up just 3.7% of their
15 industry’s workforce in the United States, with women of color accounting for only 1 in 5
16 women within the profession.

17 Unfortunately, the Baltimore Police Department’s and the Baltimore City Fire Department’s
18 statistics are on par with national averages. It has been reported that of the Police Department’s
19 nearly 2,500 sworn officers, less than 400, or 16%, are women. The Fire Department has
20 approximately 1,700 uniformed personnel and less than 250, or 14%, are women.

21 The low numbers of women within these professions are a problem that stems from
22 disproportionate barriers in recruitment, retention, mentorship, and the promotion of experienced
23 women. Historically, both agencies have dealt with issues of equity in their promotional
24 practices, more specifically as it relates to women. In the Baltimore Police Department, it was not
25 until 1978 when the first woman was promoted through the ranks and held the command-level
26 position of Major. More recently, in 2020, the Baltimore City Fire Department promoted the first
27 woman to rise through the ranks to the command-level position of Deputy Chief.

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 Baltimore City has never had a woman lead its Fire or Police Departments. The City
2 currently lags behind its neighbors in Anne Arundel County, Baltimore County, Howard County,
3 and Prince George’s County, all of whom have or have had a woman serve as their jurisdictions
4 Fire Chief or Police Chief. Public-safety professionals serving in the community are often the
5 most visible manifestation of government to the public. Because of this, it is critical that the
6 selection process that we use to recruit, hire and promote employees in public safety agencies
7 represents the diversity of our communities.

8 Accordingly, the Mayor and City Council find cause to study these issues in order to develop
9 a comprehensive strategy on how to increase and retain female representation in our public safety
10 agencies.

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

12 (a) In this Ordinance, “public safety agency” means:

- 13 (1) the Baltimore Police Department;
- 14 (2) the Baltimore City Fire Department;
- 15 (3) the Baltimore City Sheriff’s Office; and
- 16 (4) the Baltimore City Public School System Police.

17 (b) There is a Baltimore City Workgroup on Women in Public Safety.

18 (c) The Workgroup consists of the following members:

- 19 (1) 2 Councilmembers as designated by the Council President;
- 20 (2) the Police Commissioner of the Baltimore Police Department or the Police
21 Commissioner's designee;
- 22 ~~(2) (3)~~ (2) the Director of the Office of Equity and Civil Rights or the Director’s
23 designee;
- 24 ~~(3) (4)~~ (3) the City Administrator or the City Administrator’s designee;
- 25 ~~(4) (5)~~ (4) the Fire Chief of the Baltimore City Fire Department or the Fire Chief’s
26 designee;
- 27 ~~(5) the Sheriff of the Baltimore City Sheriff’s Office or the Sheriff’s designee;~~
- 28 ~~(6) the Police Chief of the Baltimore City School Police or the Police Chief’s~~
29 ~~designee; and~~
- 30 ~~(5) (7)~~ (5) the Director of the Office of Emergency Management or the Director’s
31 designee ; and

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1 (6) the Director of the Department of Human Resources, or the Director’s
2 designee.

3 (d) The Workgroup shall:

4 (1) for each public safety agency within the City, examine and evaluate:

5 (i) the total number of uniformed female employees disaggregated by race
6 and position classification;

7 (ii) the total number of uniformed female employees who applied, were
8 hired, and have been retained over the previous 7 years;

9 (iii) the promotional process over the previous 7 years with an emphasis
10 on female participation, testing outcomes, and selection; and

11 (iv) pre-employment screening process over the previous 7 years with a
12 special focus on physical agility test requirements and female pass/fail
13 rates;

14 (2) in order to fully and effectively address the issue of recruiting, hiring,
15 retaining, and promoting women in public safety; analyze:

16 (i) the barriers that women face in the pre-employment screening process
17 and at the training academy;

18 (ii) the internal and external complaint systems in place for women to
19 report instances of discrimination, bias, or sexual harassment; and

20 (iv) how City public safety agencies are working to ensure that women
21 have the appropriate equipment that they need and that the City is
22 providing women with equal facilities that their male counterparts
23 have;

24 (3) examine the legality and feasibility of creating a local “Women in Public
25 Safety Mentorship Program” aimed at creating a social network that will help
26 recruit more women into public safety careers; retaining more women in the
27 profession; and encouraging women to take part in the promotional process;

28 (4) develop strategies to ensure that the Police Department is able to successfully
29 accomplish their “30x30” Pledge to reach the 30% mark for women in law
30 enforcement recruitment classes by 2030; and

31 (5) develop and recommend a draft internal policy for use by City public agencies
32 that will require that 25% of the candidates being interviewed for
33 command-level positions be women who are internal or external of the
34 organization.

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1 (e) The Workgroup shall convene:

2 (1) its first public meeting within 45 days of the enactment of this Ordinance; and

3 (2) except as provided in subsection (g) of this Section, at least monthly
4 thereafter.

5 (f) The Workgroup shall submit a report to the Mayor and City Council with its findings
6 and recommendations no later than the first Wednesday after the 180th day from the
7 enactment of this Ordinance.

8 (g) After the submission of the report required by subsection (f) of this Section and until
9 the abrogation of this Ordinance, the Workgroup shall continue to meet at least every
10 3 months to assess and review the implementation of the recommendations set forth
11 in the report.

12 **SECTION 2. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the date it is
13 enacted. It shall remain effective until November 30, 2024; and, immediately after that date with
14 no further action by the Mayor and City Council, this Ordinance will be abrogated and of no
15 further effect.

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Certified as duly passed this 4 day of October, 2021



President, Baltimore City Council

Certified as duly delivered to His Honor, the Mayor,
this 4 day of October, 2021


Chief Clerk

Approved this _____ day of _____, 20____

Mayor, Baltimore City