

Wage Investigation and Enforcement

Pillar: Equitable Neighborhood Development

Service Number: 656

Fiscal 2023 Recommended Budget: \$627,080

Service Description

The Office of Civil Rights and Wage Enforcement (OCRWE) administers the work, investigation, and enforcement of the Commission, which is comprised of 5 persons appointed by the Mayor and approved by the City Council. OCRWE also reviews, investigates, performs statistical analysis, and recommends the appropriate minimum, living and prevailing wage laws of the City of Baltimore.

Major Budget Items

- This service will provide greater oversight of payroll on capital projects in Fiscal 2023. Costs will be charged to the projects and are therefore not reflected in the operating budget.
- The recommended budget maintains current level of service.

Type	Performance Measure	Actual 2018	Actual 2019	Actual 2020	Target 2021	Actual 2021	Target 2022	Target 2023
Output	# of complaints and violations	391	315	1,717	375	549	375	375
Outcome	\$ value of restitution and penalties assessed	\$226,436	\$315,124	\$2,654,144	\$300,000	\$1,436,247	\$350,000	\$250,000

Discrimination Investigations, Resolutions, and Conciliations

Pillar: Equitable Neighborhood Development

Service Number: 846

Fiscal 2023 Recommended Budget: \$1,925,448

Service Description

The Baltimore Community Relations Commission (CRC) is tasked with enforcing Article 4 of the Baltimore City Code, which addresses discrimination based on race, color, religion, national origin, age, ancestry, sex, disability, sexual orientation, gender identity and expression, familial status and marital status. CRC also enforces Article 11 of the Baltimore City Code, which specifically addresses discrimination based on pregnancy and criminal background. Additionally, CRC is tasked with enforcing federal laws such as Title VII of the Civil Rights Act of 1964, the American with Disabilities Act, the Age Discrimination in Employment Act, and Title VIII of the Civil Rights Act of 1968 (Fair Housing Act) and Title VI of the Civil Rights Act of 1964 (National Origin Discrimination Against Persons With Limited English Proficiency).

Major Budget Items

- The budget funds 2 General Fund positions to support the implementation of the Equity Assessment Program. The positions will be responsible for training Equity Coordinators in City agencies, creating equity guidance documents for City agencies, and training City leadership and procurement officers.

Type	Performance Measure	Actual 2018	Actual 2019	Actual 2020	Target 2021	Actual 2021	Target 2022	Target 2023
Efficiency	# of complaints closed per investigator annually	15	15	18	15	15	15	15
Output	Number of events, presentations & trainings to city government agencies and private employers	36	43	43	31	50	31	35

Police Community Relations

Pillar: Building Public Safety

Service Number: 848

Fiscal 2023 Recommended Budget: \$769,041

Service Description

This service investigates law enforcement units operating in the City. It also promotes improved police and community relations through outreach, dialogue, and mediation. This service utilizes a combination of Office of Civil Rights staff, Civilian Review Board investigators, and a voluntary board (composed of an individual from each of the nine police districts) to investigate complaints of police misconduct and make recommendations.

Major Budget Items

- The recommended budget maintains the current level of service.

Type	Performance Measure	Actual 2018	Actual 2019	Actual 2020	Target 2021	Actual 2021	Target 2022	Target 2023
Output	# of collaborative meetings, forums & presentations convened between community & Civilian Review Board	21	22	37	22	25	30	38
Effectiveness	# of CRB decisions that include recommendations that are punitive & non-punitive	56	61	40	39	47	35	48