



February 12, 2021

To the Honorable City Council President Nick Mosby  
and Members of the Baltimore City Council  
City Hall, 100 N. Holliday Street, Room 409  
Baltimore, Maryland 21202

**Re: City Council Bill 21-0032 – Director of Public Works - Salary**

Dear President and City Council Members,

Council Bill #21-0034 - Salary - Director of Public Works is a proposal establishing the salary of the Director of Public Works; and providing for a special effective date.

**DHR's Recommendation**

The Department of Human Resources (DHR) reviewed the above-captioned bill. For the reasons stated below, DHR **supports** this bill.

**Comments and Analysis**

The Department of Human Resources supports the salary increase for the Director Public Works position from a flat salary of \$188,000 to \$245,000. The Office of Classification and Compensation conducted a brief market study in order to determine salaries for peer positions in Maryland surrounding counties and similar municipalities outside of Maryland. Based on our research, the average salary is trending between \$210,000 - \$300,000. The salaries on the higher end are typically for those positions responsible for both Water and Solid Waste services.

A salary of \$245,000 is a competitive salary in order to attract and retain a highly-skilled executive that has the skill set to provide high-level oversight to a multitude of projects in addition to addressing the unique challenges of the City of Baltimore. The person selected for the position will immediately have to address issues such as:

- Inaccurate water bills;
- Illegal dumping;
- Keeping the City clean in order to eliminate rat infestation;
- Replacing aging infrastructure;

- Improving recycling initiatives;
- A reduced workforce due to the COVID-19 pandemic; and
- Numerous construction projects.

Lastly, Baltimore City is currently under a consent decree that requires it to upgrade its aging wastewater infrastructure and eliminate sewage overflows into our rivers and streams by 2030. For all of these reasons outlined herein, DHR supports City Council Bill 21-0032.

Sincerely,

A handwritten signature in blue ink that reads "Quinton M. Herbert". The signature is written in a cursive, flowing style.

Quinton M. Herbert, JD