



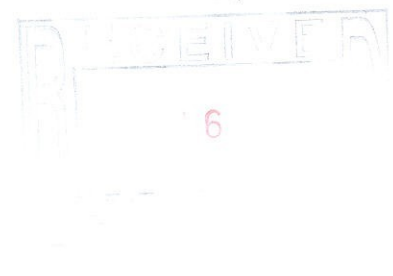
FROM	NAME & TITLE	Gladys B. Gaskins, Director 	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Department of Human Resources 201 E. Baltimore Street, Suite 300		
	SUBJECT	City Council Bill No. 11-0287R Investigative Hearing – Local Hiring Preference Programs		

TO

DATE:

June 16, 2011

The Honorable Bernard “Jack” Young and
Members of the Baltimore City Council
City Hall
100 North Holliday Street, Room 409
Baltimore, MD 21202



Attn: Karen Randle
Executive Secretary

Dear President and City Council Members:

The Department of Human Resources is in support of City Council Bill 11-0287R *Investigative Hearing – Local Hiring Preference Programs*. This legislation is for the purpose of investigating the efficacy of adopting a policy that would require resident preference hiring by certain entities contracting to supply goods and/or services to Baltimore City government; examining the impact to date of similar programs nationwide; forecasting the employment benefits for City residents; and analyzing the legal restrictions limiting local hiring programs and the likely impact on the economic development of Baltimore City if a local hiring program put in place was crafted to successfully withstand a legal challenge.

As outlined in the resolution, the proposed policy will have the greatest impact upon the procurement process and those contractors and vendors providing goods and services to, and doing business with Baltimore City government. This would be outside of the purview of the Department of Human Resources except in that we are supportive of any measure that would facilitate the employment of the City’s unemployed and underemployed residents. We would concur that as noted in the resolution, such legislation may reduce the number and/or variety of bids that are submitted from contractors who may find the program to be an impediment.

If the program was to be expanded to those individuals performing work for Baltimore City under employment contracts, a policy and procedure would need to be established to verify residency and to authorize residency waivers in those instances where specific, hard-to-find education, skills and experiences are required to staff specialized agency or grant programs. Given the time-sensitive nature of some grant-funded programs that requires them to staff rapidly, the addition of a residency requirement might delay the implementation of some programs and thereby impact the agency’s or program’s ability to provide services to the City’s citizens. In addition, if the program was expanded to individuals performing work for the City under employment contracts, the City

F/Comments

potentially could face claims for discriminatory disparate impact if the program proves to have a disproportionate adverse impact on members of a particular class protected under Title VII of the Civil Rights Act of 1964, as amended (such as a particular race or national origin), resulting from the constitution of the City's residential population.

Within the parameters outlined above, the Department of Human Resources is wholly supportive of Council Bill 11-0287R *Investigative Hearing - Local Hiring Preference Programs*.

cc: Angela Gibson, City Council Liaison, Mayor's Office