



CITY OF BALTIMORE
MAYOR BRANDON M. SCOTT

TO	The Honorable President and Members of the Baltimore City Council
FROM	Laura Larsen, Budget Director
DATE	3/10/2026
SUBJECT	26-0144 Baltimore City Policies and Procedures – Safe Spaces and Communities

The Honorable President and
Members of the City Council
City Hall, Room 400

Position: Defers to the Law Department

The Department of Finance is herein reporting on City Council Bill 26-0144 Baltimore City Policies and Procedures – Safe Spaces and Communities, the purpose of which is to prohibits City agencies from discriminating based on actual or perceived immigration status, limits when they may coordinate with federal immigration authorities, and requires data governance standards and an immigration response plan, while also establishing formal policies governing how the Baltimore Police Department interacts with federal immigration officials.

Background

The Baltimore City Council has proposed and passed several ordinances that deal with discrimination.

Bill #	Title	Purpose	Result
18-0308	Community Relations - Housing Discrimination - Source of Income	Prevents landlords from discriminating against tenants based on how they pay rent.	passed
19-0334	Community Relations - Redefining “Employer”	Expands the Community Relation Commissions ability to investigate discrimination in the workplace	passed
19-0481	Banning Discrimination Based on Hair Texture and Protective Hairstyles	Prevents discrimination based on hair texture	passed
23-0378	Unlawful Practices -Discrimination Based on Characteristics or Status	Prevents discrimination based on actual or perceived HIV AIDS status	passed

Fiscal Impact

The Finance Department expects there to be recurring staffing costs, a one-time materials cost, and a onetime contract cost in order for Mayor’s Office of Immigrant and Multicultural Affair (MIMA) to implement this legislation.

In discussing this legislation’s implementation with MIMA, the department identified staffing costs, materials cost to fulfill the notice required in the legislation, and a contractual cost to fulfill the training requirement.

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The implementation of Bill 26-0144 will require additional staffing within the Mayor’s Office of Immigrant and Multicultural Affairs (MIMA), specifically an Operations Officer I and an Operations Research Analyst, to manage and support compliance with federal immigration enforcement response requirements. The Operations Officer I will monitor federal policy developments, oversee interagency coordination, develop and implement communication strategies, maintain partnerships with multilingual media, and advise the Mayor’s communications staff. The Operations Research Analyst will provide research and administrative support, manage multilingual content for newsletters and social media, and document MIMA engagements. Both positions will jointly develop, maintain, and manage “immigration enforcement action response plans,” track agency reporting on enforcement requests and compliance, oversee employee training programs via vendor contracts, maintain internal resource hubs, coordinate signage and distribution of instructional materials through the Department of General Services, and provide ongoing administrative and stakeholder support. The addition of these positions will also alleviate existing workload by distributing responsibilities across dedicated staff, allowing MIMA to implement the bill efficiently while enabling current staff to focus on ongoing programs and policy initiatives. These responsibilities are expected to result in measurable fiscal impacts associated with personnel costs, training, communications, and materials distribution.

MIMA is required to create and provide training to all employees of covered entities on how to respond if an immigration official enters a facility, the legal rights and responsibilities of the entity during such interactions, and the requirements of the subtitle. MIMA expects this can be fulfilled by a workday training module. MIMA has created workday training modules in the past, in order to implement City Council Bill 24-0584, Baltimore City Government Entities - Language Access. This module was a one-time cost of approximately \$15,000. MIMA expects a similar cost to fulfill the requirements of 26-0144 Baltimore City Policies and Procedures – Safe Spaces and Communities.

Expense	Cost	Cost Type
Operations Officer I	\$100,928	recurring
Operations Research Analyst	\$35,692	recurring
Training Module	\$15,000	One-time
Total	\$151,620	

Conclusion

City Council Bill 26-0144 is expected to result in a total estimated first-year cost of \$151,620, including \$136,620 in recurring personnel expenses and a one-time \$15,000 cost to develop the required training module. Ongoing costs in future fiscal years are projected to be limited to staffing expenditures unless additional training updates or materials are required. While the legislation strengthens policy coordination, compliance oversight, and employee preparedness across covered entities, it will require a sustained budgetary commitment to support implementation and ongoing administration within the MIMA.

For the reasons stated above, the Department of Finance defers to the Law Department City Council Bill 26-0144.

cc: Michael Mocksten
Nina Themelis

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