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FROM	NAME & TITLE	Robert Cenname, Budget Director	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432, City Hall		
	SUBJECT	City Council Bill 21-0059 – Study and Report-Succession Planning		

TO

DATE:

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

May 10, 2021

Position: Does Not Oppose

The Department of Finance is herein reporting on City Council Bill 21-0059, Study and Report-Succession Planning, the purpose of which is to have the Department of Human Resources submit a report on the short- and long-term sustainability of the City's internal workforce to the Mayor and City Council.

Background

The legislation requires that the Department of Human Resources (DHR) submit a report that includes several components related to projections of City employee status with a focus on retirement eligibility and staff turnover, as well as recruitment and retention of local residents to fill vacant positions.

Fiscal Impact

The Department of Finance does not anticipate a cost for the City as a result of this legislation as the work will be completed internally by agencies.

Other Considerations

The Department of Finance's Bureau of the Budget and Management Research (BBMR) is specifically cited to be engaged in this study and report. In the past, BBMR has conducted studies as part of Management Research projects regarding staffing levels and specific positions, in coordination with DHR. While Finance and BBMR support the intent of this legislation and are eager to assess how the findings of this study can be utilized in budget planning and projections, the only role that BBMR could play in such a report is providing reports on historical budgeted positions. The data and expertise required to meet the requirements of the legislation reside in DHR, which should be responsible for leading and reporting on this study. BBMR will provide data as necessary from budget systems and prior reports, but DHR manages all current data systems.

Conclusion

This legislation requires the Department of Human Resources to submit a report about the City's workforce, in coordination with other agencies and offices. Finance does not anticipate a fiscal impact for implementation this legislation and will support implementation as appropriate.

For the reasons stated above, the Department of Finance does not oppose City Council Bill 21-0059.

cc: Henry Raymond
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