

FROM	NAME & TITLE	for Andrew Kleine, Chief <i>A. Kleine</i>
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 436, City Hall (410 396-4941)
	SUBJECT	City Council Bill #08-0058R- Institution of a 4 Day Work Week

CITY of
BALTIMORE
MEMO



TO

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

DATE: August 8, 2008

Attention: Ms. Karen Randle

City Council Bill #08-0058 has been introduced for the purpose of creating dialogue between the Offices of the Labor Commissioner, Human Resources and Finance relative to the potential impact of the implementation of a 4 day work week. It is the position of the Finance Department that, although the implementation of a 4 day work week and or flextime may be considered, the maintenance of City services is of paramount importance. Any consideration that may be given to changing Citywide employee work schedules must be carefully balanced against the need to maintain City services, and should be considered in the context of providing taxpayers with enhanced access to City services during extended hours. Careful consideration of the viability and costs associated with any proposal of this nature must be made in collaboration with the City's various labor unions and the Labor Commissioner. In addition to any costs associated with changing the agreements made with the various labor unions, there would be costs associated with the modification of E-Time, which are estimated to be several hundred thousand dollars to implement. Any City Council Legislation resulting in such a mandate would be not be in accordance with the City Charter which cites the Board of Estimates as the governing body relative to the implementation of contracts between Baltimore City and its employees.

While the Finance Department supports maintaining an open discussion of issues relative to the implementation of a 4 day work week or flex time, it is premature for the Finance Department to express an opinion relative to this situation until further study is completed which determines the actual fiscal impact and viability relative to the maintenance of City services. It is our understanding that the Office of the Labor Commissioner is in the process of studying this issue.

cc: Edward F. Gallagher
Angela Gibson

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