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FROM	NAME & TITLE	Robert Cename, Budget Director	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432, City Hall (410) 396-4774		
	SUBJECT	City Council Bill 21-0032 – Salary-Director of Public Works		

TO

DATE:

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

February 12, 2021

Position: Does Not Oppose

The Department of Finance is herein reporting on City Council Bill 21-0032, Salary-Director of Public Works, the purpose of which is to establish the annual salary for the Director of Public Works as \$245,000.

Background

The process for approving personnel actions, including salary increases, requires agencies to submit requests to the Department of Human Resources to assess whether the requests meet personnel policy requirements and then to the Department of Finance to assess the budgetary impacts. However, as an appointed member of the Board of Estimates, the salary of the Director of Public Works may be increased or decreased by ordinance, as stated in Article VI, Section 10 of the City Charter.

Fiscal Impact

The Department of Finance anticipates that this legislation will cost approximately \$69,274.

Expense	Change
Salary	\$57,000
Other Personnel Costs	\$12,274
Total	\$69,274

The proposed salary increase for the Director of Public Works position, which is currently vacant, would increase the salary by \$57,000 and other personnel costs by \$12,274. The change in other personnel costs is the result of increased pension costs and Social Security and Medicare.

Other Considerations

The Department of Finance recognizes that offering competitive salaries and benefits is critical for recruitment and retention of skilled personnel. It can be especially valuable for executive level employees that can lead to better customer service and cost savings.

Conclusion

This legislation would increase the salary for the Director of Public Works to \$245,000. The Department of Finance recognizes the value of offering competitive wages for employee recruitment and retention.

For the reasons stated above, the Department of Finance does not oppose City Council Bill 21-0032.

cc: Henry Raymond
Natasha Mehu
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