

**CITY OF BALTIMORE**  
**ORDINANCE \_\_\_\_\_**  
**Council Bill 21-0106**

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Introduced by Councilmembers Burnett, Cohen, Dorsey, Bullock, Porter, Torrence  
Introduced and read first time: July 19, 2021  
Assigned to: Public Safety and Government Operations Committee

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Committee Report: Favorable with amendments  
Council action: Adopted  
Read second time: January 10, 2021

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**AN ORDINANCE CONCERNING**

**1 Study and Report – Oversight of the Baltimore City Fire Department**

2 FOR the purpose of requiring that the Baltimore City Fire Department, in consultation with  
3 certain other agencies, submit a report to the Mayor and City Council evaluating the policies,  
4 practices, and internal control systems of the Department and evaluating the potential  
5 establishment of an office dedicated to compliance and investigations within the Fire  
6 Department; and providing for a special effective date.

7 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE, That:**

8 (a) No later than ~~120~~ 150 days from the enactment of this Ordinance, the Baltimore City  
9 Fire Department (“Department”), in consultation with the City Board of Fire  
10 Commissioners (“Board”), the City Administrator or the Administrator’s designee,  
11 the Law Department, the Department of Finance, the Labor Commissioner, the Office  
12 of the Inspector General, and the Office of Equity and Civil Rights shall submit a  
13 report, as fully described in subsection (b) of this Section, to the Mayor and City  
14 Council setting forth a comprehensive evaluation of the cost and feasibility of  
15 establishing a compliance and investigations office within the Department.

16 (b) The report required by this section shall include:

17 ~~(1) an analysis of the legal parameters regarding the authority that Board of Fire~~  
18 ~~Commissioners has as an oversight body to investigate the conduct of the~~  
19 ~~Department as outlined in Article VII, § 51(c) of the Baltimore City Charter;~~

20 ~~(2)~~ (1) an assessment of the Board’s capacity to conduct investigations and if  
21 there is a need to equip it with support staff to carry out this duty;

22 ~~(3)~~ (2) an analysis of the current internal disciplinary process used by the  
23 Department, including the who is responsible for conducting disciplinary  
24 investigations; who is responsible for conducting Equal Employment  
25 Opportunity investigations; and an evaluation of the composition of the  
26 Department’s disciplinary hearing boards;

**EXPLANATION:** CAPITALS indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.  
Underlining indicates matter added to the bill by amendment.  
~~Strike out~~ indicates matter stricken from the bill by  
amendment or deleted from existing law by amendment.

## Council Bill 21-0106

1           ~~(4)~~ (3) an attached copy of the Department’s policies on how internal disciplinary  
2           complaints against employees are submitted and investigated; how  
3           complaints regarding employees are submitted by members of the public  
4           and investigated; and the Department’s disciplinary matrix and point  
5           system;

6           ~~(5)~~ (4) a comparative analysis of the strengths and weaknesses of at least 5 fire  
7           departments of comparable size that currently have an “independent  
8           assessor” or other similar model of an internal investigations unit;

9           ~~(6)~~ (5) the amount of formal complaints submitted to the Office of Equity and  
10          Civil Rights by Department employees in the previous 7 years,  
11          disaggregated by the complaint type (if applicable), and the amount of  
12          complaints submitted to the Office of Equity and Civil Rights that were  
13          determined by the Office to be outside the scope of its authority;

14          ~~(7)~~ (6) the amount of formal complaints submitted to the Office of the Inspector  
15          General by Department employees in the previous 7 years, disaggregated  
16          by the complaint type (if applicable), and the amount of complaints  
17          submitted to the Office of the Inspector General that were determined by  
18          the Office to be outside the scope of its authority; and

19          ~~(8)~~ (7) an evaluation of the Department’s full-time data and performance  
20          management program; how it is being used to monitor internal  
21          accountability; alternative programs that might be used by fire departments  
22          in other jurisdictions; and, if a more modern system ~~exists~~ is not currently  
23          being used, a comprehensive plan on the timeline and steps that will be  
24          taken to implement one.

25           **SECTION 2. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the date it is  
26           enacted.

**Council Bill 21-0106**

Certified as duly passed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
President, Baltimore City Council

Certified as duly delivered to His Honor, the Mayor,  
this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
Chief Clerk

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

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Mayor, Baltimore City