

**CITY OF BALTIMORE  
COUNCIL BILL 25-0116  
(First Reader)**

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Introduced by: Councilmember Jones

Cosponsored by: President Cohen and Councilmembers Dorsey, Conway, Middleton, Torrence,  
Bullock, Blanchard, Ramos, Gray, Porter, Schleifer, and Glover

Introduced and read first time: November 10, 2025

Assigned to: Labor and Workforce Committee

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REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Department of  
General Services, Wage Commission, Office of Equity and Civil Rights

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A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Security Officers – Compensation**

3 FOR the purpose of requiring a certain type of employer to provide specified minimum  
4 compensation to a certain class of employee; defining certain terms; providing for the  
5 effective dates of this Ordinance; providing for the termination of certain provisions of this  
6 Ordinance; and generally relating to compensation for security officers.

7 BY adding

8 Article 11 - Labor and Employment

9 Section 3-9

10 Baltimore City Code

11 (Edition 2000)

12 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE,** That the  
13 Laws of Baltimore City read as follows:

14 **Baltimore City Code**

15 **Article 11. Labor and Employment**

16 **Division I. Minimum Wage Law**

17 **Subtitle 3. Wage Requirements**

18 **§ 3-9. SECURITY WORKERS.**

19 (A) *DEFINITIONS.*

20 (1) *IN GENERAL.*

21 IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS INDICATED.

EXPLANATION: CAPITALS indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.

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(2) *AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE.*

(I) *IN GENERAL.*

“AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE” MEANS THE AVERAGE HOURLY COST OF PROVIDING ALL BONA FIDE FRINGE BENEFITS FOR A COVERED SECURITY OFFICER, INCLUDING:

(A) MEDICAL OR HOSPITAL CARE;

(B) A PENSION UPON RETIREMENT OR DEATH;

(C) COMPENSATION FOR INJURIES OR ILLNESS RESULTING FROM OCCUPATIONAL ACTIVITY, OR INSURANCE TO PROVIDE ANY OF THE FOREGOING;

(D) UNEMPLOYMENT BENEFITS;

(E) LIFE INSURANCE;

(F) DISABILITY AND SICKNESS INSURANCE;

(G) ACCIDENT INSURANCE;

(H) THE COST OF AN APPRENTICESHIP OR OTHER SIMILAR EDUCATIONAL PROGRAM; AND

(I) VACATION AND HOLIDAY PAY.

(II) *EXCLUSIONS.*

“AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE” DOES NOT INCLUDE ALL OTHERWISE LEGALLY-REQUIRED BENEFITS, WITH THE EXCEPTION OF:

(A) FEDERAL HOLIDAYS; AND

(B) THE SUPPLEMENT BENEFIT RATE REQUIRED BY § 3-1604(A)(2)(II) OF THE STATE LABOR AND EMPLOYMENT ARTICLE.

(III) *EMPLOYEES INCLUDED IN CALCULATION.*

“AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE” IS CALCULATED AS AN AVERAGE AMONG COVERED SECURITY OFFICERS WHO ARE EMPLOYED AT A COMMERCIAL OFFICE BUILDING THAT IS:

(A) 350,000 SQUARE FEET OR MORE; AND

(B) LOCATED IN THE CITY.

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1           (3) *AVERAGE PER-EMPLOYEE WAGE RATE.*

2           “AVERAGE PER-EMPLOYEE WAGE RATE” MEANS THE AVERAGE WAGE FOR A COVERED  
3           SECURITY OFFICER WHO IS EMPLOYED AT A COMMERCIAL OFFICE BUILDING THAT IS:

4                   (I) 350,000 SQUARE FEET OR MORE; AND

5                   (II) LOCATED IN THE CITY.

6           (4) *COMPENSATION.*

7           “COMPENSATION” MEANS ANY COMBINATION OF WAGES, BENEFITS, AND PAID TIME  
8           OFF.

9           (5) *COVERED SECURITY OFFICER.*

10           (I) *IN GENERAL.*

11           “COVERED SECURITY OFFICER” MEANS ANY INDIVIDUAL EMPLOYED IN BALTIMORE  
12           CITY TO DO ANY OF THE FOLLOWING:

13                   (A) PREVENT AND IDENTIFY AND REPORT THE THEFT, MISAPPROPRIATION, OR  
14                   CONCEALMENT OF GOODS, WARES, MERCHANDISE, MONEY, BONDS, STOCK  
15                   CERTIFICATES, OR OTHER VALUABLE DOCUMENTS, PAPERS, AND ITEMS;

16                   (B) PREVENT AND IDENTIFY AND REPORT THE DAMAGE TO, INTRUSION UPON,  
17                   OR THEFT OF REAL OR PERSONAL PROPERTY; AND

18                   (C) PREVENT AND IDENTIFY AND REPORT ASSAULTS, GATE-CRASHING, OR  
19                   OTHER DISORDERS AT MEETINGS, EVENTS, OR PERFORMANCES.

20           (II) *EXCLUSIONS.*

21           “COVERED SECURITY OFFICER” DOES NOT INCLUDE:

22                   (A) A MARINE GUARD OR SHIP WATCHMAN, REGARDLESS OF WHETHER THE  
23                   GUARD OR WATCHMAN IS STATIONED ABOARD A SHIP OR ON A PIER; OR

24                   (B) AN UNARMED EMPLOYEE OF A BAR, TAVERN, OR RESTAURANT.

25           (6) *COVERED SECURITY EMPLOYER.*

26           “COVERED SECURITY EMPLOYER” MEANS AN EMPLOYER THAT EMPLOYS 2 OR MORE  
27           COVERED SECURITY OFFICERS WITHIN THE CITY.

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1        (B) *COMPENSATION DETERMINATION.*

2            (1) *IN GENERAL.*

3            THE COMPENSATION AMOUNT FOR A COVERED SECURITY OFFICER IN THE CITY MAY  
4            NOT BE LESS THAN THE HIGHER OF:

5                    (I) FOR THE GUARD 1 CLASSIFICATION ESTABLISHED BY THE UNITED STATES  
6                    SECRETARY OF LABOR PURSUANT TO CHAPTER 67 OF 41 U.S.C. § 6701 ET  
7                    SEQ., AS AMENDED, THE COMBINED VALUE OF THE MINIMUM WAGE RATE,  
8                    HEALTH AND WELFARE RATE, AND PAID VACATION AND HOLIDAYS RATES SET  
9                    FORTH IN THE LOCALITY WAGE DETERMINATION ISSUED BY THE  
10                   ADMINISTRATOR OF THE WAGE AND HOUR DIVISION OF THE EMPLOYMENT  
11                   STANDARDS DIVISION OF THE U.S. DEPARTMENT OF LABOR FOR THE AREA  
12                   THAT INCLUDES THE CITY; OR

13                   (II) THE COMBINED VALUE OF:

14                            (A) THE AVERAGE PER-EMPLOYEE WAGE RATE; AND

15                            (B) THE AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE.

16            (2) *DETERMINATION BY WAGE COMMISSION.*

17            THE WAGE COMMISSION SHALL ANNUALLY DETERMINE THE COMPENSATION AMOUNT  
18            REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION BY JULY 1 OF EACH YEAR.

19            (3) *EFFECTIVE DATE.*

20            THE COMPENSATION AMOUNT ESTABLISHED UNDER THIS SUBSECTION SHALL BE  
21            EFFECTIVE THE FOLLOWING YEAR FROM JANUARY 1 THROUGH DECEMBER 31.

22            (C) *POSTING REQUIREMENT.*

23            THE WAGE COMMISSION SHALL POST THE DETERMINATION MADE UNDER SUBSECTION (B)  
24            OF THIS SECTION ON THE CITY'S WEBSITE NO LATER THAN JULY 1 OF EACH YEAR.

25        **SECTION 2. AND BE IT FURTHER ORDAINED,** That the Laws of Baltimore City read as  
26        follows:

**Council Bill 25-0116**

**Baltimore City Code**

**Article 11. Labor and Employment**

**Division I. Minimum Wage Law**

**Subtitle 3. Wage Requirements**

**§ 3-9. SECURITY WORKERS.**

*(A) DEFINITIONS.*

*(1) IN GENERAL.*

IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS INDICATED.

*(2) AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE.*

*(i) IN GENERAL.*

“AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE” MEANS THE AVERAGE HOURLY COST OF PROVIDING ALL BONA FIDE FRINGE BENEFITS FOR A COVERED SECURITY OFFICER, INCLUDING:

(A) MEDICAL OR HOSPITAL CARE;

(B) A PENSION UPON RETIREMENT OR DEATH;

(C) COMPENSATION FOR INJURIES OR ILLNESS RESULTING FROM OCCUPATIONAL ACTIVITY, OR INSURANCE TO PROVIDE ANY OF THE FOREGOING;

(D) UNEMPLOYMENT BENEFITS;

(E) LIFE INSURANCE;

(F) DISABILITY AND SICKNESS INSURANCE;

(G) ACCIDENT INSURANCE;

(H) THE COST OF AN APPRENTICESHIP OR OTHER SIMILAR EDUCATIONAL PROGRAM; AND

(I) VACATION AND HOLIDAY PAY.

*(ii) EXCLUSIONS.*

“AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE” DOES NOT INCLUDE ALL OTHERWISE LEGALLY-REQUIRED BENEFITS, WITH THE EXCEPTION OF:

(A) FEDERAL HOLIDAYS; AND

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(B) THE SUPPLEMENT BENEFIT RATE REQUIRED BY § 3-1604(A)(2)(II) OF THE  
STATE LABOR AND EMPLOYMENT ARTICLE.

(III) *EMPLOYEES INCLUDED IN CALCULATION.*

“AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE” IS CALCULATED AS AN AVERAGE  
AMONG COVERED SECURITY OFFICERS WHO ARE EMPLOYED AT A COMMERCIAL  
OFFICE BUILDING THAT IS:

(A) 350,000 SQUARE FEET OR MORE; AND

(B) LOCATED IN THE CITY.

(3) *AVERAGE PER-EMPLOYEE WAGE RATE.*

“AVERAGE PER-EMPLOYEE WAGE RATE” MEANS THE AVERAGE WAGE FOR A COVERED  
SECURITY OFFICER WHO IS EMPLOYED AT A COMMERCIAL OFFICE BUILDING THAT IS:

(I) 350,000 SQUARE FEET OR MORE; AND

(II) LOCATED IN THE CITY.

(4) *COMPENSATION.*

“COMPENSATION” MEANS ANY COMBINATION OF WAGES, BENEFITS, AND PAID TIME  
OFF.

(5) *COVERED SECURITY OFFICER.*

(I) *IN GENERAL.*

“COVERED SECURITY OFFICER” MEANS ANY INDIVIDUAL EMPLOYED IN BALTIMORE  
CITY TO DO ANY OF THE FOLLOWING:

(A) PREVENT AND IDENTIFY AND REPORT THE THEFT, MISAPPROPRIATION, OR  
CONCEALMENT OF GOODS, WARES, MERCHANDISE, MONEY, BONDS, STOCK  
CERTIFICATES, OR OTHER VALUABLE DOCUMENTS, PAPERS, AND ITEMS;

(B) PREVENT AND IDENTIFY AND REPORT THE DAMAGE TO, INTRUSION UPON,  
OR THEFT OF REAL OR PERSONAL PROPERTY; AND

(C) PREVENT AND IDENTIFY AND REPORT ASSAULTS, GATE-CRASHING, OR  
OTHER DISORDERS AT MEETINGS, EVENTS, OR PERFORMANCES.

(II) *EXCLUSIONS.*

“COVERED SECURITY OFFICER” DOES NOT INCLUDE:

(A) A MARINE GUARD OR SHIP WATCHMAN, REGARDLESS OF WHETHER THE  
GUARD OR WATCHMAN IS STATIONED ABOARD A SHIP OR ON A PIER; OR

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(B) AN UNARMED EMPLOYEE OF A BAR, TAVERN, OR RESTAURANT.

(6) *COVERED SECURITY EMPLOYER.*

“COVERED SECURITY EMPLOYER” MEANS AN EMPLOYER THAT EMPLOYS 2 OR MORE COVERED SECURITY OFFICERS WITHIN THE CITY.

(B) *COMPENSATION DETERMINATION.*

(1) *IN GENERAL.*

THE COMPENSATION AMOUNT FOR A COVERED SECURITY OFFICER IN THE CITY MAY NOT BE LESS THAN THE HIGHER OF:

(I) FOR THE GUARD 1 CLASSIFICATION ESTABLISHED BY THE UNITED STATES SECRETARY OF LABOR PURSUANT TO CHAPTER 67 OF 41 U.S.C. § 6701 ET SEQ., AS AMENDED, THE COMBINED VALUE OF THE MINIMUM WAGE RATE, HEALTH AND WELFARE RATE, AND PAID VACATION AND HOLIDAYS RATES SET FORTH IN THE LOCALITY WAGE DETERMINATION ISSUED BY THE ADMINISTRATOR OF THE WAGE AND HOUR DIVISION OF THE EMPLOYMENT STANDARDS DIVISION OF THE U.S. DEPARTMENT OF LABOR FOR THE AREA THAT INCLUDES THE CITY; OR

(II) THE COMBINED VALUE OF:

(A) THE AVERAGE PER-EMPLOYEE WAGE RATE; AND

(B) THE AVERAGE PER-EMPLOYEE TOTAL BENEFIT RATE.

(2) *DETERMINATION BY WAGE COMMISSION.*

THE WAGE COMMISSION SHALL ANNUALLY DETERMINE THE COMPENSATION AMOUNT REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION BY JULY 1 OF EACH YEAR.

(3) *EFFECTIVE DATE.*

THE COMPENSATION AMOUNT ESTABLISHED UNDER THIS SUBSECTION SHALL BE EFFECTIVE THE FOLLOWING YEAR FROM JANUARY 1 THROUGH DECEMBER 31.

(C) *POSTING REQUIREMENT.*

THE WAGE COMMISSION SHALL POST THE DETERMINATION MADE UNDER SUBSECTION (B) OF THIS SECTION ON THE CITY’S WEBSITE NO LATER THAN JULY 1 OF EACH YEAR.

(D) *COVERED SECURITY EMPLOYER REQUIREMENT.*

SUBJECT TO THE OTHER PROVISIONS OF THIS DIVISION I, A COVERED SECURITY EMPLOYER SHALL, AT A MINIMUM, PAY EACH COVERED SECURITY OFFICER THE COMPENSATION AMOUNT DETERMINED BY THE WAGE COMMISSION UNDER SUBSECTION (B) OF THIS SECTION.

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1 (E) *VIOLATION.*

2 IT IS A VIOLATION OF THIS DIVISION I FOR A COVERED SECURITY EMPLOYER TO PAY A  
3 COVERED SECURITY OFFICER LESS THAN THE COMPENSATION AMOUNT REQUIRED BY THIS  
4 SECTION.

5 **SECTION 3. AND BE IT FURTHER ORDAINED,** That Section 1 of this Ordinance shall take  
6 effect on the date it is enacted. It shall remain effective until the end of December 31, 2026, at  
7 which time, with no further action required by the City Council, Section 1 of this Ordinance shall  
8 be abrogated and of no further force and effect.

9 **SECTION 4. AND BE IT FURTHER ORDAINED,** That the compensation amount determined  
10 under Section 1 of this Ordinance by the Wage Commission as of July 1, 2026, shall be effective  
11 the following year from January 1, 2027 through December 31, 2027.

12 **SECTION 5. AND BE IT FURTHER ORDAINED,** That, except as provided in Section 3 and  
13 Section 4 of this Ordinance, this Ordinance shall take effect January 1, 2027.