

Introduced by: Councilmember Scott, <sup>Henry</sup> Bullock  
Prepared by: Department of Legislative Reference

DORSEY, SMOED, Od, Bunnell

Date: January 9, 2019

Parrett  
Clarke  
Scott

Referred to: RESOLUTION Committee

Also referred for recommendation and report to municipal agencies listed on reverse.

CITY COUNCIL 19-0125R

A RESOLUTION ENTITLED

A CITY COUNCIL RESOLUTION concerning

**Request for State Action – Baltimore Police Department Civilian Staffing**

FOR the purpose of calling on the Maryland General Assembly to enact, and the Governor to sign, legislation that mandates a sworn officer to civilian employee staffing ratio for the Baltimore Police Department.

*[Handwritten signatures: Maybell, R. Dorsey, H. Bullock, and others]*

NO. \_\_\_\_\_

**\*\*The introduction of an Ordinance or Resolution by Councilmembers at the request of any person, firm or organization is a courtesy extended by the Councilmembers and not an indication of their position.**

**Agencies**

_____	Baltimore City Public School System	_____	Department of Public Works
_____	Baltimore Development Corporation	_____	Department of Real Estate
_____	City Solicitor	_____	Department of Recreation and Parks
_____	Comptroller's Office	_____	Department of Transportation
_____	Department of Audits	_____	Fire Department
_____	Department of Finance	_____	Health Department
_____	Department of General Services	_____	Mayor's Office of Employment Development
_____	Department of Housing and Community Development	_____	Mayor's Office of Human Services
_____	Department of Human Resources	_____	Mayor's Office of Information Technology
_____	Department of Planning	_____	Office of the Mayor
_____	Other: _____	_____	Police Department
_____	Other: _____	_____	Other: _____
_____	Other: _____	_____	Other: _____
_____	Board of Estimates	_____	Environmental Control Board
_____	Board of Ethics	_____	Fire & Police Employees' Retirement System
_____	Board of Municipal and Zoning Appeals	_____	Labor Commissioner
_____	Comm. for Historical and Architectural Preservation	_____	Parking Authority Board
_____	Commission on Sustainability	_____	Planning Commission
_____	Employees' Retirement System	_____	Wage Commission
_____	Other: _____	_____	Other: _____
_____	Other: _____	_____	Other: _____
_____	Other: _____	_____	Other: _____

**Boards and Commissions**

**CITY OF BALTIMORE  
COUNCIL BILL 19-0125R  
(Resolution)**

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Introduced by: Councilmembers Scott, Henry, Dorsey, Sneed, Cohen, Burnett, Pinkett, Clarke,  
Bullock

Introduced and adopted: January 14, 2019

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**A COUNCIL RESOLUTION CONCERNING**

**Request for State Action – Baltimore Police Department Civilian Staffing**

FOR the purpose of calling on the Maryland General Assembly to enact, and the Governor to sign, legislation that mandates a sworn officer to civilian employee staffing ratio for the Baltimore Police Department.

**Recitals**

Staffing levels within the Baltimore Police Department have been an important topic of discussion in recent years. Much of the conversation has been related to an existing contract that requires a schedule that the Department stated it did not have enough sworn officers to fill, resulting in a significant increase in mandatory overtime and drafting of sworn officers for longer shifts. However, a staffing study required by the consent decree found that the Department had the resources necessary to increase patrol staffing, but chose not to do so. Moreover, in 2017, members of the Baltimore City Council pressed the Baltimore Police Department leadership on the number of sworn officers doing administrative work that could be carried out by civilian employees, thus allowing the sworn officers to return to the streets. The Department assured the Council that it would undergo a process to identify positions that could be changed from sworn officers to civilian employees and informed the Council that at least several hundred positions existed. When asked at a public hearing in August of 2018 about the implementation of changing these positions, the Department informed the Council that no action was taken. Furthermore, data from the staffing study shows that the Baltimore Police Department has a civilian employee staffing rate of 13.6%, while the police departments of comparable cities such as Oakland, New Orleans, and Newark have civilian employee staffing rates of 28.3%, 16.5% and 19.5%, respectively. Amending Section 16-8 of the Baltimore City Code of Public Laws to require the Baltimore Police Department, by year 2022 and thereafter, to have a sworn officer to civilian employee staffing ratio of 80% to 20% would force the Department to join other cities in more efficiently using their sworn resources. Moreover, it would greatly improve the Department's ability to better respond to needs of Baltimoreans and assist the Department in its effort to increase patrol officer proactive patrol time.

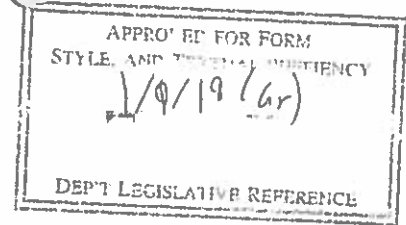
**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE, That the Council calls on the Maryland General Assembly to enact, and the Governor to sign, legislation that mandates a sworn officer to civilian employee staffing ratio for the Baltimore Police Department.**

EXPLANATION: Underlining indicates matter added by amendment.  
~~Strike out~~ indicates matter deleted by amendment.

**Council Bill 19-0125R**

1           **AND BE IT FURTHER RESOLVED**, That a copy of this Resolution be sent to the Acting  
2 Baltimore City Police Commissioner, the Honorable Chairs and Members of the Baltimore City  
3 Delegation to the 2019 Maryland General Assembly, the President of the Maryland Senate, the  
4 Maryland House Speaker, the Governor of Maryland, the Mayor of Baltimore City, and the  
5 Mayor's Legislative Liaison to the City Council.

**INTRODUCTORY\***  
**CITY OF BALTIMORE**  
**COUNCIL BILL \_\_\_\_\_ R**  
**(Resolution)**



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Introduced by: Councilmember Scott

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A RESOLUTION ENTITLED

A COUNCIL RESOLUTION concerning

**Request for State Action – Baltimore Police Department Civilian Staffing**

FOR the purpose of calling on the Maryland General Assembly to enact, and the Governor to sign, legislation that mandates a sworn officer to civilian employee staffing ratio for the Baltimore Police Department.

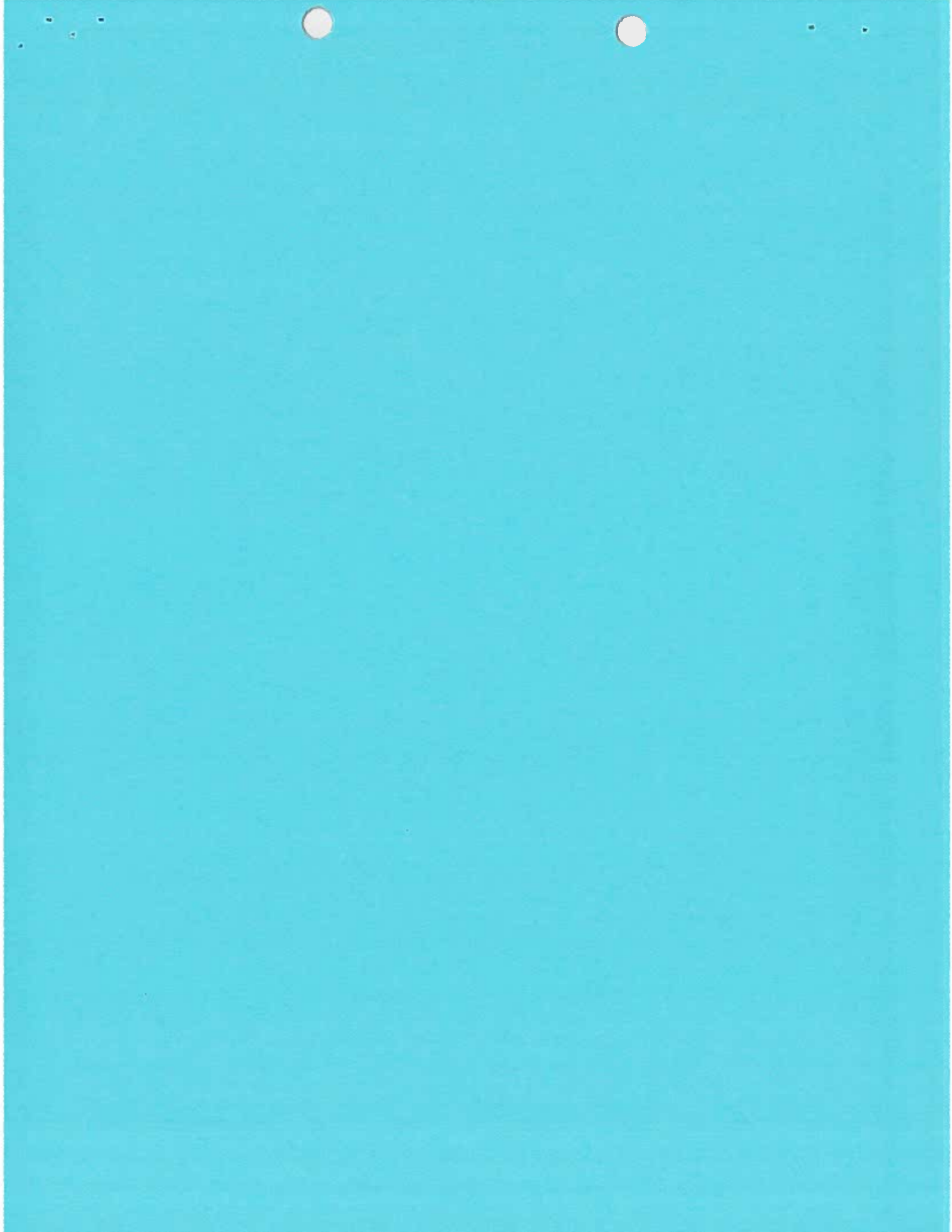
**Recitals**

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**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE, That the Council calls on the Maryland General Assembly to enact, and the Governor to sign, legislation that mandates a sworn officer to civilian employee staffing ratio for the Baltimore Police Department.**

\* WARNING: THIS IS AN UNOFFICIAL, INTRODUCTORY COPY OF THE BILL.  
THE OFFICIAL COPY CONSIDERED BY THE CITY COUNCIL IS THE FIRST READER COPY.

**AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Acting Baltimore City Police Commissioner, the Honorable Chairs and Members of the Baltimore City Delegation to the 2019 Maryland General Assembly, the President of the Maryland Senate, the Maryland House Speaker, the Governor of Maryland, the Mayor of Baltimore City, and the Mayor's Legislative Liaison to the City Council.



**ACTION BY THE CITY COUNCIL**

**JAN 14 2019**

FIRST READING (INTRODUCTION) \_\_\_\_\_ 20 \_\_\_\_\_

PUBLIC HEARING HELD ON \_\_\_\_\_ 20 \_\_\_\_\_

COMMITTEE REPORT AS OF \_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ FAVORABLE \_\_\_\_\_ UNFAVORABLE \_\_\_\_\_ FAVORABLE AS AMENDED \_\_\_\_\_ WITHOUT RECOMMENDATION

\_\_\_\_\_  
Chair

COMMITTEE MEMBERS:

COMMITTEE MEMBERS:

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\_\_\_\_\_  
\_\_\_\_\_

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\_\_\_\_\_  
\_\_\_\_\_

SECOND READING: The Council's action being favorable (unfavorable), this City Council bill was (was not) ordered printed for Third Reading on:

\_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING \_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING (ENROLLED) \_\_\_\_\_ 20 \_\_\_\_\_

\_\_\_\_\_ Amendments were read and adopted (defeated) as indicated on the copy attached to this blue backing.

THIRD READING (RE-ENROLLED) \_\_\_\_\_ 20 \_\_\_\_\_

WITHDRAWAL \_\_\_\_\_ 20 \_\_\_\_\_

There being no objections to the request for withdrawal, it was so ordered that this City Council Ordinance be withdrawn from the files of the City Council.

\_\_\_\_\_  
President

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