

FROM	NAME & TITLE	Robert Cename, Budget Director <i>Robert Cename</i>	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432, City Hall		
	SUBJECT	City Council Bill 22-0256 – Public Safety Apprenticeship Program Advisory Commission		

DATE:

TO

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

September 1, 2022

Position: Defer to Fire and Police

The Department of Finance is herein reporting on City Council Bill 22-0256, Public Safety Apprenticeship Program Advisory Commission, the purpose of which is to establish an advisory commission for the Public Safety Apprenticeship Program.

Background

The proposed legislation seeks to establish an advisory commission for the new Public Safety Apprenticeship Program, established by Ordinance 22-147. The proposed commission is tasked with providing oversight and recommendations for the Program, as well as helping develop engagement and recruitment initiatives and a mentorship program.

The Commission has seven voting members appointed by the Mayor, including Fire and Police unions, American Civil Liberties Union, National Association for the Advancement of Colored People, and two organizations representing African American police officers and firefighters, the Vulcan Blazers and the Vanguard Justice Society. In addition, the Commission has four nonvoting members representing the Mayor, City Council President, Comptroller, and a member of the City Council committee on public safety.

The Commission is tasked with various activities, including meeting quarterly to receive a briefing on the Apprenticeship Program; providing recommendations on the Program; conducting compliance reviews of the Program in regards to equity in employment and training processes; fielding and reviewing complaints from Program participants; and convening a subcommittee of staff from the Baltimore City Fire Department (BCFD), Baltimore Police Department (BPD), Baltimore City Public School System (BCPSS), Office of Equity and Civil Rights (OECR), and Mayor’s Office of Employment Development (MOED).

Fiscal Impact

The Department of Finance anticipates a minimal fiscal impact for the City from this legislation. It is anticipated that additional workload for from this legislation would be absorbed within current staffing. It should be noted that depending on the subcommittee designees from BCFD and BPD, there may be overtime costs should those be sworn personnel.

Other Considerations

The Department of Finance has identified several areas for clarification and consideration in reviewing this bill.

First, the oversight and review role of the Commission is vague and it is unclear whether the Commission is empowered to carry out this role. The legislation directs the Commission to provide oversight, advice, and recommendations on Program policies and procedures, conduct compliance reviews of the Program, and field and review complaints from participants. Finance defers to Law on whether the Commission is empowered to take on these tasks.

Second, the membership of the Commission raises concerns and additional clarity may be needed. The voting members of the Commission includes three unions, which could result in conflicts as this structure would have the operations of City agencies overseen by unions. In addition, the legislation identifies a subcommittee, which is comprised of five members who are staff of the BCFD, BPD, BCPSS, OECR, and MOED and whose work is either associated with the Program or with investigating discrimination in employment and hiring practices. However, the roles and responsibilities of this subcommittee are not defined in this legislation.

Conclusion

This legislation intends to establish a Commission to oversee the implementation of the Public Safety Apprenticeship Program. While the Department of Finance is not directly involved in the implementation of the Program and anticipates minimal fiscal impact of this legislation, there are several details that raise concerns and require clarification to ensure the agencies responsible for developing the Program and participating on the subcommittee are able to effectively implement the legislation.

For the reasons stated above, the Department of Finance defers to the Baltimore City Fire Department and Baltimore Police Department on City Council Bill 22-0256.

cc: Yoanna Moisides
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