

CITY OF BALTIMORE

BRANDON M. SCOTT, Mayor



OFFICE OF COUNCIL SERVICES

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HEARING NOTES

Bill: 21-0032

Salary – Director of Public Works

Committee: Ways and Means
Chaired by: Councilman Eric T. Costello
Hearing Date: Tuesday, February 16, 2021
Time (Beginning): 10:00 AM
Time (Ending): 10:40 AM
Location: Virtual "WebEx" Meeting
Total Attendance: Approximately 35

Committee Members in Attendance:

- Eric T. Costello
Robert Stokes, Sr.
Danielle McCray
Isaac "Yitzy" Schleifer
Kristerfer Burnett
Ryan Dorsey
Sharon Green Middleton

Table with 3 columns: Question, yes, no, n/a. Rows include Bill Synopsis in the file?, Attendance sheet in the file?, Agency reports read?, Video or audio-digitally recorded?, Certification of advertising/posting notices in the file?, Evidence of notification to property owners?, Final vote taken at this hearing?

Major Speakers

(This is not an attendance record.)

- Daniel Ramos, Mayor's Office
• Marcia Collins, Department of Public Works
• Elena DiPietro, Law Department
• Aaron Moore, Bureau of Budget and Management Research (BBMR)
• Quinton Herbert, Department of Human Resources

Major Issues Discussed

1. The representative from the Mayor's Office gave opening remarks. Some highlights from his conversation were:
 - Baltimore City's Director of Public Work is a unique position when compared to other jurisdictions.
 - We believe the new salary range will be competitive
 - Other jurisdictions are not like the city's DPW; there are key differences! *(A Study was shown displaying salary data for some of the DPW Directors across the U.S.A. The representative from the Department of Human Resources explained the Study – see below **) A copy of the Study is on file.*
2. Several city agency representatives testified:
 - Department of Public Works (DPW)
 - Talked about their agency report and about some of DPW's organizational structure and responsibilities. Some topics mentioned were:
 - There are over 2,700 employees within the DPW; many different positions
 - Talked about the water/wastewater treatment plans – must operate 24 hours a day
 - Talked about the importance of the Director's position, about duties and responsibilities associated with the position
 - Processes within the Department can be very challenging
 - Law Department
 - Talked about their agency report and about the law pertaining to recruiting and/or increasing the salary for the Director of DPW position
 - Department of Human Resources
 - Talked about their agency report and believes the new salary is competitive and will attract good candidates
 - *** Explained how the Study was conducted and talked about some of the differences in responsibilities for DPW Director positions in other jurisdictions when compared to the responsibilities associated with the City's Director of DPW position*
 - *Talked about how the comparisons were conducted*
 - *Director of DPW for City is quite unique!*
 - *City's position has more responsibilities when compared to other jurisdictions*
 - *In other jurisdictions all divisions are not under the DPW Director*
 - *All divisions for the City's Department of Public Works are under the DPW Director*
 - *Discussed "comparisons of salary versus comparisons of responsibilities"*
 - Department of Finance (BBMR)
 - Talked about briefly about their agency report

3. The committee/councilmembers asked questions, made comments and/or stated concerns. Some highlights for same were:

▪ Questions and Comments

- Can you explain the city's DPW responsibilities and its connection to Baltimore and Howard counties?
- Do you have a candidate in mind yet? **Answer: No**
- The DPW receives the highest budget in the City; so why doesn't the Director get paid the most salary compared to other departments? The challenges are great within the Department!
- Concern: Water pricing and rate increases (We need someone who can think outside the box)
- Comment: I don't think the \$244,000 is quite enough!
- Comment: We need someone with a broad expertise
- Comments: Feel the need for increase is real and needed; glad to see we are moving in this direction. There are a lot of duties and responsibilities within the Department
- Comment: Hope the candidate chosen will get the freedom to lead the Department
- Comment: Hope the candidate chosen will have the power to empower those below him/her (the Deputies)
- Comment/Concern: Just want to make sure the city is competitive when hiring the Director
- Where is the funding coming from for the increase? **Answer: Finance have identified a line item that is being underserved; Service 670**

▪ Request(s)

- Per Chairman Costello, the representative from the Department of Human Resources is to provide in writing the job description for the CEO for Washington Suburban Sanitary Commission (WSSC). **Note: As of this writing the information requested was submitted and a copy is on file.**

4. Hearing was called to recess; to reconvene at a later date.

Further Study

Was further study requested?

Yes No

If yes, describe.

Marguerite M. Currin

Marguerite M. Currin, Committee Staff

Date: February 23, 2021

cc: Bill File
OCS Electronic File



Baltimore City Council Committee Hearing Attendance Record

Subject: Council Bill – Salary – Director of Public Works	Bill #: 21-0032
Committee: Ways and Means	Chair: Eric T. Costello
Date: Tuesday, February 16, 2021	Time: 10:00 AM
Location: WebEx Meeting	

PLEASE PRINT CLEARLY

CHECK HERE TO TESTIFY



First Name	Last Name	Address / Organization / Email	<u>Testify</u>	What is your position on this bill?		Lobbyist: Are you registered in the City?*	
				For	Against	Yes	No
John	Doe	400 N. Holliday St. Johndoenbmore@yahoo.com	✓	✓	✓	✓	✓
		<i>See hearing notes</i>					

*NOTE: IF YOU ARE COMPENSATED OR INCUR EXPENSES IN CONNECTION WITH THIS BILL, YOU MAY BE REQUIRED BY LAW TO REGISTER WITH THE CITY ETHICS BOARD AS A LOBBYIST. REGISTRATION CAN BE DONE ONLINE AND IS A SIMPLE PROCESS. FOR INFORMATION VISIT: [HTTPS://ETHICS.BALTIMORECITY.GOV/](https://ethics.baltimorecity.gov/) OR CALL: 410-396-4730

City of Baltimore

City Council
City Hall, Room 408
100 North Holliday Street
Baltimore, Maryland 21202

Meeting Minutes - Final

Ways and Means

Tuesday, February 16, 2021

10:00 AM Virtual/Du Burns Chambers, 4th Floor, City Hall: Phone:
+1-408-418-9388, Access Code: 179 142 4137, Password:
Public, Link: [https://bmore.webex.com/bmore/onstage/g.php?](https://bmore.webex.com/bmore/onstage/g.php?MTID=eeb8a37c33641c79ff567718ee0bdd7c2)
MTID=eeb8a37c33641c79ff567718ee0bdd7c2

21-0032
CHARM TV 25

CALL TO ORDER

INTRODUCTIONS

ATTENDANCE

Present 7 - Eric T. Costello, Kristerfer Burnett, Ryan Dorsey, Danielle N. McCray, Sharon Green Middleton, Isaac "Yitzy" Schleifer, and Robert Stokes Sr.

ITEM SCHEDULED FOR PUBLIC HEARING

21-0032

Salary - Director of Public Works

For the purpose of establishing the salary of the Director of Public Works; and providing for a special effective date.

Sponsors: City Council President (Administration), Sharon Green Middleton

Hearing was called to recess; to reconvene at a later date.

ADJOURNMENT