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**BALTIMORE CITY COUNCIL
WAYS AND MEANS
COMMITTEE**

Mission Statement

The Committee on Ways and Means (WM) is responsible for ensuring taxpayer dollars are expended prudently and equitably. WM will exercise regular oversight of the City's budget, expenditures, loans, and other financial matters. The committee's areas of jurisdiction include: budget & appropriations, taxation, financial services, consumer protection, audits, and the Comptroller's Office.

**The Honorable Eric T. Costello
Chairman**

PUBLIC HEARING

**WEDNESDAY, MAY 31, 2023
2:00 PM**

COUNCIL CHAMBERS

Council Bill 23-0345

Salary – City Solicitor

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(OVERSIGHT)

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Isaac “Yitzy” Schleifer, Chair

Robert Stokes

Danielle McCray

Staff: Marguerite Currin

Effective: 01/04/23

Revised: 02/13/23



BILL SYNOPSIS

Committee: Ways and Means

Bill: 23-0345

Salary – City Solicitor

Sponsor: President Mosby at the request of the Administration

Introduced: January 23, 2023

Purpose:

For the purpose of establishing the salary of the City Solicitor; and providing for a special effective date.

Effective: On the date it is enacted.

Agency Reports

Law Department	None as of this writing
Department of Finance	None as of this writing
Department of Human Resources	Favorable

Analysis

Current Law

Article VI – Board of Estimates of the Baltimore City Charter

§ 10. Salaries.

(a) In-term increases or decreases — in general.

(1) In preparing the Ordinance of Estimates, the Board of Estimates may increase or decrease the salaries of all municipal officers, except:

(i) the elected officials subject to Article VII, §§ 117 through 125 of this Charter; and

(ii) the appointed municipal officers who serve as members of the Board of Estimates,

(2) If the salary of an appointed municipal officer is so increased or decreased, it may not again be increased or decreased, as the case may be, during that officer's term.

(b) In-term increases or decreases — Board members.

(1) The Mayor and City Council may, by ordinance, increase or decrease the salaries of the appointed municipal officers who serve as members of the Board of Estimates.

(2) If the salary of an appointed municipal officer on the Board is so increased or decreased, it may not again be increased or decreased, as the case may be, during that officer's term

Background

If approved, Council Bill 23-0345 would change the City Solicitor's salary to \$245,000 annually. The Department of Human Resources is in support of the bill.

Additional Information

Fiscal Note: None

Information Source(s): City Charter, Bill 23-0345, and all agency reports received as this writing.

Marguerite M. Currin
Analysis by: Marguerite M. Currin
Analysis Date: May 22, 2023

Direct Inquiries to: (443) 984-3485

Council Bill 23-0345

AGENCY REPORT(S)

See attached



March 20, 2023

To the Honorable City Council President, Nick Mosby
and Members of the Baltimore City Council
City Hall, 100 N. Holliday Street, Room 409
Baltimore, Maryland 21202

Re: CC Bill 23-0345 – Salary - City Solicitor

Dear President and City Council Members,

The Department of Human Resources (DHR) has reviewed City Council Bill 23-0345 – Salary – City Solicitor. For the purpose of establishing the salary of the City Solicitor; and providing for a special effective date.

DHR has reviewed the above-referenced bill and **supports** the legislation.

The Department of Human Resources reviewed the Baltimore City Solicitor's duties and responsibilities. The City's Solicitor is responsible for serving as the legal adviser and representative of the City and its several departments, officers, commissions, boards, and authorities and has general supervision and direction of the legal business of the City, sole charge and direction of the preparation and trial of all suits, actions, and proceedings of every kind to which the City, or any municipal officer or agency, shall be a party. The City Solicitor position also serves on the Board of Estimates which is responsible for formulating and executing the fiscal policies of the City.

We considered the scope of work, the complexity of the position, the degree of decision-making, and technical knowledge to determine the most comparable jurisdictions. The County Solicitor's and the Baltimore City Solicitor's duties and responsibilities are all similar in the nature and scope of work. Below please find a spreadsheet that highlights the salary analysis that DHR did for the City Solicitor Classification. We also included Chief Counsel for Local Education Agencies (LEAs) as the solicitors compete with those legal offices for talent. The City Solicitor and Director of DPW sit in stand-alone classifications and historically their salaries are tracked together because those two classifications can only be adjusted once during their term as they serve on the BoE. The Director of DPW's salary was adjusted to \$245,000 in early 2021 through an ordinance. At the time the DPW Director's salary was \$188,000. Likewise, the Solicitor's salary has been at \$188,000 since at least 2016. The current salary of the Solicitor has also caused compression issues in the Law Department and makes recruitment and retention of attorneys extremely difficult. DHR recommends adjusting the salary of the City Solicitor to \$245,000. This

would be commensurate with the salary for other major Cities comparable to Baltimore (*see attachment, City Solicitor – Salary Research table*).

DHR supports compensation practices which attract and retain a high-quality and diverse workforce. To that end, increasing salaries will allow us to be more competitive in our recruitment efforts and enable us to employ a higher caliber workforce and improve the City's efficiency and effectiveness.

For additional questions or concerns, contact me at Quinton.Herbert@baltimorecity.gov or by phone at 410-396-1563.

Sincerely,

A handwritten signature in blue ink that reads "Quinton M. Herbert". The signature is written in a cursive style with a large initial "Q" and a stylized "H".

Quinton M. Herbert, JD

City Solicitor - Salary Research				
City	State	Name	Class Title Match	Salary
Baltimore City	MD	James Shea	City Solicitor	\$188,000
Anne Arundel County	MD	Gregory Swain	County Attorney	\$185,355
Baltimore County	MD	James R Benjamin	Chief County Attorney	\$238,776
Harford County	MD	Meaghan Alegi	Acting County Attorney	\$154,292
Howard County	MD	Gary Kuc	County Solicitor	\$208,360
Montgomery County	MD	John Markovs	County Attorney	\$236,000
Prince George's County	MD	Rhonda L Weaver	County Attorney	\$188,790
Outside MD comparator jurisdictions				
Alexandria	VA	Joanna Anderson	City Attorney	\$263,910
Atlanta	GA	Nina Hickerson	City Attorney	\$273,874
Columbus	OH	Zach Klein	City Attorney	\$200,399
Milwaukee	WI	Tearman Spencer	City Attorney	\$147,335
New York City	NY	Sylvia Hinds-Radix	Corporation Counsel	\$243,272
Philadelphia	PA	Diane Cortes	City Solicitor	\$177,276
MD Public Schools				
Baltimore City Public School	MD	Joshua I Civin	Chief Legal Officer	\$225,627
Baltimore County Public School	MD	Margaret-Ann Howie	General Counsel	\$229,660
District of Columbia Public School	DC	Quinne Harris-Lindsey	General Counsel	\$198,671
Prince George's County Public School	MD	Tammy Turner	General Counsel	\$235,000
Prince George's County Public School	MD	Gail Viens	Deputy General Counsel	\$209,057
Outside MD Jurisdiction (Public School)				
Philadelphia Public School	PA	Lynn Rauch	General Counsel	\$200,850
Chicago Public School	IL	Joe Moriarty	General Counsel	\$240,000
Staff Attorney's				
City	State	Average Salary		
Anne Arundel County	MD	\$109,000		
Baltimore County	MD	\$107,000		
Howard County	MD	\$105,000		
Montgomery County	MD	\$95,000		

**CITY OF BALTIMORE
COUNCIL BILL 23-0345
(First Reader)**

Introduced by: The Council President
At the request of: The Administration
Introduced and read first time: January 23, 2023
Assigned to: Ways and Means Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Department of Human Resources

A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Salary – City Solicitor**

3 FOR the purpose of establishing the salary of the City Solicitor; and providing for a special
4 effective date.

5 BY authority of
6 Article VI - Board of Estimates
7 Sections 10(b)
8 Baltimore City Charter
9 (1996 Edition)

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

11 (a) The annual salary of the City Solicitor, an appointed municipal officer who also
12 serves as a member of the Board of Estimates, shall be \$245,000.

13 (b) This salary takes effect with the first pay period following the effective date of this
14 Ordinance.

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

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