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FROM	NAME & TITLE	Robert Cename, Budget Director	CITY of BALTIMORE <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432, City Hall (410) 396-4774		
	SUBJECT	City Council Bill 20-0558 – City Officers and Employees – Commuting Benefits		

DATE:

TO

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

October 28, 2020

**Position: Support with amendments**

The Department of Finance is herein reporting on City Council Bill 20-0558, City Officers and Employees – Commuting Benefits, the purpose of which is to establish a policy for parking benefits and provide specific transit benefits to Baltimore City officers and employees.

**Background**

Currently, there are approximately 600 City employees using Parking Authority of Baltimore City (PABC), that offer discounted parking rate for City employees, and likely more using other private facilities. Some employees pay PABC directly, while some may go through another group, such as members of the Managerial and Professional Society (MAPS) union have the option to pay for parking through payroll deductions that occur bi-weekly.

There are employees who receive parking that is either fully or partially paid by their agency, which may be negotiated as part of their hiring or is included due to their position, such as an agency director or City Council member. In addition, members of Boards and Commissions are reimbursed by agencies for their transportation for completing their duties. Currently, the City does not have a policy to determine employees that are eligible to receive parking partially or fully paid by their agency. As drafted, this legislation would require the establishment of such a policy, as well as the provision of a cash-out equivalent for all employees eligible to receive partially or fully subsidized parking and a public transit subsidy to all other employees.

**Fiscal Impact Analysis**

The Department of Finance is unable to provide a fiscal impact of this legislation because it is dependent upon the policy that would define employee eligibility for a parking benefit and the need for deeper data analysis. However, based on the amendments developed by Councilmember Dorsey, Finance plans to work with the Department of Human Resources (DHR) and PABC to conduct such an analysis.

**Other Consideration**

Based on the drafted legislation, the Department of Finance defers to DHR on the best practices regarding a parking benefits policy and the role of agencies in determining these benefits; PABC on implementation of the policy and impact to their services; and the Department of Law on the ability of the City Council to require this policy.

However, in speaking with Councilmember Dorsey, Finance supports the proposed amendments that would provide the agencies six months to study policies of this nature. This analysis will include the fiscal impact of a cash-out equivalent program, as well as the provision of a parking subsidy policy for agencies, based on best practices and policies in other municipalities. In addition, Finance supports Councilmember Dorsey's intention to include an equity analysis as part of this study.

### **Conclusion**

The Department of Finance is supportive of working with DHR and PABC to review the current parking practices and benefits across agencies in order to assess whether a clear policy would be in the best interest of the City. In addition, Finance looks forward to partnering with these agencies to review practices of other jurisdictions in regards to cash-out equivalents and other transit benefits.

**For the reasons stated above, the Department of Finance supports City Council Bill 20-0558 with amendments.**

cc: Henry Raymond  
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