

**CITY OF BALTIMORE
COUNCIL BILL 20-0250R
(Resolution)**

Introduced by: Councilmembers Schleifer, Henry, McCray, Bullock, Burnett, Cohen, Pinkett,
Middleton, Sneed, Clarke, Reisinger

Introduced and read first time: September 21, 2020

Assigned to: Housing and Urban Affairs Committee

Committee Report: Favorable

Adopted: November 16, 2020

A COUNCIL RESOLUTION CONCERNING

Paying DPW Workers What They Deserve

1
2 FOR the purpose of calling on the Mayor to provide temporary Department of Public Works
3 employees who work on the back of garbage trucks with an immediate \$4 per hour raise, at a
4 minimum; and calling the Mayor and union officials to re-negotiate the contracts of those
5 permanent Department of Public Works employees to include a \$4 per hour raise, at a
6 minimum.

Recitals

7
8 Both our temporary and permanent Department of Public Works (“DPW”) employees
9 deserve an immediate wage increase of a minimum of \$4.00 per hour.

10 Should anyone be working 10-hour days, sometimes in 100 degree heat or below freezing
11 temperatures, while hanging onto the back of a garbage truck doing trash collection for only
12 \$11.00 an hour? The answer is an unequivocal no. It is no wonder that we have a shortage of
13 available employees. Who could survive with just one job at these minimal wages? The City of
14 Baltimore should operate under the concept of “one job should be enough,” if we want employee
15 continuity and sustainability.

16 Our current workforce shortage and crisis is directly tied to the paltry hourly wages we are
17 paying our dedicated and hardworking DPW employees. We should provide these employees
18 with a modest hourly wage increase that would show how appreciated they are, making them
19 more interested and motivated to provide the services our City desperately needs.

20 To make matters worse, Baltimore City, in order to cover the current employee crisis, is
21 utilizing outside, independent contractors. This actually costs our City more money than if we
22 just gave our hard working DPW employees the salaries they deserve.

23 While the Mayor has the ability to immediately enact a \$4.00 per hour wage increase for the
24 affected temporary employees and move their starting hourly rate to \$15.00, the Mayor should
25 also work with the American Federation of State, County and Municipal Employees
26 (“AFSCME”) to provide the same \$4.00 minimum increase for the permanent employees.

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

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1 Over the past 6 months, DPW employees have had to endure enough stress, hardship, and
2 challenges that, at a bare minimum, they deserve a decent wage. The Council strongly urges the
3 Mayor to enact this modest change immediately so that our City can move forward and provide a
4 better quality of life for all Baltimore residents.

5 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE,** That the
6 Council calls on the Mayor to provide temporary Department of Public Works employees who
7 work on the back of garbage trucks with an immediate \$4 per hour raise, at a minimum; and also
8 calls on the Mayor and union officials to re-negotiate the contracts of those permanent
9 Department of Public Works employees to include a \$4 per hour raise, at a minimum.

10 **AND BE IT FURTHER RESOLVED,** That a copy of this Resolution be sent to the Mayor, the
11 Acting Director of the Department of Public Works, the Labor Commissioner, the Director of the
12 Department of Human Resources, AFSCME Executive Director, Maryland Council 67 and
13 President of Maryland Public Employees, Local 44 Glenard S. Middleton Sr, and the Mayor's
14 Legislative Liaison to the City Council.