


<b>F R O M</b>	Name & Title	Alvin O. Gillard, Director <i>AJ</i>	CITY OF BALTIMORE  <b>MEMO</b>	
	Agency Name & Address	Baltimore Community Relations Commission (BCRC) 10 North Calvert Street, Suite 915 Baltimore, MD 21202 Phone (410) 396-3141 Fax: (410) 244-0176		
	Subject	<b>City Council Bill No. 08-0053R</b> <b>Informational Hearing-Suspension Practices</b>		

**TO:** Honorable Stephanie Rawlings-Blake and  
Members of the Baltimore City Council  
City Hall, Room 406  
100 N. Holliday Street

**Date:** April 20, 2009

The Community Relations Commission supports City Council Resolution 08-0053R. This resolution is requesting an informational hearing on the suspension practices of city agency supervisors. The Department of Human Resources, Department and Union Heads shall brief the Council on the suspension process and practices.

The Community Relations Commission currently supports the Department of Human Resources in its education and training efforts. Commission staff provides training on applicable aspects of Article IV, the anti-discrimination legislation for the City of Baltimore. It is the belief of the Commission that the most critical issue at hand is the familiarity of the supervisory continuum on current suspension policies, as outlined in the City Personnel Manual.

The Community Relations Commission has no direct involvement in the development or implementation of suspension policies. In addition, it only reviews such policies when a formal complaint alleging unlawful workplace discrimination has been filed. Generally, this review focuses on consistency of application and both its direct and indirect impact.

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