



SYNOPSIS

Committee: Health, Environment, and Technology

Ordinance: 21-0104

Baltimore City Workgroup on Women in Public Safety

Sponsor: Councilmember McCray, et al

Introduced: July 19, 2021

Purpose:

For the purpose of establishing the Baltimore City Workgroup on Women in Public Safety; providing for the composition and staffing of the Workgroup; requiring the Workgroup to study certain matters related to the recruitment, hiring, training, retention, mentorship, and promotions of women in Baltimore City public safety agencies; requiring the Workgroup to report its findings and recommendations to the Mayor and City Council on or before a certain date; providing for a special effective date; providing for the termination of this Ordinance; and generally relating to the advancement of women in public safety professions.

Effective: The date it is enacted

AGENCY REPORTS

Baltimore City Public School System	
Office of Civil Rights and Wage Enforcement	
Police Department	
Fire Department	
Sherriff's Office	
Mayor's Office of Emergency Management	Favorable
City Administrator	
City Solicitor	Favorable with Amendment
Department of Finance	

ANALYSIS

The bill would establish the Baltimore City Workgroup on Women in Public Safety to study issues related to recruiting, retaining, and promoting women in the City's public safety agencies. The bill defines "public safety agencies" as the Police Department, Fire Department, Sheriff's Office, and Public School System Police.

The Workgroup would have nine members: 2 Councilmembers as designated by the Council President; the Police Commissioner or the Police Commissioner's designee; the Director of the Office of Equity and Civil Rights or the Director's designee; the City Administrator or the City Administrator's designee; the Fire Chief or the Fire Chief's designee; the Sheriff or the Sheriff's designee; the Police Chief of the Baltimore City School Police or the Police Chief's designee; and the Director of the Office of Emergency Management or the Director's designee.

The bill would require the Workgroup to examine and evaluate data on the number of uniformed female employees, promotional processes, and pre-employment screening for each public safety agency. The Workgroup would further analyze barriers that women face in hiring and training, the internal and external complaint systems in place for women to report instances of discrimination, bias, or sexual harassment, and how the agencies are working to ensure that women have the appropriate equipment and equal facilities.

Additionally, the Workgroup would be required to:

- Examine the legality and feasibility of creating a local "Women in Public Safety Mentorship Program" aimed at creating a social network that will help recruit more women into public safety careers; retaining more women in the profession; and encouraging women to take part in the promotional process;
- Develop strategies to ensure that the Police Department is able to successfully accomplish their "30x30" Pledge to reach the 30% mark for women in law enforcement recruitment classes by 2030; and
- Develop and recommend a draft internal policy for use by public safety agencies that will require that 25% of the candidates being interviewed for command-level positions be women who are internal or external of the organization.

The bill would require the Workgroup to convene within 45 days of its enactment, and at least monthly thereafter. The Workgroup would be required to submit a report to the Mayor and City Council with its findings and recommendations no later than the first Wednesday after the 180th day from enactment. After submitting the report, the Workgroup would be required to meet to assess and review the implementation of its recommendations at least once every 3 months until November 30, 2024, when the ordinance expires.

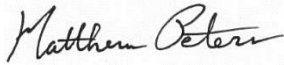
Amendment

The Law Department recommended an amendment to the bill to remove the Police Commissioner or the Police Commissioner's designee, the Sheriff or the Sheriff's designee, and the Police Chief of the Baltimore City School Police or the Police Chief's designee from the list of workgroup members because they are technically State officials over which the City Council has no legislative authority.

ADDITIONAL INFORMATION

Fiscal Note: None

Information Source(s): Reporting Agencies, Bill 21-0104



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