

**AMENDMENTS TO COUNCIL BILL 25-0116  
(1<sup>st</sup> Reader Copy)**

By: Councilmember Jones  
{To be offered to the Labor and Workforce Committee}

**Amendment No. 1**

On page 1, in line 2, strike “**Officers**” and substitute “**Guards**”; and, on that same page, in line 6, strike “officers.” and substitute “guards.”; and, on that same page, in line 18, strike “**WORKERS.**” and substitute “**GUARDS.**”; and, on page 2, in line 5, strike “OFFICER,” and substitute “GUARD.”; and, on that same page, in line 25, strike “OFFICERS” and substitute “GUARDS”; and, on page 3, in line 3, strike “OFFICER” and substitute “GUARD”; and, on that same page, in line 9, strike “OFFICER.” and substitute “GUARD.”; and, on that same page, in line 21, strike “OFFICER” and substitute “GUARD”; and, on page 4, in line 3, strike “OFFICER” and substitute “GUARD”; and, on page 5, in line 5, strike “**WORKERS.**” and substitute “**GUARDS.**”; and, on that same page, in line 13, strike “OFFICER,” and substitute “GUARD.”; and, on page 6, in line 5, strike “OFFICERS” and substitute “GUARDS”; and, on that same page, in line 11, strike “OFFICER” and substitute “GUARD”; and, on that same page, in line 17, strike “OFFICER.” and substitute “GUARD.”; and, on that same page, in line 29, strike “OFFICER” and substitute “GUARD”; and, on page 7, in lines 7 and 31, in each instance, strike “OFFICER” and substitute “GUARD”; and, on page 8, in line 3, strike “OFFICER” and substitute “GUARD”.

**Amendment No. 2**

On page 2, in lines 25 and 26, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.”; and, on that same page, strike in their entirety lines 27 and 28; and, on page 3, in line 3, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.”; and, on that same page, strike in their entirety lines 4 and 5; and, on page 6, in lines 5 and 6, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.”; and, on that same page, strike in their entirety lines 7 and 8; and, on that same page, in line 11, strike “AT A COMMERCIAL OFFICE BUILDING THAT IS:” and substitute “IN THE CITY.”; and, on that same page, strike in their entirety lines 12 and 13.

### **Amendment No. 3**

On page 3, strike in their entirety lines 11 through 19 and substitute:

““COVERED SECURITY GUARD” MEANS ANY INDIVIDUAL EMPLOYED IN BALTIMORE CITY BY A COVERED SECURITY EMPLOYER WHO PRINCIPALLY PERFORMS 1 OR MORE OF THE FOLLOWING FUNCTIONS:

(A) PROTECTS INDIVIDUALS OR PROPERTY FROM HARM, THEFT, OR OTHER UNLAWFUL ACTIVITY;

(B) DETERS, OBSERVES, DETECTS, OR REPORTS INCIDENTS IN ORDER TO PREVENT ANY UNLAWFUL OR UNAUTHORIZED ACTIVITY, INCLUDING UNLAWFUL OR UNAUTHORIZED INTRUSION OR ENTRY, LARCENY, VANDALISM, ABUSE, ARSON, OR TRESPASS ON PROPERTY; AND

(C) RESPONDS TO A TRIGGERED SECURITY SYSTEM ALARM IN ORDER TO PREVENT OR DETECT UNAUTHORIZED INTRUSION, ROBBERY, BURGLARY, THEFT, PILFERAGE, AND OTHER LOSSES OR TO MAINTAIN SECURITY OF A PROTECTED PREMISES.”;

and, on that same page, strike in their entirety lines 26 and 27 and substitute:

““COVERED SECURITY EMPLOYER” MEANS ANY PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY OR DEPARTMENT OF SUCH FIRM, LIMITED LIABILITY COMPANY, CORPORATION, OR PUBLIC ENTITY EMPLOYING 2 OR MORE COVERED SECURITY GUARDS OR INDIVIDUALS BEING SELF-EMPLOYED AS A SECURITY GUARD ON EITHER A PROPRIETARY BASIS FOR ITS OWN USE OR ON A CONTRACTUAL BASIS FOR USE BY ANOTHER PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY THEREOF WITHIN THE CITY.”; and

on page 6, strike in their entirety lines 19 through 27 and substitute:

““COVERED SECURITY GUARD” MEANS ANY INDIVIDUAL EMPLOYED IN BALTIMORE CITY BY A COVERED SECURITY EMPLOYER WHO PRINCIPALLY PERFORMS 1 OR MORE OF THE FOLLOWING FUNCTIONS:

(A) PROTECTS INDIVIDUALS OR PROPERTY FROM HARM, THEFT, OR OTHER UNLAWFUL ACTIVITY;

(B) DETERS, OBSERVES, DETECTS, OR REPORTS INCIDENTS IN ORDER TO PREVENT ANY UNLAWFUL OR UNAUTHORIZED ACTIVITY, INCLUDING UNLAWFUL OR UNAUTHORIZED INTRUSION OR ENTRY, LARCENY, VANDALISM, ABUSE, ARSON, OR TRESPASS ON PROPERTY; AND

(C) RESPONDS TO A TRIGGERED SECURITY SYSTEM ALARM IN ORDER TO PREVENT OR DETECT UNAUTHORIZED INTRUSION, ROBBERY, BURGLARY, THEFT, PILFERAGE, AND OTHER LOSSES OR TO MAINTAIN SECURITY OF A PROTECTED PREMISES.”;

and, on page 7, strike in their entirety lines 3 and 4 and substitute:

““COVERED SECURITY EMPLOYER” MEANS ANY PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY OR DEPARTMENT OF SUCH FIRM, LIMITED LIABILITY COMPANY, CORPORATION, OR PUBLIC ENTITY EMPLOYING 2 OR MORE COVERED SECURITY GUARDS OR INDIVIDUALS BEING SELF-EMPLOYED AS A SECURITY GUARD ON EITHER A PROPRIETARY BASIS FOR ITS OWN USE OR ON A CONTRACTUAL BASIS FOR USE BY ANOTHER PERSON, FIRM, LIMITED LIABILITY COMPANY, CORPORATION, PUBLIC ENTITY OR SUBSIDIARY THEREOF WITHIN THE CITY.”.

#### **Amendment No. 4**

On page 3, after line 27, insert:

“(7) MINIMUM COMPENSATION.

(I) IN GENERAL.

“MINIMUM COMPENSATION” MEANS THE COMPENSATION AMOUNT A COVERED SECURITY EMPLOYER IS REQUIRED TO PAY TO A COVERED SECURITY GUARD PURSUANT TO THIS SECTION.

(II) EXCLUSIONS.

“MINIMUM COMPENSATION” DOES NOT INCLUDE ALL OTHERWISE LEGALLY-REQUIRED BENEFITS, WITH THE EXCEPTION OF:

(A) FEDERAL HOLIDAYS; AND

(B) THE SUPPLEMENT BENEFIT RATE REQUIRED BY § 3-1604(A)(2)(II) OF  
THE STATE LABOR AND EMPLOYMENT ARTICLE.”;

and, on page 4, in line 1, strike “*COMPENSATION*” and substitute “*MINIMUM COMPENSATION*”; and, on that same page, in line 3, after the first instance of “THE” insert “MINIMUM”; and, on that same page, in line 17, after the second instance of “THE” insert “MINIMUM”; and, on that same page, in line 20, after “THE” insert “MINIMUM”; and, on that same page, in line 23, after the second instance of “THE” insert “MINIMUM COMPENSATION”; and, on page 7, after line 4, insert:

“(7) *MINIMUM COMPENSATION.*

(I) *IN GENERAL.*

“MINIMUM COMPENSATION” MEANS THE COMPENSATION AMOUNT A COVERED  
SECURITY EMPLOYER IS REQUIRED TO PAY TO A COVERED SECURITY GUARD  
PURSUANT TO THIS SECTION.

(II) *EXCLUSIONS.*

“MINIMUM COMPENSATION” DOES NOT INCLUDE ALL OTHERWISE  
LEGALLY-REQUIRED BENEFITS, WITH THE EXCEPTION OF:

(A) FEDERAL HOLIDAYS; AND

(B) THE SUPPLEMENT BENEFIT RATE REQUIRED BY § 3-1604(A)(2)(II) OF  
THE STATE LABOR AND EMPLOYMENT ARTICLE.”;

and, on that same page, in line 5, strike “*COMPENSATION*” and substitute “*MINIMUM COMPENSATION*”; and, on that same page, in line 7, after the first instance of “THE” insert “MINIMUM”; and, on that same page, in line 21, after the second instance of “THE” insert “MINIMUM”; and, on that same page, in line 24, after “THE” insert “MINIMUM”; and, on that same page, in line 27, after the second instance of “THE” insert “MINIMUM COMPENSATION”; and, on that same page, in line 31, after “THE” insert “MINIMUM”; and, on page 8, in line 3, after “THE” insert “MINIMUM”; and, on that same page, in line 9, after “the” insert “minimum”.

**Amendment No. 5**

On page 4, strike beginning with “THAN” in line 4 down through and including “(I)” in line 5 and substitute “THAN.”; and, on that same page, in line 12, strike “CITY; OR” and substitute “CITY.”; and, on that same page, strike in their entirety lines 13 through 15.

## **Amendment No. 6**

On page 8, after line 4, insert:

“(F) *EMPLOYER TO DISPLAY.*

### (1) *IN GENERAL.*

UPON THE TAKING EFFECT OF THE COMPENSATION DETERMINATION UNDER THIS SECTION, A COVERED SECURITY EMPLOYER SHALL POST A SIGN, MEASURING AT LEAST 3 BY 5 INCHES IN SIZE, THAT INCLUDES:

- (I) THE REQUIRED COMPENSATION AMOUNT;
- (II) A CITATION OF THE APPLICABLE SECTIONS OF CITY CODE; AND
- (III) THE CONTACT INFORMATION FOR THE WAGE COMMISSION.

### (2) *LOCATION.*

THE COVERED SECURITY EMPLOYER SHALL POST THE SIGN REQUIRED UNDER THIS SUBSECTION:

- (I) IN CLEAR VIEW OF EMPLOYEES; AND
- (II) WHERE SIMILAR NOTICES ARE CUSTOMARILY POSTED.

### (3) *OECR TO POST.*

THE OFFICE OF EQUITY AND CIVIL RIGHTS SHALL COMPILE AND POST ON THE CITY’S WEBSITE A PRINTABLE VERSION OF THE SIGN REQUIRED UNDER THIS SUBSECTION.”.

## **Amendment No. 7**

On page 4, in line 17, strike “COMMISSION” and substitute “COMMISSION, WITH THE ASSISTANCE OF THE OFFICE OF EQUITY AND CIVIL RIGHTS,”; and, on that same page, in line 23, strike “WAGE COMMISSION” and substitute “OFFICE OF EQUITY AND CIVIL RIGHTS”; and, on page 7, in line 27, strike “WAGE COMMISSION” and substitute “OFFICE OF EQUITY AND CIVIL RIGHTS”.