



March 20, 2023

To the Honorable City Council President, Nick Mosby  
and Members of the Baltimore City Council  
City Hall, 100 N. Holliday Street, Room 409  
Baltimore, Maryland 21202

**Re: CC Bill 23-0345 – Salary - City Solicitor**

Dear President and City Council Members,

The Department of Human Resources (DHR) has reviewed City Council Bill 23-0345 – Salary – City Solicitor. For the purpose of establishing the salary of the City Solicitor; and providing for a special effective date.

DHR has reviewed the above-referenced bill and **supports** the legislation.

The Department of Human Resources reviewed the Baltimore City Solicitor's duties and responsibilities. The City's Solicitor is responsible for serving as the legal adviser and representative of the City and its several departments, officers, commissions, boards, and authorities and has general supervision and direction of the legal business of the City, sole charge and direction of the preparation and trial of all suits, actions, and proceedings of every kind to which the City, or any municipal officer or agency, shall be a party. The City Solicitor position also serves on the Board of Estimates which is responsible for formulating and executing the fiscal policies of the City.

We considered the scope of work, the complexity of the position, the degree of decision-making, and technical knowledge to determine the most comparable jurisdictions. The County Solicitor's and the Baltimore City Solicitor's duties and responsibilities are all similar in the nature and scope of work. Below please find a spreadsheet that highlights the salary analysis that DHR did for the City Solicitor Classification. We also included Chief Counsel for Local Education Agencies (LEAs) as the solicitors compete with those legal offices for talent. The City Solicitor and Director of DPW sit in stand-alone classifications and historically their salaries are tracked together because those two classifications can only be adjusted once during their term as they serve on the BoE. The Director of DPW's salary was adjusted to \$245,000 in early 2021 through an ordinance. At the time the DPW Director's salary was \$188,000. Likewise, the Solicitor's salary has been at \$188,000 since at least 2016. The current salary of the Solicitor has also caused compression issues in the Law Department and makes recruitment and retention of attorneys extremely difficult. DHR recommends adjusting the salary of the City Solicitor to \$245,000. This

would be commensurate with the salary for other major Cities comparable to Baltimore (*see attachment, City Solicitor – Salary Research table*).

DHR supports compensation practices which attract and retain a high-quality and diverse workforce. To that end, increasing salaries will allow us to be more competitive in our recruitment efforts and enable us to employ a higher caliber workforce and improve the City's efficiency and effectiveness.

For additional questions or concerns, contact me at [Quinton.Herbert@baltimorecity.gov](mailto:Quinton.Herbert@baltimorecity.gov) or by phone at 410-396-1563.

Sincerely,

A handwritten signature in blue ink that reads "Quinton M. Herbert". The signature is written in a cursive style with a large, stylized "H" at the end.

Quinton M. Herbert, JD

<b>City Solicitor - Salary Research</b>				
<b>City</b>	<b>State</b>	<b>Name</b>	<b>Class Title Match</b>	<b>Salary</b>
<b>Baltimore City</b>	<b>MD</b>	<b>James Shea</b>	<b>City Solicitor</b>	<b>\$188,000</b>
Anne Arundel County	MD	Gregory Swain	County Attorney	\$185,355
Baltimore County	MD	James R Benjamin	Chief County Attorney	\$238,776
Harford County	MD	Meaghan Alegi	Acting County Attorney	\$154,292
Howard County	MD	Gary Kuc	County Solicitor	\$208,360
Montgomery County	MD	John Markovs	County Attorney	\$236,000
Prince George's County	MD	Rhonda L Weaver	County Attorney	\$188,790
<b>Outside MD comparator jurisdictions</b>				
Alexandria	VA	Joanna Anderson	City Attorney	\$263,910
Atlanta	GA	Nina Hickerson	City Attorney	\$273,874
Columbus	OH	Zach Klein	City Attorney	\$200,399
Milwaukee	WI	Tearman Spencer	City Attorney	\$147,335
New York City	NY	Sylvia Hinds-Radix	Corporation Counsel	\$243,272
Philadelphia	PA	Diane Cortes	City Solicitor	\$177,276
<b>MD Public Schools</b>				
Baltimore City Public School	MD	Joshua I Civin	Chief Legal Officer	\$225,627
Baltimore County Public School	MD	Margaret-Ann Howie	General Counsel	\$229,660
District of Columbia Public School	DC	Quinne Harris-Lindsey	General Counsel	\$198,671
Prince George's County Public School	MD	Tammy Turner	General Counsel	\$235,000
Prince George's County Public School	MD	Gail Viens	Deputy General Counsel	\$209,057
<b>Outside MD Jurisdiction (Public School)</b>				
Philadelphia Public School	PA	Lynn Rauch	General Counsel	\$200,850
Chicago Public School	IL	Joe Moriarty	General Counsel	\$240,000
<b>Staff Attorney's</b>				
<b>City</b>	<b>State</b>	<b>Average Salary</b>		
Anne Arundel County	MD	\$109,000		
Baltimore County	MD	\$107,000		
Howard County	MD	\$105,000		
Montgomery County	MD	\$95,000		