


*Quinton M H*

<b>F R O M</b>	NAME & TITLE	Quinton M. Herbert, J.D. Director and Chief Human Capital Officer	CITY of BALTIMORE <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Department of Human Resources 7 E Redwood Street, 17 <sup>th</sup> Floor		
	SUBJECT	Bill 21-0032 – Salary Director of Public Works		

**TO**

DATE: February 17, 2021

Councilman Eric Costello  
Chair  
Office of City Council,  
Wage and Means Committee  
City Hall  
100 North Holliday Street

Dear Councilman Costello:

The Department of Human Resources considered several factors in conducting the market analysis for the Director, Public works position. Based on our research we found the Washington Suburban Sanitary Commission (WSSC) to be the closest comparator to the City of Baltimore. We took into consideration the scope of work, complexities of the position, budget responsibility, degree of decision-making, technical knowledge, and expected results. Pursuant to your request, below is the comparison of the CEO, WSSC scope of work to the Director of Public Works.

The WSSC is responsible for:

- Servicing area spans nearly 1,000 square miles in Prince George's and Montgomery Counties.
- Serves 1.8 million residents through approximately 475,000 customer accounts.
- Responsible for 3 reservoirs – Triadelphia, Rocky Gorge, and Little Seneca. The reservoirs can hold up to 14 billion gallons of water.
- Operates 2 water filtration plants – The Patuxent (max 110 million gallons per day and the Potomac (max 280 MGD). Both plants have the capacity to produce a total of 390 MGD of safe drinking water.
- 6 Water resource recovery facilities – Western Branch, Piscataway, Parkway, Seneca, Damascus, and Hyattstown with a total capacity to produce 95 million gallons of wastewater per day.

By contrast the City of Baltimore, Department of Public Works is responsible for:

- Providing safe drinking water to 1.8 million residential and business consumers through approximately 412,000 customer accounts
- Supplies water to MD surrounding counties (Baltimore, Howard, Harford, Carroll, and Anne Arundel)
- Responsible for 3 reservoirs – Prettyboy, Loch Raven and Liberty. The reservoirs can hold up to 86 billion gallons of water.
- Operates 3 water filtration plants – Montebello I, Montebello II and Ashburton. The plants have the capacity to produce a total of 360 million gallons of drinking water per day.

- Operates 2 wastewater treatment plants (Back River and Patapsco)
- There are 3,100 miles of sanitary mains in the whole system of which The City of Baltimore is responsible for maintaining 1,400 miles
- Collects and treats on average flow of 200 million gallons wastewater daily (Back River design flow 180 MGD; average flow 132 MGD and Patapsco design flow 73 MGD; average flow 63 MGD)
- Operates 8 major wastewater pumping stations and 10 minor installations
- Responsible for five watersheds (Back River, Baltimore Harbor, Jones Falls, Gwynns Falls and Lower North branch of Patapsco River)

In addition to the duties related to the water utility, the Director of DPW for Baltimore City is also responsible for the following:

- Maintains the city's cleanliness through solid waste collections, cleaning operations and disposal program. These services include collecting trash (approx. 144,402 tons collected) and recycling (26,000 tons collected), cleaning alleyways (21,846 requests), removing graffiti (3,327 requests), boarding vacant properties (7,064 completed work orders), street sweeping (62,034 miles swept) and rodent abatement (124,774 requests completed)
- Oversees the Water internship program and the city-wide training program for CDL drivers
- Serves on the Board of Estimates which is responsible for formulating and executing the fiscal policies of the City.

Finally, the Director, Department of Public Works is responsible for compliance with the Sanitary Sewer Consent Decree and meeting the goals enacted by the Baltimore City Ordinance 18-160 "Equity Assessment Program". The position will be responsible for promoting equity and reducing disparities with City Government and the agency, and developing an equity action plan in order to embed equity in all DPW operations, programs, services and policies. This will include working with external community partners and stakeholders.

If you have any questions, feel free to contact me.