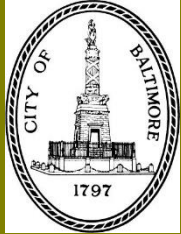


FROM	NAME & TITLE	Quinton M. Herbert, JD Director & Chief Human Capital Officer	<p style="font-size: 18px; margin: 0;">CITY of BALTIMORE</p> <p style="font-size: 24px; margin: 0;">MEMO</p> 
	AGENCY NAME & ADDRESS	Department of Human Resources 7 East Redwood Street, 17 th Floor Baltimore, Maryland 21202	
	SUBJECT	Council Resolution #20-0250R - Paying DPW Workers What They Deserve	

TO: The Honorable Council President Brandon Scott and
Members of the Baltimore City Council
City Hall, 100 N. Holliday Street, Room 409

DATE: November 6, 2020

Bill Summary

Council Bill #20-0250R, Paying DPW Workers What They Deserve, calls on the Mayor to provide temporary Department of Public Works employees who perform similar work to solid waste workers with an immediate \$4 per hour raise, at a minimum. It also calls on the Mayor and union officials to re-negotiate the contracts of those permanent Department of Public Works employees to include a \$4 per hour raise, at a minimum.

Comments and Analysis

DHR shares the sponsor’s commitment to fair pay and a livable wage for all city employees. Salary ranges and increases are accessed based on many factors including budget constraints, internal compression issues, pay equity considerations, job responsibilities, and skill requirements. Pursuant to the Municipal Employee Relations Ordinance (“MERO”), the salaries for full time employees are collectively bargained between the City and the respective Union representing that class of employees. Compensation is a term or condition of employment that is subject to mandatory bargaining and salary ranges are driven by the comparative labor market. Salary increases are negotiated with the Union to ensure equitable outcomes across the entirety of the bargaining unit. In 2019, DHR conducted a market study for members of AFSCME Local 44 and recommended salary grade increases for numerous classifications including solid waste worker and solid waste drivers. The increases were approved by the Board of Estimates and implemented in January 2020.

In addition to the study conducted by DHR in 2019, several initiatives were recently announced to improve the pay for the employees targeted by this bill. Those initiatives include:

- COVID-19 Mission Critical Stipend of \$200 per pay;
- 37 new full-time positions in the Bureau of Solid Waste;
- a 9% increase to salaries of Solid Waste Drivers; and a
- one-time \$500 bonus to Solid Waste Drivers, Solid Waste Workers, and Lead Solid Waste employees due to the increase workload resulting from the COVID-19 pandemic.

Please bear in mind that an additional blanket increase to the wages of the workers targeted by this bill will have significant impact on the human and fiscal capital of the Department of Public Works (DPW) and the city. The blanket increase would further strain the budget of DPW, particularly in light of the recently announced initiatives. Further, the current

approach avoids corrupting the pay scale by creating an imbalance and inequity between the targeted employees of this bill and the higher skill-set positions of immediate and indirect supervisors. Such a result would lower morale and move us further away from our fair compensation goals. For example, the proposed salary increase to permanent employees would result in solid waste workers being compensated at a rate significantly higher than skilled-labor classifications that require certification, or in some cases, licensure.

The recent actions approved by the Mayor provide recognition and compensation to DPW workers during this unprecedented time. DHR remains committed to fair compensation for all employees and consistently monitors the market for labor trends. We will continue to support any efforts that responsibly compensate employees while balancing the current fiscal constraints.