



April 15, 2021

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: City Council Bill 21-0033R – Investigative Hearing – Women in Public Safety:
Leveling the Playing Field**

Dear President and City Council Members,

The Department of Human Resources (DHR) has reviewed City Council bill 21-0033R - Investigative Hearing - Women in Public Safety: Leveling the Playing Field. This resolution requests that the Chief of the Baltimore City Fire Department (“BCFD”), the Commissioner of the Baltimore Police Department (“BPD”), and the Director of the Department of Human Resources come before the Baltimore City Council to provide information about their agencies’ strategy to recruit, retain, mentor, and promote more women.

DHR has reviewed the above-referenced resolution and provides the following information on efforts to recruit a diverse workforce and support our public safety agencies in attracting, developing, and retaining diverse candidates.

By way of background, DHR has responsibility for posting both entry-level and promotional Police Officer, Emergency Management Technician (“EMT”), and Firefighter/Fire Officer positions on the City of Baltimore jobs website as these are civil service classifications. DHR currently utilizes recruitment tools including LinkedIn and Indeed career pages. Both are National recruiting sources for candidates at various employment levels. Moreover, LinkedIn Career Pages provide additional sourcing features that allow us to target specific minority and women professional groups to identify potential candidates.

DHR partners with BPD and BCFD to locate candidates to fill specific positions considered "hard to fill" fire and police administrative positions. For example, filling the positions of BCFD - Safety Czar and BPD - Director of Finance was a joint effort that resulted in the hire of two female candidates into leadership positions in the BCFD and BPD respectively. DHR also partners with the Police and Fire Departments to post advertisements in specific locations such as Women in Fire and Women in Police support groups. Both agencies have partnered with DHR to increase efforts to recruit and hire women into the Fire and Police professions. They also have internal programs focused on the development of women into leadership positions. DHR defers to those agencies to share more about their specific programs.

In terms of general recruiting, DHR was actively recruiting at career fairs and college campus events before the pandemic. Although we are not currently active on college campuses, we are able to maintain a presence by conducting telephone outreach and posting positions electronically on local college campus job boards and sites like Simplicity, which have a broader campus reach. DHR works in partnership with agencies throughout the City to identify and hire students into our College Internship & Fellowship Programs. We have relationships with the following Colleges and Universities: University of Baltimore, Johns Hopkins, Coppin State University, Morgan State University, University of Maryland, and the University of Maryland at Baltimore.

DHR supports this intentional step to increase representation of women in the public safety fields by reviewing recruiting and promotion practices. We will remain available for advice and support as BCFD and BPD work to sustain and increase their efforts. If you have further questions about any of the details outlined above, please contact me at 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, flowing style.

Quinton M. Herbert, JD