

FROM	NAME & TITLE	Berke Attila, Director
	AGENCY NAME & ADDRESS	Department of General Services 200 N. Holliday Street, Rm 800
	SUBJECT	City Council Bill 22-0137R

CITY OF
BALTIMORE

M E M O



DATE:

December 9, 2022

TO The Honorable President and Members of the City Council
City Hall, Room 400, 100 North Holliday Street

Position: Favorable

The Department of General Services (DGS) is in receipt of and reporting herein on City Council Bill 22-0137R: Informational Hearing – Hiring Initiatives – Spanish Speakers. We request a favorable report on this bill.

Legislation Background

The purpose of this resolution is to bring together key City agencies to discuss the hiring of Spanish speakers for employment within Baltimore City government.

Comments

DGS is an internal-facing City agency that provides the support upon which all other City agencies can build their operations. As such, our operations do not have a direct impact on the residents and businesses of the City, but our role ensures that the operations of agencies that do have direct impact are able to be performed. Our agency is comprised of roughly 316 employees across five (5) divisions: Fleet Management, Facilities Maintenance, Capital Projects, Energy, and Administration (which includes the Director’s Office, HR, Fiscal, and the Office of Performance Management).

DGS recognizes the importance and benefits of hiring and retaining a diverse workforce, both within the agency and across City government. While the City collects certain demographic data of employees such as race/ethnicity, gender, and age, current application and interview processes within DGS do not explicitly track the bilingual or multilingual abilities of prospective candidates. Due to the nature of DGS’ scope, bilingual skills are generally not considered to be essential for our positions. However, there are several opportunities ahead for us to assess and expand upon some of our current hiring practices to diversify our talent pipelines. For example, one recruitment initiative that we are currently undertaking includes reaching out to community partners that focus within the City’s Hispanic/Latino population so that we may broaden our outreach.

We remain committed to working with the Department of Human Resources and other key stakeholders to surface and implement promising recruitment efforts to attract and hire diverse candidates into the future.

Conclusion

The Department of General Services requests a favorable report on City Council Bill 22-0137R and looks forward to discussing further with the Education, Workforce, and Youth Committee.

If you have any questions, please do not hesitate to contact DGS’ Legislative Liaison Annie Fullas at annie.fullas@baltimorecity.gov or at 667-208-0380.

Sincerely,

Berke Attila

Director, DGS