

Education, Workforce, and Youth Committee

March 16, 2023



BALTIMORE CITY
DEPARTMENT OF
PUBLIC WORKS

Overview

- Hiring Efforts
- Training Efforts
- Routine Services



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Hiring Efforts

To continue to be an Employer of Choice, ensure retention and engagement of our employees and attract, recruit and onboard a highly skilled diverse workforce:

- DPW has partnered with DHR and other City agencies and is in the process of implementing a bonus program for our CDL Drivers
- DPW has partnered with DHR and Evergreen Solutions, LLC., an external vendor to conduct job classification and compensation study in response to pay concerns and retention issues in the Water and Wastewater Bureau
- To create a pipeline of CDL and laborer candidates, DPW-HR has partnered with East End Driving and National Center on Institutions and Alternatives (NCIA)

Hiring Efforts



To increase awareness of DPW's brand, meet the candidates face to face and enhance our recruitment efforts DPW-HR has or will be participating in the following job fairs:

- **January 28, 2023** – DPW-HR conducted a job fair with on-the-spot interviews in partnership with MOED and DHR for mission critical position (i.e., CDL Driver, Engineer, etc.)
- **March 29, 2023** – DPW-HR will participate in the Baltimore Job fair conducted by Radio One
- **March 29, 2023** – DPW-HR has signed up to participate in the Career and Graduate School Expo at Coppin State University
- **March 31, 2023** – DPR-HR will participate in the Roca Baltimore Annual Job Expo



Hiring Efforts

To increase awareness of DPW's brand, meet the candidates face to face and enhance our recruitment efforts DPW-HR has or will be participating in the following job fairs:

- **April 15, 2023** – DPW-HR will host a job fair at the Chick Webb Recreation Center some of its entry level positions in the agency. Ex Laborer, Solid Waste Workers, CDL Driver
- **April 22, 2023** – DPW-HR will participate in a hiring event at Oliver Recreation Center.



Training Efforts

To expand professional development opportunities and tools to enhance employee skills maximize their performance and 'grow our own':

- **B'More Water Infrastructure Strategic Education Program (B'More WISE)**
 - Launched December 2022
 - 11 participants in first cohort
- **Youth Water Mentoring Program (YH2O)**
 - Launched in 2015 - 154 participants have graduated
 - 131 graduates currently have positions with DPW or other city agencies
 - 23 participants of the 2022 class received job offers

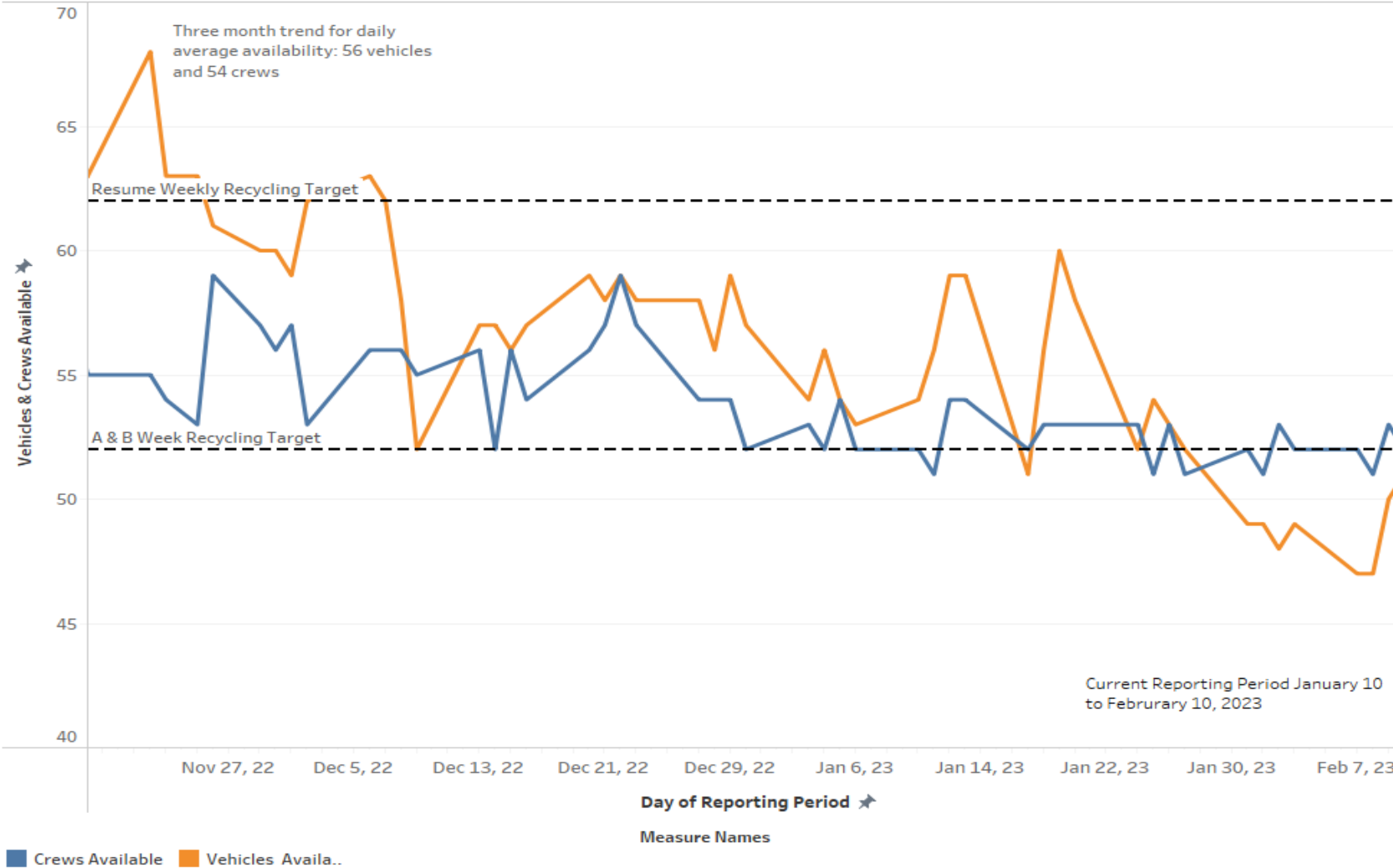
Training Efforts



- **Public Works CDL Academy Training Program**
 - 160 hours of training that include: classroom instructions, obstacle course training, road testing, and pre-trip inspections
 - 49 city employees have received their CDL and 62 are currently working toward program completion
 - 50 vacant positions require CDL licensure
- **360Water**
 - More than 800 courses have been completed by approximately 100 operations staff
- **Morgan State University**
 - Initial stages of creating a robust internship program

Crew and Vehicle Capacity: November 15, 2022 to February 10, 2023

Trends Over Three Reporting Periods: November 15, 2022 to February 10, 2023
 Crew and vehicle availability compared with targets: Weekly 62 routes and A & B Weeks 52 routes



Routine Service's capacity is challenged

- Trash collections plus the resumption of weekly recycling collections requires Routine Services to complete 246 routes per week: on average 62 routes daily.
- Between November 15, 2022 to February 10, 2023 there were daily averages of 56 vehicles and 54 crews available, capacity often below the 62 routes to resume full weekly collections.
- Help trucks are deployed to support collections on recycling routes; deployment depends on a given day's availability of drivers.

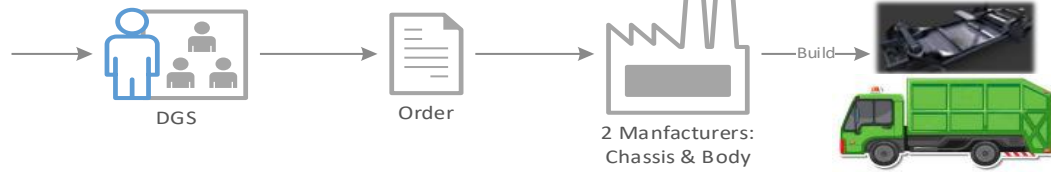
Load Packer Procurement: Improve and Increase Fleet

Overview to Procure Load Packers

- DGS submits request to purchase
- DOF reviews, approves and creates purchase order



- DGS places orders with two manufacturers: one for the chassis; and, another for the bodies



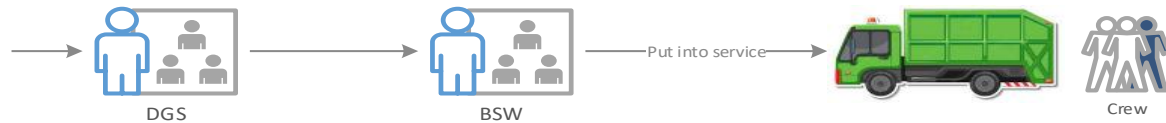
- Chassis manufacturer confirms estimated delivery date, and builds and delivers the chassis to the body manufacturer
- Body manufacturer builds the body after chassis manufacturer confirms estimated delivery date of chassis
- Body manufacturer assembles the load packer
- Body manufacturer delivers load packer to Maryland Industrial Trucks



- Maryland Industrial Trucks performs final quality check and delivers the load packer to DGS



- DGS and BSW puts the load packer into service



68 load packers are on order

50 – 16 Yard Rear Load

- On January 24, 2023 DGS received confirmation that five chassis delivered to body manufacturer.
- Production of the bodies has started.

15 – 8 Yard Mini Packer

- Estimated delivery of three chassis to body manufacture is April/May 2023.

3 – Front End Loaders (EZ Packs)

- Seven chassis to deliver to body manufacture in 3rd quarter of 2023.
- Eight chassis to deliver to body manufacture in 4th quarter 2023.



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