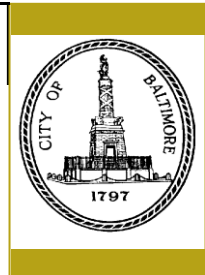


<b>F R O M</b>	Name & Title	<b>Quinton Herbert, Director and Chief Human Capital Officer</b>
	Agency Name & Address	<b>Department of Human Resources 7 East Redwood St., Baltimore, MD 21202</b>
	Subject	<b>CITY COUNCIL BILL #20-0558 - City Officers and Employees – Commuting Benefits</b>

CITY OF  
BALTIMORE  
**MEMO**



TO: The Honorable Bernard C. “Jack” Young and  
Members of the Baltimore City Council  
City Hall, 100 N. Holliday Street, Room 409

DATE: (revised)10/28/20

**Summary of the Bill**

Council Bill 20-0558, the *City Officers and Employees - Commuting Benefits* proposes that the Department of Human Resources (DHR) develop a written policy regarding certain parking benefits to provide justification and criteria for offerings of parking benefits. It also requires that the City offer a public mass transit subsidy to every officer and employee of the City not eligible for a parking benefit. The purpose of the bill is to decrease vehicle traffic and offer subsidies more broadly, in an effort to address "congestion on city streets, particularly downtown and particularly during peak travel hours, [which] works against goals for equitable transportation access and reduced vehicle miles traveled." The bill requires DHR to develop a policy that offers a parking "cash-out option and alternatives" to shift people from driving alone and into alternatives like walking, biking, transit, and carpooling. It also provides that the policy must include a provision that the agency benefit can only go to agency officers or employees. The proposal defines transit subsidy as an amount of money regularly paid to a City officer or city employee to employee or Maryland transit Authority to completely offset the cost of public transportation.

**DHR’s Recommendation**

The Department of Human Resources (DHR) reviewed the above captioned legislation. DHR provided an initial bill summary. Since our initial bill report, DHR staff has held several meetings with the Bill’s sponsor and the Department of Finance. Further, we have reviewed the response from the Law Department with respect to legal sufficiency of the Bill in its current iteration. To date, the agencies have not had the opportunity to conduct the necessary and robust discussions to address the bill’s sweeping ramifications. DHR defers to the Law Department’s analysis. For the reasons stated herein in addition to DHR’s initial Bill Report, DHR supports with amendments.