


**CONFIDENTIAL DRAFT TO OFFICE OF COUNCIL SERVICES
SUBJECT TO DELIBERATIVE PROCESS PRIVILEGE**

FROM	Name & Title	Niles R. Ford, Fire Chief	CITY OF BALTIMORE MEMO	
	Agency Name & Address	Baltimore City Fire Department 401 E. Fayette Street, Mezzanine		
	Subject	City Council Bill #21-0094		

TO: The Honorable Nick J. Mosby, President
And All Members of the Baltimore City Council
City Hall, Room 408

DATE: October 11, 2021

FOR the purpose of providing for the establishment and implementation of a Public Safety Apprenticeship Program for Baltimore City; providing for the development and oversight of the Program by the Baltimore City Fire Department in partnership with certain other public safety agencies in Baltimore City; establishing the purposes of the Program; and requiring that the Baltimore City Fire Department report annually certain information to the Mayor and City Council and requiring the report to be made available on the Department’s website. The Baltimore City Fire Department (BCFD or the Department) takes no position on City Council Bill 21-0107. BCFD has no issue with providing a report to the City Council within a reasonable timeframe. However, the BCFD respectfully submits the following concerns with the current version of the Bill for consideration by the Council:

The Baltimore City Fire Department (BCFD or the Department) supports the City Council Bill 21-0094 with amendments. BCFD currently has an active pipeline from the Baltimore City School system into the department. BCFD is and has been committed to encouraging and fostering an incubator for opportunity in public safety for members of the Baltimore city community. To that end, the BCFD respectfully submits the following concerns and amendments with the current version of the Bill for consideration by the Council:

- § 29A-1 (D), delete Explorer and replace with *“Public Safety Immersion Job Skills and Mentoring Program”*. This would move away from the requirement of identifying with a specific program, entity, or brand (such as the Explorers).
- § 29A-1 (G), replace “at least 18” with “at least 16”. It is not unusual for someone to graduate at the age of 17. Furthermore, an individual can apply for National Registry EMT as young 16 with approval of a guardian or parent.
- § 29A-2 (A), delete the words “consisting of” and subsequent subsections 1 & 2. This will allow for growth and development or modifications to any program that would allow young people exposure to public safety
- § 29A-2 (B), delete entirely. Staffing needs to be under the direction of management and leadership in respects to resource allocation and duty responsibilities of sworn or even civilian involvement.
- § 29A-2 (C), replace all references to Public Safety Explorer Post and Explorers

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with *“Public Safety Immersion Job Skills and Mentoring Program”*

- § 29A-2 (3), (IV) delete “Be a citizen of the United States of America at the time of application.” *The City of Baltimore and certainly BCFD and BPD should actively encourage involvement of all members of your community no matter their citizen status. Our immigrants today can and will be citizens, advocates, dreamers, and city leaders tomorrow. This requirement otherwise may unnecessarily limit candidates for this program.*
- § 29A-2 (3), (VI) delete “At the time of entry into the program have and maintain a minimum of a “C” average in school”. *We believe this decision should be made by the staff most closely involved with the young person in question. In our current program we have brought young people in with challenging grades and their involvement with our members turned their lives around and a few of them are currently members of BCFD. This requirement otherwise may unnecessarily limit candidates for this program.*
- § 29A-2 (D) 2 (II), delete “have attended 60% of the Explorers Post Activities within the preceding fiscal year immediately preceding the application”. *We believe this decision should be made by the staff most closely involved with the young person in question. This requirement otherwise may unnecessarily limit candidates for this internship.*
- § 29A-2 (D) 2 (V), delete “Be a citizen of the United States of America at the time of application for the same reason listed above *“The City of Baltimore and certainly BCFD and BPD should actively encourage involvement of all members of your community no matter their citizen status. Our immigrants today can and will be citizens, advocates, dreamers, and city leaders tomorrow. This requirement otherwise may unnecessarily limit candidates for this program.”*
- § 29A-2 (D) 2 (VII), delete “At the time of entry into the program have and maintain a minimum of a “C” average in school” *We believe this decision should be made by the staff most closely involved with the young person in question. In our current program we have brought young people in with challenging grades and their involvement with our members turned their lives around and a few of them are currently members of BCFD. This requirement otherwise may unnecessarily limit candidates for this program.*
- § 29A-2 (E) Overall concern – *Our apprenticeship program has been in existence for just over seven years and we are making a major transition by partnering with State of Maryland’s program. At this time, we are not sure what is going to be internal policy and/or State programmatic requirements as a result of this transition.*
- § 29A-2 (E) 4, replace with: *“Each fiscal year up to 50 Cadet Post positions will be funded for young adults, 25 of whom shall be available to serve in the law enforcement career track and 25 of whom shall be available to serve in the fire and emergency medical services career track.” There are many variables outside the control of the agencies that can profoundly affect interest and involvement in these programs.*
- § 29A-2 (E) 5, replace “appointed” with the word “eligible”, and add to the end of the sentence the clause *“subject to standard post offer, pre-employment screening processes for Community Aide positions.”*
- § 29A-2 (E) 6, replace entire subsection with: *“Fire Department Cadet duties shall be*

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developed and outlined by Fire Department leadership, with a focus including, but not limited to concepts of training/certifications, service, individual discipline, and systemic exposure to the business of public safety. **The needs of each individual and class will be different. Department and training staff leadership need to have latitude to adjust to support positive outcomes in each mentee.**

- § 29A-5 (A) 1 (II), Replace Explorer post with “*Public Safety Immersion Job Skills and Mentoring Program*”.
- § 29A-5 (B) 2, Replace Explorer post with “*Public Safety Immersion Job Skills and Mentoring Program*”.