



**BALTIMORE CITY COUNCIL
PUBLIC SAFETY AND
GOVERNMENT OPERATIONS
COMMITTEE**

Mission Statement

On behalf of the Citizens of Baltimore City, the Public Safety and Government Operations will be responsible for matters concerning public safety, including, but not limited to; emergency preparedness, police services, fire/EMS, and the executive, administrative, and operational functions of the city government and libraries.

**The Honorable Mark Conway
Chairman**

PUBLIC HEARING

**Wednesday, October 13, 2021
1:00 PM**

**Council Bill: 21-0094
Public Safety Apprenticeship Program - Establishment
(The Hometown Heroes Act)**

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BILL SYNOPSIS

Committee: Public Safety and Government Operations

Bill 21-0094

Public Safety Apprenticeship Program – Establishment The Hometown Heroes Act

Sponsor: Councilman Kris Burnett

Introduced: June 8, 2021

Purpose:

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.

Effective: The 30th day after the date it is enacted.

Agency Reports

Law Department	Favorable with comments
Fire Department	Comments
Police Department	Comments
Office of Emergency Management	Favorable
Sheriff's Office	
Baltimore City Public School System	Favorable
Department of Finance	Oppose



Analysis

Background

In a report released by the Maryland Department of Education in 2020, approximately 70.3 percent of the 4,955 students in the class of 2019 graduated from Baltimore City high schools in four years. One of the strategies that the Baltimore City Public School System is using to improve graduation rates is students in sixth, eighth, ninth and twelfth grades are completing plans to ensure that their academic path aligns with their post-secondary goals. This presents a perfect opportunity for local public safety agencies to create explorer programs, summer youthworks opportunities that are specialized for kids interested in the profession, and the expansion of Cadet programs to provide mentorship and a pathway into one of these middle-class professions.

Recap from the April 21, 2021 – Building a Homegrown Public Safety Cadet Program Resolution Hearing

Police Department:

- Youthworks:
 - Budgeted - the city and other funders pay for the program.
 - In the past, the program had two sessions: one in the beginning of the summer and the other at the end of the summer. Each session they accommodated 15 youth for a total of 30 children served each summer.
- Explorer Program:
 - The department reported that they had 40 active police explorers in the program.
- Cadet Program:
 - At the time of the above referenced hearing, they had 6 police cadets in the program.
 - For fiscal year 2022 the police department reported that they have 12 cadet positions allocated in the budget.
 - Deputy Commissioner Jim Gillis and Major Martin Bartness stated at the hearing that the department has the capacity to manage 24 to 30 cadets per year in the program.

Fire Department:

- Youthworks:
 - Budgeted - the city and other funders pay for the program.
- Explorer Program:
 - The fire department does not currently operate an explorer's program.
- Cadet Program – Community Aides
 - The department uses community aide positions for young adults transitioning out of the Baltimore City Public Schools CTE program – no official budget allocation for positions each year. The community aide positions are temporary – part time positions with no benefits or guarantee of full-time employment.
 - The Fire Chief stated that the department has the capacity to hire and manage 20 cadets per year.

Baltimore City Public School System – Career Technical Education Program:

- CTE Pathway for Homeland Security and Criminal Justice programming is located at the Reach Partnership School and Patterson High School. The Patterson high school program will end during the 2023 – 2024 school year.

- CTE Pathway for Firefighter/EMT programming is located at Dunbar, Patterson, Vivian T. Thomas and Frederick Douglas. The Frederick Douglas program will end during the 2023 – 2024 school year.

Policy Analysis

Program Establishment

1. **Explorers Post** – youth ages 11 through 18 years old, exposes youth in Baltimore City to public safety careers and provide mentorship and character building.
2. **Public Safety Internship** – youth ages 14 through 18 years old, provides summer employment in a Baltimore City Public Safety agency for participants of the Public Safety Apprenticeship Program.
3. **Public Safety Cadet Post** – young adults ages 18 through 21 years old, provides on-the-job training and skills development for a career in the designated public safety track.
 - Hiring – Each year the Cadet Post shall hire 50 young adults, 25 for the law enforcement career track and 25 for the fire and emergency medical services career track.
4. **Emergency Medical Technician/Firefighter Apprentices** – upon the successful completion of the Fire/EMT Cadet training phase, individuals will matriculate into 25 apprentice positions where funding will be allocated for a 2-year period. During this timeframe as full-time Firefighter/EMT vacancies become available these individuals will be eligible to be hired into those civil service jobs.

Fiscal Analysis

Program Funding

The total sum of each calculation listed below is a rough estimate using available data provided by agency documentation and figures are subject to change depending on the time of program implementation.

1. Allocating 1.5% of the Fire and Police Department budgets each year to fund this program:

Fire Department Budget – Fiscal Year 2022 Projections

\$288,181,426 – Fire Dept. Budget
 X 1.5% - Fire Dept. Allocation

\$4,322,721.39 – Fire Dept. Contribution

Police Department Budget – Fiscal Year 2022 Projections

\$555,084,016 – Police Dept. Budget
 X 1.5% - Police Dept. Allocation

\$8,326,260.24 – Police Dept. Contribution

\$8,326,260.24 – Police Dept. Contribution
 \$4,322,721.39 – Fire Dept. Contribution

\$12,648,981.63 – Homegrown Heroes Fund

2. 100 Cadet Positions

- Baltimore Police Officer Entry Level Salary = **\$60,146**
- Cadet Salary is equal to 57% of an entry-level police officer’s salary = **\$34,283.22**
- Benefits are calculated at approximately 40% of an employee’s salary

\$34,283.22

X .40% - Benefits

\$13,713.28 – Benefits Total

\$34,283.22 – Salary

+\$13,713.28 – Benefits

\$47,996.50 = Salary and Benefits Package

\$47,996.50 – Salary and Benefits Package

X 100 – Cadet Positions

\$4,799,650 – 100 Cadet Positions Per Fiscal Year (Salary and Benefits)

3. 6 Uniform Public Safety Personnel

- Approximate salary of a 25+ year civil service Fire Battalion Chief or Police Lieutenant at a top salary of approximately \$127,144

Note: These figures are subject to change depending on the position of the personnel assigned to administer the program, but the figures above represent the highest current salary average for individuals in the fire and police departments.

- Benefits are calculated at approximately 40% of an employee's salary

\$127,144

X 40% - Benefits

\$50,857.60 – Benefits Total

\$127,144 – Salary

+ \$50,857.60 – Benefits

\$178,001.60 – Salary and Benefits Package

\$178,001.60 – Salary and Benefits Package

X 6 – Uniform Public Safety Personnel

\$1,068,009.60 – 6 Cadet Coordinator Staff Per Fiscal Year

4. Public Safety Summer Internship

- Participants will earn \$15 per hour
- Summer Internship Program will be 10 weeks
- No benefits included
- Transportation – Monthly Bus Pass - \$74.00

\$15.00 – Per Hour

X 24 – Hours Per Week

\$360.00 – Per Week

X 10 – Weeks Total

\$3,600 – Full Summer Internship

X 100 – Participants

\$360,000 – Compensation Per Fiscal Year

\$74.00 – MTA Day Pass

X 3 – Months

\$222 – Full Summer Transportation Per Person

X 100 – Participants

\$22,200 – Full Summer Transportation Per Fiscal Year

\$360,000 – Compensation Per Fiscal Year

+ \$22,200 – Full Summer Transportation Per Fiscal Year

\$382,200 – Total Summer Internship Compensation and Transportation Per Fiscal Year

5. 25 Firefighter/EMT Apprentice Positions

- 2-year Apprentice Salary = \$57,884.00

Note: Top pay for entry-level EMT/Firefighters was used to provide the most accurate estimates required for program funding, but this salary is not being recommended as the hiring salary for individuals in the 25 apprentice positions.

\$57,884.00 – Top Pay for Entry-Level EMT/FF

X .40% - Benefits

\$23,153.60 – Benefits Total

\$57,884.00 – Top Pay for Entry-Level EMT/FF

+ \$23,153.60 – Benefits

\$81,037.60 – Salary and Benefits Package

\$81,037.60 – Salary and Benefits Package

X 25 – EMT/Firefighter Apprentice Positions

\$2,025,940 – Per Fiscal Year to hire 25 EMT/FF – Public Safety Apprenticeship Program

- **EMT/Firefighter Cost Per Apprentice**

\$6,467.39 – Clothing & Personal Protective Equipment

\$193.66 – Pre – Placement Physical

\$1,700.00 – HR & Recruitment Onboarding Costs

\$1,280.00 – Physical Ability Test

+\$12,969.00 – Training Personnel & Equipment Costs

\$22,610.05 – Equipment & Training Cost

 x 25

\$565,251.25 – Per Fiscal Year to Outfit and Train 25 EMT/FF

\$2,025,940.00 – Per Fiscal Year to hire 25 EMT/FF – Public Safety Apprenticeship Program

+ \$565,251.25 – Per Fiscal Year to Outfit and Train 25 EMT/FF

\$2,591,191.25 – Total Cost Per Fiscal Year: Hire, Outfit, and Train 25 EMT/FF Apprentice

6. Total Funding minus Projected Cost

\$12,648,981.63 – Homegrown Heroes Fund

- **\$4,799,650 – 100 Cadet Positions Per Fiscal Year (Salary and Benefits)**
- **\$1,068,009.60 – 6 Cadet Coordinator Staff Per Fiscal Year**
- **\$382,200 – Total Summer Internship Compensation and Transportation Per Fiscal Year**
- **\$2,591,191.25 – Total Cost Per Fiscal Year: Hire, Outfit, and Train 25 EMT/FF Apprentice**

\$3,807,930.78 – Remaining Funds for Miscellaneous Program Associated Cost

Example: Additional Cadet Positions and Coordinator Staffing, Marketing, Explorer Programming, and Activities

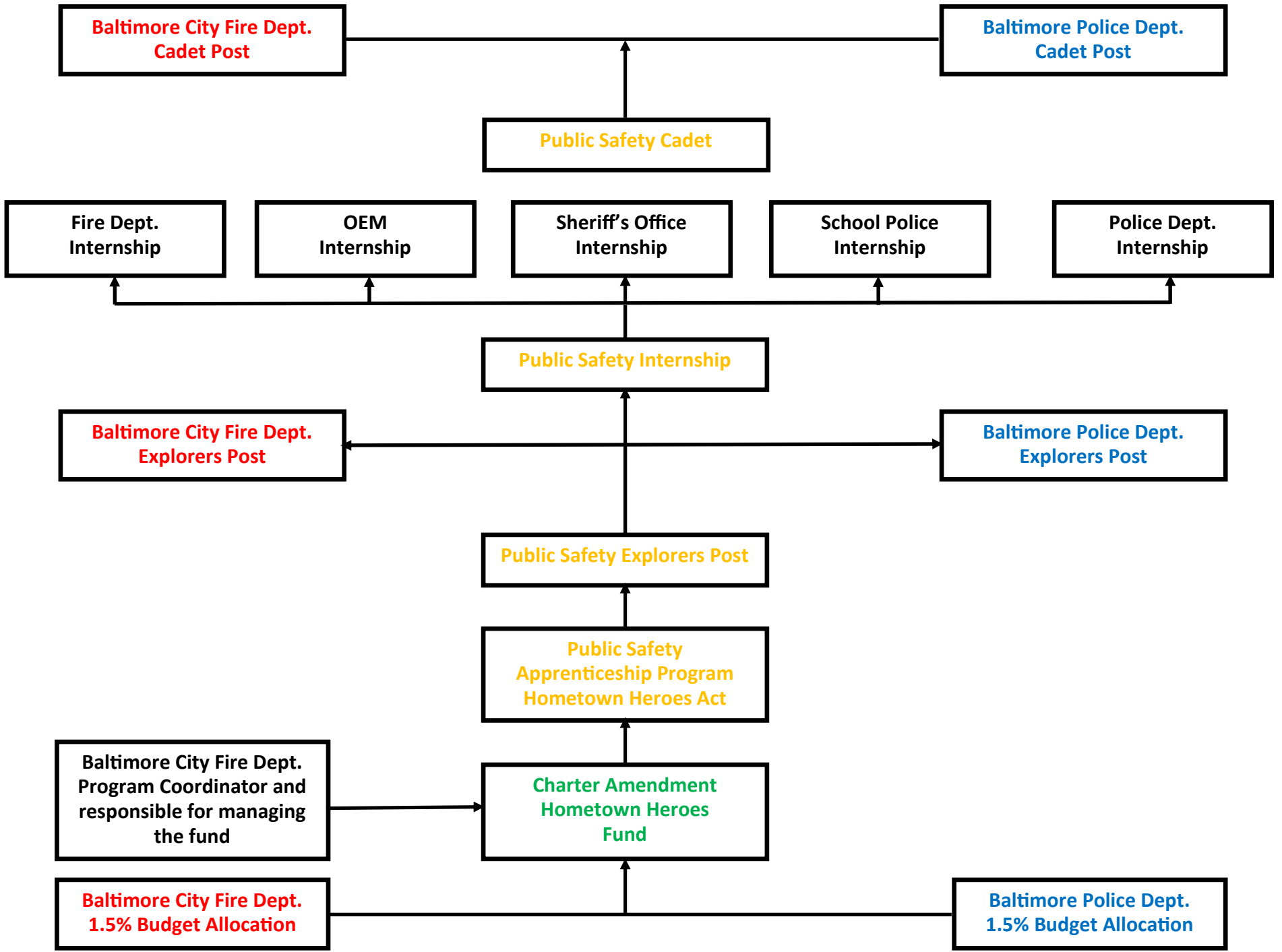
Additional Information

Information Source(s):

Analysis by: Samuel Johnson

Direct Inquiries to: (410) 396-1091

Analysis Date: November 15, 2021



Recent Fire and Police Youth Participation

Baltimore City Fire Department EMT School Program Engagement

Name of the School	Total Number of Youth in Program between 2015 – 2018
Dunbar H.S.	55
Douglas H.S.	26
Patterson H.S.	16
V.T. Thomas H.S.	69
Total	166

	Females	Male
Black or African American	102	56
White or Caucasian	1	4
Hispanic or Latino	3	0
Asian	0	0
Total	106	60

Baltimore City Fire Department EMT School Program Hiring and Retention

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Douglas H.S.	2015	0	0	0	0	0	0
Patterson H.S.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
V.T. Thomas H.S.	2015	4	3	1	3	0	0
Number Hired	2015	4	3	1	3	0	0
Number Terminated	2015	1	1	0	1	0	0

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Douglas H.S.	2016	2	2	0	2	0	0
Patterson H.S	N/A	N/A	N/A	N/A	N/A	N/A	N/A
V.T. Thomas H.S	2016	0	0	0	0	0	0
Number Hired	2016	2	2	0	2	0	0

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	2017	5	2	0	5	0	0
Douglas H.S.	2017	0	0	0	0	0	0
Patterson H.S	2017	0	0	0	0	0	0
V.T. Thomas H.S	2017	2	2	1	0	0	1
Number Hired	2017	7	4	1	5	0	1
Number Terminated	2017	1	1	0	1	0	0

Name of the School	School Year	Total Number of Youth	Females	White or Caucasian	Black or African American	Asian	Hispanic or Latino
Dunbar H.S.	2018	7	5	0	7	0	0
Douglas H.S.	2018	0	0	0	0	0	0
Patterson H.S	2018	0	0	0	0	0	0
V.T. Thomas H.S	2018	5	3	1	4	0	0
Number Hired	2018	12	8	1	11	0	0
Number Terminated	2018	5	2	0	5	0	0

BALTIMORE CITY PUBLIC SCHOOLS

Brandon M. Scott
Mayor, City of Baltimore

Jhonneta A. Richardson
Chair, Baltimore City Board
of School Commissioners

Dr. Sonja Brookins Santelises
Chief Executive Officer

Baltimore City Public Schools EMT/Firefighter Programs SY 21/22

	*Frederick Douglass High School	Paul A. Laurence Dunbar High School	Patterson High School	Vivien T. Medical Arts Academy
10 th Grade	68	23	15	18
11 th Grade	0	23	8	22
12 th Grade	2	26	15	21

*State program

10th grade – Anatomy and Physiology

11th grade – Emergency Med Tech – B


12th grade – Firefighter I

All other programs were locally developed in conjunction with the fire department prior to 2016.

10th grade – Introduction to EMT

11th grade – First Responder

12th grade – Emergency Med Tech – B

F R O M	Name & Title	Niles R. Ford, Fire Chief	CITY OF BALTIMORE MEMO	
	Agency Name & Address	Baltimore City Fire Department 401 E. Fayette Street, Mezzanine		
	Subject	BCFD Youth Related Activities – Response to Information Request		

TO: The Honorable Councilman Mark Conway, PSGO Chair DATE: November 15, 2021
 City Hall, Room 408

The Baltimore City Fire Department is submitting the following responses to questions raised by the Public Safety and Government Operations Committee related to CC 21-0094:

1. Camp Spark:

- **Can you provide information on the number of years that you’ve hosted this camp?** The Camp was held for two years in 2018 and 2019, but has not been held since due to Covid. Barring any unforeseen issues, the Department plans to hold the Camp next summer.
- **How many days does the camp last?** The Camp lasts for two days; Saturday and Sunday.
- **How many youth participated in each session of the camp?** There were 50 participants in each year that we held the Camp.
- **What is the total cost to host the camp each year, please include personnel cost?** The cost in 2018 was \$41,261.12 and \$44,211.00 in 2019.
- **How many of the youth who participated in this camp currently attend one of the four Baltimore City Public Schools that have the EMT/Firefighter curriculum?** We did not track this information, but will do so moving forward.
- **How many of the parents did fire department personnel speak with about sending their kid to one of the four Baltimore City Public Schools that have the EMT/Firefighter curriculum?** This was not tracked, but will be moving forward.

2. Youth Fire and Life Safety Summer Camp:

- **Can you provide information on the number of years that you’ve hosted this camp?** The Youth Fire and Life Safety Summer Camp was the brainchild of the Office of Fire Marshal (OFM). The camp ran from 1995 to 1997 then was tabled due to budget constraints. It was reinstated in 2004 and ran until 2018 when OFM Public Education was merged with Community Engagement and Special Events (CESE). The Youth Fire and Life Safety Summer Camp was renamed to the All Hazards Camp in 2018 and 2019.

- **How many days does the camp last?** The Fire and Life Safety Camp ran Monday-Friday from 0800-1600 hours. The All Hazards Camp lasts for 5 days, Monday – Friday 0800-1600 hours.
- **How many youth participated in each session of the camp?** Each year was different it had anywhere 300 participants at the start in 1995 to 50 participants in 2017. In 2018 and 2019, there were approximately 30 - 40 participants in each session.
- **What is the total cost to host the camp each year, please include personnel cost?** In the past all funding for the camp came from the Baltimore City Fire Fund, Vulcan Blazers and Local 734, the cost was \$10,000 per year and personnel was allowed to volunteer their time. More recently, the approximate cost of the camp was \$15,000 per year; \$3500 allocated for the program agenda and \$11,500 for the personnel overtime cost.
- **How many of the youth who participated in this camp currently attend one of the four Baltimore City Public Schools that have the EMT/Firefighter curriculum?** That information was not asked as part of the application process. Historically the youth were picked from the Youth Fire setter program first. We will track this information moving forward.
- **How many of the parents did fire department personnel speak with about sending their kid to one of the four Baltimore City Public Schools that have the EMT/Firefighter curriculum?** Historically this was not an option for parents in the past, but we will track moving forward.

3. EMT/Firefighter School Program

- **Can you share the number of kids that are currently enrolled in the EMT/Firefighter School Program by grade, at each of the four Baltimore City Public Schools that host the program?** SEE ATTACHED DOCUMENT

4. Community Aides

- **How long are we allowed to employ youth in the Community Aide job classification?** Participation as a Community Aide in the Promotion After Training Program has a limit of one year.
- **What is the average timeframe that youth stay in this job classification before transitioning into a full-time EMT/Firefighter position?** One year.
- **If Community Aides successfully complete all of the training provided by the fire department are they guaranteed a full-time EMT/Firefighter position in Baltimore City?** Once all of the training has been successfully completed, they will undergo a medical assessment according to the National Fire Protection Association 1582: Standard on Comprehensive Occupational Medical Program For Fire Departments, performed by the Public Safety Infirmary. They will also be required to pass the Physical Agility Test (PAT). After clearance by PSI and successful passage of the PAT, the Community Aides are promoted to EMTFF.

- **As vacancies become available in the fire department, are Community Aides given preference to those positions?** Community Aides who successfully complete the program are hired.
- **How much are Community Aides paid while in this job classification?** Community Aides are paid \$15 per hour.
- **How many hours a week do they work?** They have a 30-hour work week; 6 hours per day for 5 days.
- **Do they receive health benefits while working as Community Aides?** Under City of Baltimore policy, the Community Aide position is considered temporary and is ineligible for benefits.

CURRENT STAFFING LEVELS

- As of September 17, 2021

Category	Qty
Sworn Officer Strength	2368
Academy and Field Training	202
Cadets	9
Subtotal	2368
Budgeted Strength	2639
Sworn Officer Vacancies	271

Category	Qty
Civilian Strength	489
Budgeted Positions	556
Civilian Vacancies	67



SWORN OFFICER & CIVILIAN CURRENT STAFFING LEVELS

■ As of March 25, 2021

Category	Qty
Sworn Officer Strength	2395
Academy and Field Training	193
Cadets	10
Subtotal	2395
Budgeted Strength	2638
Sworn Officer Vacancies	243

Category	Qty
Civilian Strength	506
Budgeted Positions	557
Civilian Vacancies	51



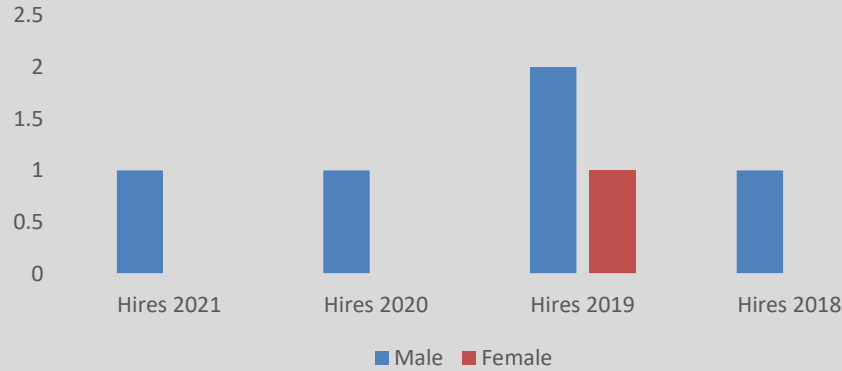
1ST QUARTER POLICE CADET HIRES 2018-2021

Police Cadets Hired Quarter 1	1		1		3		1	
Gender	Hires 2021	% of Hires	Hires 2020	% of Hires	Hires 2019	% of Hires	Hires 2018	% of Hires
Male	1	100%	1	100%	2	67%	1	100%
Female	0	0%	0	0%	1	33%	0	0%
Race								
African American	1	100%	1	100%	2	67%	0	0%
Caucasian	0	0%	0	0%	1	33%	0	0%
Hispanic / Latino	0	0%	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%	1	100%
Other	0	0%	0	0%	0	0%	0	0%
Residence								
Baltimore City	1	100%	0	0%	0	0%	1	100%

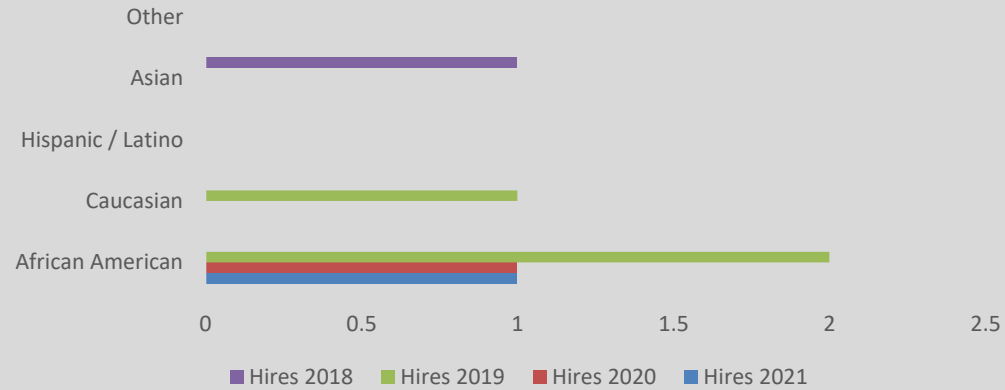


1ST QUARTER POLICE CADET HIRES 2018-2021

Cadet Hires Male / Female Breakdown



Cadet Hires Race Breakdown

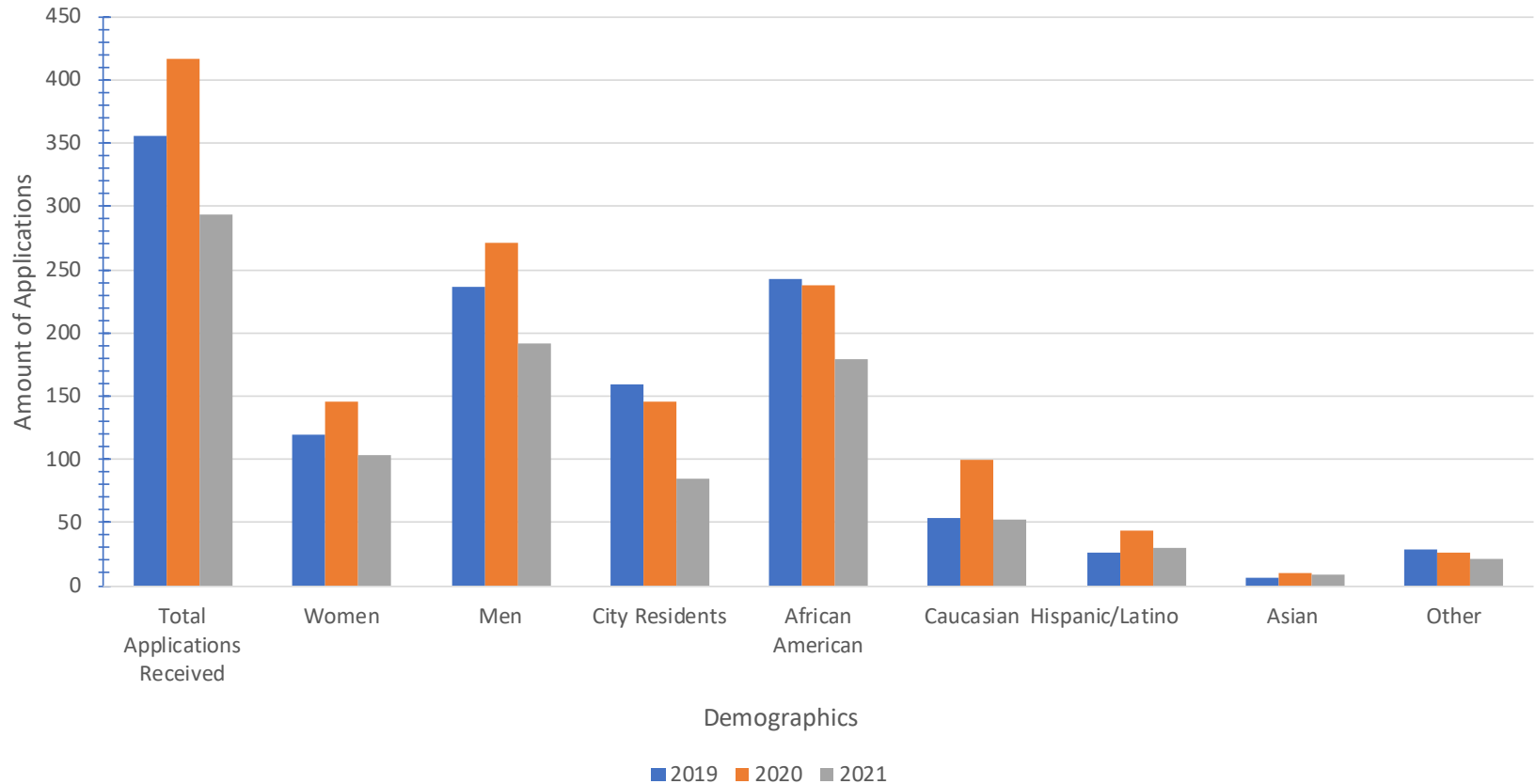


Cadet Hires Originating From Baltimore City



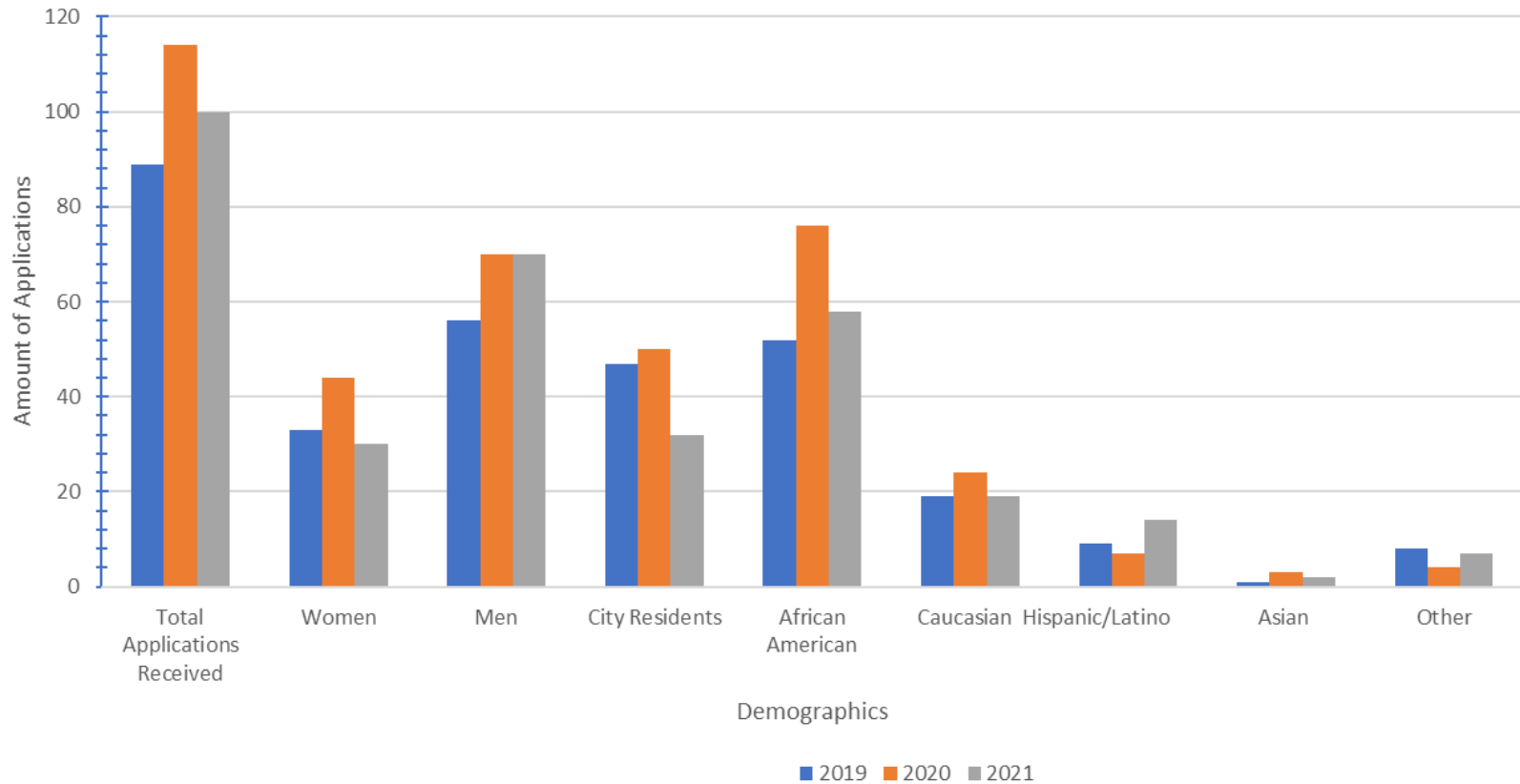
YTD POLICE CADET APPLICATIONS 2019-2021

YTD Cadet Applications Received 1/1-9/19



YTD POLICE CADET APPLICATIONS 2019-2021

YTD Cadet Applications Received 1/1-3/18



**CITY OF BALTIMORE
COUNCIL BILL 21-0094
(First Reader)**

Introduced by: Councilmembers Burnett, Cohen, Dorsey, Bullock
Introduced and read first time: June 8, 2021
Assigned to: Public Safety and Government Operations Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Finance, Fire Department, Baltimore Police Department, Office of Emergency Management, Sheriff's Office, Baltimore City Public School System

A BILL ENTITLED

1 AN ORDINANCE concerning

2 **Public Safety Apprenticeship Program – Establishment**
3 **(The Hometown Heroes Act)**

4 FOR the purpose of providing for the establishment and implementation of a Public Safety
5 Apprenticeship Program for Baltimore City; providing for the development and oversight of
6 the Program by the Baltimore City Fire Department in partnership with certain other public
7 safety agencies in Baltimore City; establishing the purposes of the Program; and requiring
8 that the Baltimore City Fire Department report annually certain information to the Mayor and
9 City Council and requiring the report to be made available on the Department's website.

10 BY adding

11 Article 1 - Mayor, City Council, and Municipal Agencies
12 Section(s) 29A-1 through 29A-5, to be under the new subtitle,
13 "Public Safety Apprenticeship Program"
14 Baltimore City Code
15 (Edition 2000)

16 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE,** That the
17 Laws of Baltimore City read as follows:

18 **Baltimore City Code**

19 **Article 1. Mayor, City Council, and Municipal Agencies**

20 **SUBTITLE 29A. PUBLIC SAFETY APPRENTICESHIP PROGRAM**

21 **§ 29A-1. DEFINITIONS.**

22 (A) *IN GENERAL.*

23 IN THIS SUBTITLE, THE FOLLOWING TERMS HAVE THE MEANINGS INDICATED.

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

Council Bill 21-0094

1 (B) *CADET*.

2 “CADET” MEANS A PARTICIPANT IN THE PUBLIC SAFETY APPRENTICESHIP PROGRAM WHO:

3 (1) HAS BEEN HIRED INTO A SPECIALIZED TRAINING PROGRAM AIMED AT INTRODUCING
4 YOUNG ADULTS TO PUBLIC SAFETY CAREERS;

5 (2) HAS BEEN A RESIDENT OF BALTIMORE CITY FOR AT LEAST 2 YEARS PRIOR TO
6 ACCEPTING EMPLOYMENT AS A CADET; AND

7 (3) IS AT LEAST 18 BUT NO MORE THAN 21 YEARS OLD.

8 (C) *DEPARTMENT*.

9 “DEPARTMENT” MEANS THE BALTIMORE CITY FIRE DEPARTMENT.

10 (D) *EXPLORER*.

11 “EXPLORER” MEANS A PARTICIPANT IN THE PUBLIC SAFETY APPRENTICESHIP PROGRAM WHO
12 IS:

13 (1) A BALTIMORE CITY RESIDENT;

14 (2) ENROLLED IN A PUBLIC, PUBLIC CHARTER, PRIVATE, OR PAROCHIAL SCHOOL WITHIN
15 BALTIMORE CITY; AND

16 (3) AT LEAST 11 BUT NO MORE THAN 18 YEARS OLD.

17 (E) *PUBLIC SAFETY AGENCY*.

18 “PUBLIC SAFETY AGENCY” MEANS THE FOLLOWING:

19 (1) BALTIMORE CITY FIRE DEPARTMENT;

20 (2) BALTIMORE CITY POLICE DEPARTMENT;

21 (3) BALTIMORE CITY OFFICE OF EMERGENCY MANAGEMENT;

22 (4) BALTIMORE CITY SHERIFF’S OFFICE; AND

23 (5) BALTIMORE CITY SCHOOL POLICE.

Council Bill 21-0094

1 (F) *PUBLIC SAFETY APPRENTICESHIP PROGRAM; PROGRAM.*

2 “PUBLIC SAFETY APPRENTICESHIP PROGRAM” OR “PROGRAM” MEANS A PROGRAM FOR
3 RECRUITING, MENTORING, TRAINING, AND HIRING A NEW GENERATION OF BALTIMORE CITY
4 YOUTH AND YOUNG ADULTS TO PREPARE THEM FOR CAREERS IN LAW ENFORCEMENT, FIRE
5 SUPPRESSION, EMERGENCY MEDICAL SERVICES, AND EMERGENCY MANAGEMENT.

6 (G) *PUBLIC SAFETY CADET POST; CADET POST.*

7 “PUBLIC SAFETY CADET POST” OR “CADET POST” MEANS THE BRANCH OF THE PROGRAM
8 THAT ENGAGES PARTICIPANTS WHO ARE AT LEAST 18 BUT NO MORE THAN 21 YEARS OLD.

9 (H) *PUBLIC SAFETY EXPLORER POST; EXPLORER POST.*

10 “PUBLIC SAFETY EXPLORER POST” OR “EXPLORER POST” MEANS THE BRANCH OF THE
11 PROGRAM THAT ENGAGES PARTICIPANTS WHO ARE AT LEAST 11 BUT NO MORE THAN 18
12 YEARS OLD.

13 (I) *PUBLIC SAFETY INTERNSHIP.*

14 “PUBLIC SAFETY INTERNSHIP” MEANS AN 8 TO 10 WEEK PAID SUMMER INTERNSHIP IN A
15 BALTIMORE CITY PUBLIC SAFETY AGENCY FOR PARTICIPANTS IN THE PROGRAM WHO ARE AT
16 LEAST 14 BUT NO MORE THAN 18 YEARS OLD.

17 **§ 29A-2. PROGRAM ESTABLISHMENT.**

18 (A) *IN GENERAL.*

19 THERE IS A PUBLIC SAFETY APPRENTICESHIP PROGRAM IN BALTIMORE CITY, CONSISTING OF:

20 (1) THE PUBLIC SAFETY EXPLORERS POST; AND

21 (2) THE PUBLIC SAFETY CADET POST.

22 (B) *STAFFING.*

23 THE PROGRAM SHALL BE ADMINISTERED BY A PROGRAM COORDINATOR WHO SHALL:

24 (1) BE AN EMPLOYEE OF THE DEPARTMENT; AND

25 (2) STAFF THE PROGRAM WITH NO LESS THAN 6 UNIFORMED PERSONNEL WHO ARE ACTIVE
26 MEMBERS OF A PUBLIC SAFETY AGENCY.

Council Bill 21-0094

1 (C) *PUBLIC SAFETY EXPLORERS POST.*

2 (1) BY JULY 1, 2023, THE BALTIMORE CITY FIRE DEPARTMENT SHALL DEVELOP AND
3 IMPLEMENT A MULTI-DISCIPLINARY LOCAL PUBLIC SAFETY EXPLORERS POST IN
4 PARTNERSHIP WITH PUBLIC SAFETY AGENCIES IN BALTIMORE CITY.

5 (2) THE GOALS AND OBJECTIVES OF THE EXPLORERS POST ARE TO:

6 (I) EXPOSE YOUTH IN BALTIMORE CITY TO PUBLIC SAFETY CAREERS;

7 (II) SERVE AS A LOCAL RECRUITMENT TOOL FOR FUTURE MEN AND WOMEN IN PUBLIC
8 SAFETY PROFESSIONS;

9 (III) BUILD BETTER COMMUNITY RELATIONS EFFORTS IN BALTIMORE CITY BETWEEN
10 PUBLIC SAFETY AGENCIES, YOUTH, AND THE COMMUNITY;

11 (IV) UTILIZE ACTIVE PERSONNEL WITHIN EACH OF BALTIMORE CITY'S PUBLIC SAFETY
12 AGENCIES TO SERVE AS RECRUITERS, MENTORS, AND TRAINERS; AND

13 (V) DEVELOP PROGRAMMING THAT BUILDS CHARACTER, DEVELOPS LEADERSHIP
14 SKILLS, AND FOSTERS AN APPRECIATION FOR COMMUNITY SERVICE AND GOOD
15 CITIZENSHIP.

16 (3) IN ORDER TO BE ELIGIBLE TO PARTICIPATE IN THE EXPLORERS POST, AN INDIVIDUAL
17 SHALL:

18 (I) HAVE APPROVAL FROM THE INDIVIDUAL'S PARENT OR GUARDIAN;

19 (II) BE AT LEAST 11 BUT NO MORE THAN 18 YEARS OLD;

20 (III) BE A BALTIMORE CITY RESIDENT;

21 (IV) BE A CITIZEN OF THE UNITED STATES OF AMERICA AT THE TIME OF APPLICATION;

22 (V) BE ENROLLED IN A BALTIMORE CITY-BASED PUBLIC, PUBLIC CHARTER, PRIVATE,
23 OR PAROCHIAL SCHOOL;

24 (VI) AT THE TIME OF ENTRY INTO THE PROGRAM, HAVE AND MAINTAIN A MINIMUM OF
25 A "C" AVERAGE IN SCHOOL; AND

26 (VII) BE ABLE TO SAFELY PERFORM THE DUTIES OF AN EXPLORER WITHOUT POSING
27 A THREAT TO THE HEALTH AND SAFETY OF THEMSELVES OR OTHERS.

Council Bill 21-0094

1 (D) *PUBLIC SAFETY INTERNSHIP.*

2 (1) *IN GENERAL.*

3 THE PUBLIC SAFETY INTERNSHIP WILL PROVIDE YOUTH WHO ARE CURRENT PARTICIPANTS
4 IN THE PROGRAM WITH THE OPPORTUNITY TO TAKE PART IN AN 8 TO 10 WEEK PAID
5 SUMMER INTERNSHIP WITH A PUBLIC SAFETY AGENCY.

6 (2) *ELIGIBILITY.*

7 IN ORDER TO BE ELIGIBLE FOR A PUBLIC SAFETY INTERNSHIP UNDER THE PROGRAM, AN
8 INDIVIDUAL SHALL:

9 (I) BE AT LEAST 14 BUT NO MORE THAN 18 YEARS OLD;

10 (II) HAVE ATTENDED 60% OF THE EXPLORERS POST ACTIVITIES WITHIN THE FISCAL
11 YEAR IMMEDIATELY PRECEDING THE APPLICATION;

12 (III) HAVE APPROVAL FROM THE INDIVIDUAL'S PARENT OR GUARDIAN;

13 (IV) BE A BALTIMORE CITY RESIDENT;

14 (V) BE A CITIZEN OF THE UNITED STATES OF AMERICA AT THE TIME OF APPLICATION;

15 (VI) BE ENROLLED IN A BALTIMORE CITY-BASED PUBLIC, PUBLIC CHARTER, PRIVATE,
16 OR PAROCHIAL SCHOOL;

17 (VII) AT THE TIME OF ENTRY INTO THE PROGRAM, HAVE AND MAINTAIN A MINIMUM
18 OF A "C" AVERAGE IN SCHOOL;

19 (VIII) BE ABLE TO SAFELY PERFORM THE DUTIES OF AN EXPLORER WITHOUT POSING
20 A THREAT TO THE HEALTH AND SAFETY OF THEMSELVES OR OTHERS.

21 (IX) COMPLETE ALL DOCUMENTATION REQUIRED BY THE DEPARTMENT; AND

22 (X) PARTICIPATE IN A FORMAL INTERVIEW PROCESS WITH REPRESENTATIVES FROM
23 PUBLIC SAFETY AGENCIES.

24 (3) *CURRICULUM.*

25 THE BALTIMORE CITY FIRE DEPARTMENT, IN PARTNERSHIP WITH OTHER PUBLIC SAFETY
26 AGENCIES, SHALL DEVELOP AND IMPLEMENT A HANDS-ON CURRICULUM OF MODULES
27 THAT EXPOSE PUBLIC SAFETY INTERNSHIP PARTICIPANTS TO THE VARIOUS UNIFORMED
28 AND NON-UNIFORMED CAREER PATHS WITHIN BALTIMORE CITY PUBLIC SAFETY AGENCIES.

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1 (E) *PUBLIC SAFETY CADET POST.*

2 (1) THE PUBLIC SAFETY CADET POST SHALL PROVIDE ELIGIBLE INDIVIDUALS WHO ARE
3 PARTICIPANTS IN THE PROGRAM WITH THE OPPORTUNITY TO:

4 (I) BE HIRED BY A PUBLIC SAFETY AGENCY IN THE CAREER TRACK OF THE
5 PARTICIPANT'S CHOICE; AND

6 (II) RECEIVE ON-THE-JOB TRAINING AND SKILLS DEVELOPMENT FOR A PERIOD OF NOT
7 MORE THAN 3 YEARS.

8 (2) IN ORDER TO BE ELIGIBLE TO PARTICIPATE IN THE PUBLIC SAFETY CADET POST, AN
9 INDIVIDUAL SHALL:

10 (I) BE AT LEAST 18 YEARS OLD BUT NO MORE THAN 21 YEARS OLD;

11 (II) HAVE BEEN A BALTIMORE CITY RESIDENT AND ENROLLED IN A BALTIMORE
12 CITY-BASED PUBLIC, PUBLIC CHARTER, PRIVATE, OR PAROCHIAL SCHOOL FOR AT
13 LEAST 2 CONSECUTIVE YEARS PRIOR TO APPLYING FOR A CADET POST POSITION;
14 AND

15 (III) MEET ALL OF THE HIRING REQUIREMENTS IN ACCORDANCE WITH:

16 (A) THE BALTIMORE CITY ADMINISTRATIVE MANUAL; AND

17 (B) THE RULES AND REGULATIONS GOVERNING THE PUBLIC SAFETY AGENCY
18 CHOSEN BY THE CADET.

19 (3) (I) THE APPOINTING AGENCY SHALL HIRE CADETS FOR AT LEAST 3 YEARS FOR
20 FULL-TIME, ON-THE-JOB TRAINING AND SKILLS DEVELOPMENT.

21 (II) DURING THAT TIME, THE HIRED CADET:

22 (A) MAY NOT BE SUBJECT TO CIVIL SERVICE LAWS OR RULES;

23 (B) MAY NOT BE ENTITLED TO ANY BENEFITS OF CIVIL SERVICE LAWS OR RULES;

24 (C) MAY NOT BE SUBJECT OR ENTITLED TO THE BENEFITS OF ANY RETIREMENT OR
25 PENSION LAW, NOR MAY ANY DEDUCTION BE MADE FROM THE CADET'S
26 COMPENSATION FOR THAT PURPOSE;

27 (D) MAY BE TERMINATED BY THE APPOINTING PUBLIC SAFETY AGENCY AT ANY
28 TIME;

29 (E) SHALL BE TERMINATED BY THE APPOINTING AUTHORITY IF THE CADET FAILS
30 TO ADHERE TO THE RULES AND REGULATIONS OF THE PROGRAM; AND

Council Bill 21-0094

1 (F) SHALL BE CONSIDERED AN EMPLOYEE OF THE CITY OF BALTIMORE FOR THE
2 PURPOSE OF WORKERS' COMPENSATION.

3 (4) EACH FISCAL YEAR THE CADET POST SHALL HIRE 50 YOUNG ADULTS, 25 OF WHOM SHALL
4 SERVE IN THE LAW ENFORCEMENT CAREER TRACK AND 25 OF WHOM SHALL SERVE IN THE
5 FIRE AND EMERGENCY MEDICAL SERVICES CAREER TRACK. THESE INDIVIDUALS SHALL
6 MATRICULATE THROUGH THE CADET POST AS A COHORT, WITH EXPANSION OF AVAILABLE
7 POSITIONS IN THE CADET POST BEING DEPENDENT ON AVAILABLE FUNDS.

8 (5) ANY INDIVIDUAL WHO SUCCESSFULLY COMPLETES THE PUBLIC SAFETY CADET POST WITH
9 A PUBLIC SAFETY AGENCY, IN ACCORDANCE WITH THE BALTIMORE CITY ADMINISTRATIVE
10 MANUAL, SHALL BE APPOINTED TO FILL A VACANCY IN A UNIFORMED POSITION IN THE
11 LOWEST GRADE OF THE PUBLIC SAFETY AGENCY WITHOUT CERTIFICATION FROM AN
12 ELIGIBILITY LIST PREPARED BY THE DEPARTMENT OF HUMAN RESOURCES OR THE PUBLIC
13 SAFETY AGENCY HIRING THE INDIVIDUAL.

14 (6) FIRE DEPARTMENT CADET DUTIES SHALL INCLUDE:

15 (I) COMPLETION OF ALL BALTIMORE CITY FIRE ACADEMY TRAINING MODULES AND
16 CERTIFICATIONS;

17 (II) AN ACADEMY AND FIELD OPERATIONS TRAINING ROTATION LASTING 18 MONTHS;
18 AND

19 (III) ALL ADMINISTRATIVE FUNCTIONS THAT FALL INTO THIS CLASSIFICATION OF WORK
20 AS PRESCRIBED BY THE PUBLIC SAFETY AGENCY CHOSEN BY THE CADET.

21 (7) LAW ENFORCEMENT CADET DUTIES SHALL INCLUDE:

22 (I) MAINTAINING AND FILING RECORDS;

23 (II) OPERATING OFFICE COMPUTERS AND MACHINES;

24 (III) ANSWERING TELEPHONES;

25 (IV) ENTERING AND INDEXING OFFICIAL DOCUMENTS;

26 (V) PREPARING ROUTINE REPORTS;

27 (VI) PREPARING AND TABULATING FACTS AND FIGURES FOR STATISTICAL PURPOSES;
28 AND

29 (VII) ALL OTHER ADMINISTRATIVE FUNCTIONS THAT DO NOT REQUIRE LAW
30 ENFORCEMENT AUTHORITY.

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§ 29A-3. PROGRAM FUNDING.

(A) PUBLIC SAFETY APPRENTICESHIP PROGRAM.

PROGRAM FUNDING SHALL BE SUBJECT TO AN APPROPRIATION OF FUNDS IN ACCORDANCE WITH THE CITY CHARTER.

(B) PUBLIC SAFETY INTERNSHIP.

AN APPROPRIATE ALLOCATION OF FUNDS MAY BE PROVIDED FOR MISCELLANEOUS COSTS ASSOCIATED WITH THE PUBLIC SAFETY INTERNSHIP, INCLUDING TRANSPORTATION FEES FOR PARTICIPANTS.

(C) EMERGENCY MEDICAL TECHNICIAN APPRENTICES AND FIREFIGHTER APPRENTICES.

ON THE SUCCESSFUL COMPLETION OF THE FIRE DEPARTMENT'S CADET TRAINING PROGRAM AND SUBJECT TO THE AVAILABILITY OF FUNDS, FUNDS SHALL BE MADE AVAILABLE TO CONTINUE TO EMPLOY 25 EMERGENCY MEDICAL TECHNICIAN APPRENTICES OR FIREFIGHTER APPRENTICES FOR UP TO 2 YEARS, OR AS VACANCIES BECOME AVAILABLE IN THE AGENCY.

§ 29A-4. COMPENSATION.

(A) PUBLIC SAFETY INTERNSHIP COMPENSATION.

SUBJECT TO THE AVAILABILITY OF FUNDS, ON OR BEFORE JULY 1, 2023, INDIVIDUALS HIRED TO PARTICIPATE IN THE 8 TO 10 WEEK PUBLIC SAFETY INTERNSHIP SHALL BE PAID NO LESS THAN \$15 PER HOUR, WITH THAT COMPENSATION BEING EVALUATED ON A YEAR-TO-YEAR BASIS TO BE CONSISTENT WITH MARKET RATES AND PROGRAM AVAILABILITY.

(B) PUBLIC SAFETY CADET POST COMPENSATION.

SUBJECT TO THE AVAILABILITY OF FUNDS, INDIVIDUALS SELECTED TO PARTICIPATE IN THE CADET POST SHALL RECEIVE A COMPENSATION PACKAGE THAT INCLUDES :

(1) A SALARY NOT TO EXCEED 57% OF A BALTIMORE POLICE OFFICER'S ENTRY-LEVEL SALARY; AND

(2) ALL APPLICABLE BENEFITS.

§ 29A-5. ANNUAL REPORT.

(A) IN GENERAL.

(1) ON OR BEFORE JUNE 30 OF EACH YEAR, THE DEPARTMENT SHALL REPORT TO THE MAYOR AND CITY COUNCIL OF BALTIMORE THE FOLLOWING INFORMATION REGARDING THE PUBLIC SAFETY APPRENTICESHIP PROGRAM:

Council Bill 21-0094

1 (I) THE NUMBER OF RECRUITMENT AND OUTREACH EVENTS THAT THE PROGRAM
2 HOSTED AND PARTICIPATED IN;

3 (II) THE NUMBER OF ACTIVE YOUTH AND YOUNG ADULTS WHO PARTICIPATED IN AT
4 LEAST 60% OF THE ACTIVITIES HOSTED BY THE EXPLORERS POST;

5 (III) THE CURRICULUM, MODULES, AND OTHER LEARNING MATERIALS THAT WERE
6 USED FOR PROGRAMMING TO BUILD CHARACTER, DEVELOP LEADERSHIP, AND
7 DEVELOP AN APPRECIATION FOR COMMUNITY SERVICE AND GOOD CITIZENSHIP;

8 (IV) THE NUMBER OF YOUTH AND YOUNG ADULTS SELECTED TO PARTICIPATE IN THE
9 PUBLIC SAFETY INTERNSHIP; AND

10 (V) THE NUMBER OF YOUTH AND YOUNG ADULTS HIRED INTO THE PUBLIC SAFETY
11 CADET POST.

12 (2) THE INFORMATION REQUIRED UNDER PARAGRAPH (1) OF THIS SUBSECTION:

13 (I) MAY NOT INCLUDE PARTICIPANTS' NAMES; AND

14 (II) SHALL BE DISAGGREGATED BY RACE AND GENDER.

15 (B) *OTHER REPORTING REQUIREMENTS.*

16 ON OR BEFORE JUNE 30 OF EACH YEAR, THE DEPARTMENT SHALL REPORT THE TO THE MAYOR
17 AND CITY COUNCIL OF BALTIMORE THE FOLLOWING INFORMATION FROM THE PREVIOUS
18 FISCAL YEAR:

19 (1) THE TOTAL AMOUNT OF FUNDS THAT WERE APPROPRIATED TO THE PUBLIC SAFETY
20 APPRENTICESHIP PROGRAM;

21 (2) THE REMAINING BALANCE OF UNUSED FUNDS THAT WERE APPROPRIATED TO THE
22 PUBLIC SAFETY EXPLORERS POST;

23 (3) THE ADMINISTRATIVE, OPERATIONAL, AND PROGRAMMING COSTS ASSOCIATED WITH
24 THE PUBLIC SAFETY INTERNSHIP;

25 (4) THE ADMINISTRATIVE, PERSONNEL, AND TRAINING COSTS ASSOCIATED WITH THE
26 PUBLIC SAFETY CADET POST; AND

27 (5) THE PERSONNEL COST TO STAFF THE PUBLIC SAFETY APPRENTICESHIP PROGRAM WITH
28 UNIFORMED PERSONNEL.

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1 (C) *PUBLICATION OF REPORTS.*

2 ON OR BEFORE JUNE 30 OF EACH YEAR, THE BALTIMORE CITY FIRE DEPARTMENT SHALL
3 PUBLISH COPIES OF THE REPORTS DESCRIBED IN THIS SECTION ON THE DEPARTMENT'S
4 WEBSITE.

5 **SECTION 2. AND BE IT FURTHER ORDAINED,** That this Ordinance takes effect on the 30th day
6 after the date it is enacted.

**PUBLIC SAFETY AND
GOVERNMENT OPERATIONS
COMMITTEE**

AGENCY REPORTS

CITY OF BALTIMORE

BRANDON M. SCOTT
Mayor



DEPARTMENT OF LAW

JAMES L. SHEA
100 N. HOLLIDAY STREET
SUITE 101, CITY HALL
BALTIMORE, MD 21202

October 7, 2021

The Honorable President and Members
of the Baltimore City Council
Attn: Natawna B. Austin, Executive Secretary
Room 409, City Hall, 100 N. Holliday Street
Baltimore, Maryland 21202

Re: City Council Bill 21-0094 – Public Safety Apprenticeship Program - Establishment
(The Hometown Heroes Act)

Dear President and City Council Members:

The Law Department has reviewed City Council Bill 21-0094 for form and legal sufficiency. The bill provides for establishing and implementing a Public Safety Apprenticeship Program (Program) for Baltimore City. The Baltimore City Fire Department in partnership with other public safety agencies in Baltimore City is charged with developing and overseeing the Program. The bill also establishes the purpose of the Program and requires the Fire Department to report annually to the Mayor and City Council. The report shall be posted on the Department's website.

The general purpose of the Apprenticeship Program is to expose the participants in the Program to the various uniformed and non-uniformed paths within the Baltimore City public safety agencies. The Law Department has no concerns regarding the purpose and creation of the program but has discovered a few legal issues with the logistics of the Program. The first legal issue involves the residency requirements for the internship and for the paid cadet position.

The first legal issue involves the residency requirements for the paid internships and for the paid positions in the Public Safety Cadet Post. The bill provides for paid public safety summer internships and requires that interns be City residents. There is a State law regarding residency of employees of local governments. Under the Md. Ann. Code, Local Gov. Art., Sec. 1-201(b)(1), a county or municipality may not require an employee to reside in the State, county, or municipality or within a specified distance of the State, county, or municipality as a condition of employment. There is no definition of employee in this part of the Code. In general, the "determinative question in assessing whether an individual is a public employee is whether the individual is subject to the direction and control of a public employer. Am.Jur, Pub. Off. and Employees, Sec. 10. Assuming a paid intern is subject to the control of the public employer, they would be employees. Under the State residency law, they could not be required to be city residents as a condition of their employment. This problem is easily remedied. The Participants in both the Cadet or Explorers Programs are required to be City residents to be in the Program. See Bill 21-0094, page 2, lines 5 ad 13. It is not necessary to repeat this requirement in the internship eligibility requirements. If

participants must be residents to be in the Program, they are likely to be residents when they participate in the internship.

The Public Safety Cadet Post has a similar problem with the hiring program described in the bill. That program requires that eligible cadets must be City residents for at least two consecutive years prior to applying for a cadet position. The same requirement is stated in the definition of “cadet.” Cadets would be considered employees because they are subject to the direction and control of a public employer. The State law prohibiting Baltimore City from requiring its employees to live in the City would be applicable and would invalidate the residency requirement in the bill. This issue can be resolved in a way similar to resolution of the internship residency issue. On page 6, strike lines 11-14. This removes the residency requirement from the part of the bill about the hiring of cadets by a public safety agency for on the job training and skills development. In addition, on page 2, lines 5 and 6, strike beginning with “for” through the end of line 6. This makes residency a requirement for inclusion in the Program but does not require it directly for employment. With the suggested amendments, the State law prohibiting residency requirements is therefore not violated.

The second legal issue is that several sections of the Bill impinge on the Charter powers of the Department of Human Resource and the Civil Service Commission. Art. VII, Sec. 95 governs the Civil Service. It grants to the CSC and the Department of Human Resources comprehensive authority over personnel, hiring, classifications and other employment related matters. The bill does not say how these cadets will be hired. If they are contractual employees, they would not even be entitled to many the privileges and benefits listed in 29A-2(E)(3). If they are intended to be non-contractual employees then the requirements in that section are not within the scope of the legislative authority of the City Council to modify. They are powers that, by Charter, have been vested in the CSC and DHR and, in the case of Worker Compensation coverage, in State law. Section 29A-4(A) calls for a salary of no less then \$15 an hour for the cadets. This impinges on the Charter authority of the Board of Estimates in Art. VI, Sec. 10 and DHR’s authority under Art. VII, Sec. 97(h).

The Law Department is unable to approve this bill for form and legal sufficiency in its current form. The bill needs to be clarified to determine the intent of the sponsor and whether there are issues of impinging on Charter authority or state law preemption. If the bill is amended to reflect the State law prohibition on local residency requirements and the nature of the employment relationship for interns and cadets hired full-time for 3 years is clarified and consistent with the Charter authority of City Council given the Charter powers of other agencies, the Law Department could reconsider whether to approve the bill for form and legal sufficiency.

Sincerely,



Elena R. DiPietro
Chief Solicitor

cc: James L. Shea, City Solicitor
Darnell Ingram, Deputy Solicitor
Stephen Salsbury , Chief of Staff
Natasha Mehu, Director, MOGR
Nina Themelis, Mayor's Legislative Liaison, MOGR
Nikki Thompson, President's Legislative Director
Natawna Austin
Hilary Ruley, Chief Solicitor
Ashlea Brown, Special Solicitor
Victor Tervalo, Chief Solicitor
Dereka Bolden, Assistant Solicitor
Avery Aisenstark

FROM	NAME & TITLE	Robert Cename, Budget Director <i>BaltAC</i>	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Bureau of the Budget and Management Research Room 432, City Hall (410) 396-4774		
	SUBJECT	City Council Bill 21-0094 – Public Safety Apprenticeship Program – Establishment (Hometown Heroes Act)		

DATE:

TO

The Honorable President and
Members of the City Council
City Hall, Room 400

October 12, 2021

Position: Oppose

The Department of Finance is herein reporting on City Council Bill 21-0094, Public Safety Apprenticeship Program – Establishment (Hometown Heroes Act), the purpose of which is to establish a public safety apprenticeship program that will be managed by the Baltimore City Fire Department (BCFD) in partnership with other public safety agencies in Baltimore City.

Background

The proposed legislation seeks to establish a public safety apprenticeship program with three distinct pathways: the Public Safety Explorers Post, the Public Safety Internship, and the Public Safety Cadet Post.

Under this measure, the Public Safety Explorers Post will expose youth in Baltimore City to public safety careers, serve as a recruitment tool for future public safety positions, build community relationships, and provide a conduit for mentorship opportunities for public safety personnel. The Public Safety Internship will provide participants with the opportunity to take part in an eight to ten-week paid summer internship with a public safety agency. The curriculum for this internship will be developed and implemented by the BCFD in partnership with the other agencies. The Public Safety Cadet Post will provide eligible individuals the opportunity to be hired by a public safety agency in the career track of their choice, law enforcement or fire and emergency medical services, and receive on the job training for a period of no more than three years. In addition, this legislation requires the City to hire 50 young adults as part of the Cadet Post.

Fiscal Impact

While the Department of Finance agrees with the spirit and intent of this measure to support recruitment of local talent for public safety positions, Finance is opposed to this measure in its current form for several reasons.

First, this measure may be duplicative of existing youth recruitment programs and have additional new programmatic costs. Currently, BCFD and the Baltimore Police Department (BPD) both run a variety of youth engagement and recruitment programs based on agency needs. These programs have been impacted by the COVID-19 pandemic, but both agencies are working to maintain partnerships and continue outreach under the various health and social distancing restrictions.

BCFD runs two summer camp programs, Camp Spark and Youth Fire and Life Safety Summer Camp, which engage youth from ages 8 to 16 and teach a variety of fire safety and team-building skills, as well as introduce them to careers in fire and emergency medical services. BCFD also has a partnership with

Baltimore City Public Schools (BCPS) and has established a career and technical education program for emergency medical technician and firefighter positions, which is in the process of being restructured, at four local high schools—Vivien T. Thomas Medical Arts Academy, Paul Laurence Dunbar High School, Patterson High School, and Frederick Douglas High School.

BPD also has several engagement and recruitment efforts that provide a pathway to becoming a Police Officer Trainee, which has a minimum age requirement of 20½ years old. BPD's Cadet program is for youth ages 18 to 20½, which enables youth to work within BPD and gain experience that can count towards sworn recruitment. There is also the Explorer Program for youth ages 14 to 20, which provides youth that might be interested in the field of law enforcement with training and practical experiences. In addition, BPD partners with BCPS to attend career fairs to share information about these programs and also partners with the Urban Alliance and the Baltimore Youth Opportunity (YO!) Centers.

Second, this legislation requires certain staffing levels, which would require a reallocation of resources to meet. The legislation requires at least seven employees to administer the Public Safety Explorers Post and Public Safety Cadet Post, which would be a new cost for the City and would require reallocation of resources from other programs.

Finally, the Cadet Post program requires the hiring of 50 individuals annually, which may be an onerous criterion for the program and may not meet the needs of the agencies. Finance believes that funding for Cadet positions could be available through a partnership with YouthWorks or hiring Cadets in-lieu of full-time personnel. However, the number of positions would be based on funding levels or vacant positions, which may not align with the recruitment criterion established in the legislation.


Conclusion

While the Department of Finance agrees with the spirit and intent of this legislation, the City cannot afford additional unfunded programs at this time. In addition, the staffing, recruitment, and program design may establish criteria that do not meet the changing needs of the agencies and are too onerous. Finance is supportive of increasing recruitment opportunities for youth and the agencies, but believes that the agencies are best able to assess their needs and should have the freedom to design recruitment programs that meet those specific needs, especially as they change over time.

For the reasons stated above, the Department of Finance opposes City Council Bill 21-0094.

cc: Henry Raymond
Natasha Mehu
Nina Themelis

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

F R O M	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

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

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

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

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*”.



**Baltimore City Office of
Emergency Management**
401 E Fayette St, 6th Floor
Baltimore, Maryland 21202
(410) 396-6188

Brandon M. Scott
Mayor
City of Baltimore

Chief Charles Svehla
Emergency Manager
Office of Emergency Management

To: Honorable President Mosby, and Honorable Members of the Baltimore City Council
Room 400 City Hall

From: Chief James Wallace, Acting Director, Office of Emergency Management
501 N. Calvert St - Emergency Operations Center (EOC)

Date: September 21, 2021

RE: Council Bill 21-0094 – Public Safety Apprenticeship Program—Establishment (The Hometown Heroes Act)

The Acting Director of the Office of Emergency Management (OEM) and staff will be present for the Public Safety Government Operations Committee hearing regarding establishing a Public Safety Apprenticeship Program for the City of Baltimore. As Acting Director of OEM, I support the creation of this Program and as designated, OEM will participate in meetings of the designated public safety agencies. Please note that if the opportunity to support hiring an apprentice, cadet, explorer, or intern is made available to OEM, we would enthusiastically support the opportunity.

Thank you for your support, time, and consideration.

Deputy Chief James Wallace
Acting Director, City of Baltimore Office of Emergency Management

JW/jlm

Cc: Honorable Mayor, Brandon M. Scott
Chief Administrative Officer, Christopher J. Shorter
Chief of Staff, Michael Huber
Deputy Mayor, Public Safety, Sunny Schnitzer
Deputy City Administrator, Daniel Ramos
Fire Chief, Niles R. Ford
Acting Emergency Manager, Chief Charles Svehla

BALTIMORE CITY PUBLIC SCHOOLS

Brandon M. Scott
Mayor, City of Baltimore

Jhnette Richardson
Chair, Baltimore City Board
of School Commissioners

Dr. Sonja Brookins Santelises
Chief Executive Officer

City Council Ordinance 21-0094 Public Safety Apprenticeship Program “Hometown Heroes Act”

October 13, 2021

Baltimore City Public Schools (City Schools) supports Council Ordinance 21-0094, which seeks to establish a Public Safety Apprenticeship Program for Baltimore City, consisting of the Public Safety Explorers Post and the Public Safety Cadet Post. The goals and objectives of the program include exposing Baltimore City youth to public safety careers, as well as building better community relations efforts between the City’s public safety agencies, youth, and the community.

Given our current partnership with the Baltimore City Fire Department (BCFD), City Schools especially appreciates the spirit of the proposed ordinance. At present, City Schools and BCFD have partnered to develop a unique and exciting program to develop a clear pathway for City Schools’ student into employment with BCFD. As part of the Apprenticeship Maryland Program, students from all Baltimore City public high schools will be given the opportunity to become paid youth apprentices within BCFD.

Beginning in the summer following students’ 10th grade year and ending in their senior year, students will receive at least 125 hours of Maryland Fire and Rescue Institute classroom instruction from BCFD trainers as well as 450 hours of on-the-job training. Students already enrolled in City Schools firefighter and EMT programs at four schools will also benefit from the program as they receive additional hours to refine their skills and accumulate the required training hours to meet certification requirements.

Official approval from the Department of Labor is anticipated during the November Apprenticeship committee meeting.

City Schools is committed to working with the Mayor and Baltimore City Council as the program is established and goals are finalized. We appreciate the City Council’s attention to Council Ordinance 21-0094 and look forward to participating in further discussions.