



Legislation Details (With Text)

**File #:** 21-0059    **Version:** 0    **Name:** Study and Report - Succession Planning  
**Type:** Ordinance    **Status:** Enacted  
**File created:** 3/22/2021    **In control:** Baltimore City Council  
**On agenda:**    **Final action:** 7/16/2021  
**Enactment date:**    **Enactment #:** 21-0036

**Title:** Study and Report - Succession Planning  
For the purpose of requiring that the Department of Human Resources, in consultation with certain other agencies, submit a report to the Mayor and City Council examining the short and long term sustainability of the City’s internal workforce, to ensure that we are able to provide and maintain appropriate service delivery standards for our constituents; and providing for a special effective date.

**Sponsors:** Robert Stokes, Sr., Danielle N. McCray, Sharon Green Middleton, Phylcia Porter, Odette Ramos, Mark Conway, Antonio Glover, Eric T. Costello, Zeke Cohen, James Torrence, Kristerfer Burnett

**Indexes:** Planning, Reports, Study

**Code sections:**

**Attachments:** 1. 21-0059~1st Reader, 2. Finance 21-0059, 3. Law 21-0059, 4. DHR Amendment 21-0059, 5. DHR 21-0059, 6. MOED 21-0059, 7. Council Bill 21-0059 - Study and Report - Succession Planning, 8. Hearing Agenda - 21-0059, 9. cc21-0059(1)~1st (DHR), 10. Hearing Minutes - 21-0059, 11. PSGO - Hearing Notes - 21-0059, 12. 2nd Reader Amendment 21-0059(1)~1st (comm), 13. 2nd Reader Floor Amendment 21-0059(1)~1st(Conway - Floor), 14. 21-0059~3rd Reader, 15. 21-0059 Signed, 16. Signed Ordinance 21-0059, 17. Succession Planning Program Summary Final

Date	Ver.	Action By	Action	Result
7/19/2021	0	Mayor	Signed by Mayor	
6/8/2021	0	Baltimore City Council	Approved and Sent to the Mayor	
5/17/2021	0	Public Safety and Government Operations	Recommended Favorably with Amendment	
5/17/2021	0	Baltimore City Council	3rd Reader, for final passage	
5/12/2021	0	Public Safety and Government Operations	Recommended Favorably with Amendment	Pass
5/3/2021	0	Public Safety and Government Operations	Scheduled for a Public Hearing	
3/25/2021	0	Baltimore City Council	Refer to Mayor's Office of Employee Development	
3/25/2021	0	Baltimore City Council	Refer to Dept. of Finance	
3/25/2021	0	Baltimore City Council	Refer to Employees' Retirement System	
3/25/2021	0	Baltimore City Council	Refer to Baltimore City Public School System	
3/25/2021	0	Baltimore City Council	Refer to Dept. of Human Resources	
3/25/2021	0	Baltimore City Council	Refer to City Solicitor	
3/22/2021	0	Baltimore City Council	Assigned	
3/22/2021	0	Baltimore City Council	Introduced	

**Explanation:** Capitals indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.

\* **Warning:** This is an unofficial, introductory copy of the bill.  
The official copy considered by the City Council is the first reader copy.

**Introductory\***  
**City of Baltimore**  
**Council Bill**

Introduced by: Councilmember Stokes

A Bill Entitled

An Ordinance concerning

**Study and Report - Succession Planning**

For the purpose of requiring that the Department of Human Resources, in consultation with certain other agencies, submit a report to the Mayor and City Council examining the short and long term sustainability of the City's internal workforce, to ensure that we are able to provide and maintain appropriate service delivery standards for our constituents; and providing for a special effective date.

**Section 1. Be it ordained by the Mayor and City Council of Baltimore, That:**

- (a) No later than 120 days from the enactment of this Ordinance, the Department of Human Resources, in consultation with the Baltimore City Employees' Retirement System, the Bureau of Budget and Management Research, the Baltimore City Public School System - Career and Technology Education, and the Office of Employment Development, shall submit a report to the Mayor and City Council forecasting the workforce needs of Baltimore City government over the next 5 years;
- (b) The report required by this Section shall include:
  - (1) a statistical analysis of the total number of individuals employed by each Baltimore City agency, and the number of those employees who are City residents;
  - (2) an assessment of the total number of employees currently eligible to retire in each agency, and a 5-year projection of potential staff turnover;
  - (3) a comprehensive analysis of the current recruitment programs or initiatives each agency has in place to hire local residents when positions become vacant;
  - (4) a survey of the pathways in the School System's Career and Technology Education program, a review of how the program links students to City employment, and a description of the direct hiring programs that are in place or should be created to hire eligible graduates;
  - (5) for each agency with 250 employees or more, a numerical projection of staff in supervisory and management positions who will be eligible for retirement in the next 3 years, and the succession plans in place to ensure staff that are next-in-line for these positions are prepared to take over; and
  - (6) strategies to hire and retain local residents as City employees and to promote current City employees to supervisory and management positions.

**Section 2. And be it further ordained, That this Ordinance takes effect on the date it is enacted.**