



Legislation Text

File #: 21-0059, Version: 0

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.