*** 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 R
(Resolution)

Introduced by: Councilmember Conway

A Resolution Entitled

A Council Resolution concerning
Baltimore City's Effort to Retain Professional Staff
For the purpose of inviting the City Administrator, the Director of the Department of Human Resources, and the Director of the Department of Finance to come before the City Council to discuss the Managerial and Professional Society Pay-for-Performance system and what efforts the City is making to ensure that the appropriate funds are allocated in the annual budget to support this program so the City can retain its professional staff.

Recitals

According to Willis Towers Watson's 2022 Global Benefits Attitudes Survey, approximately 44% of employees nationwide are looking for a new job or plan to start looking soon. This phenomenon continues the trend that started at the beginning of the pandemic known as "The Great Resignation" or "The Great Reshuffle".

The Bureau of Labor Statistics estimates that more than 3 million people have left their jobs every month since this trend began in January of 2021, with the number reaching its highest point in November of 2021 when 4.5 million workers resigned. Surveyors found that 56% of workers reported that pay or salary was the top reason they were looking for a job with a different employer. Employee health benefits, job security, flexible work arrangements, and retirement benefits rounded out the list of other top reasons.

Currently, the City of Baltimore is at a pivotal position where 57% of its workforce is eligible to retire and many mid-career professional staffers are being recruited away to other governmental jurisdictions or the private sector.

In 2016, the City of Baltimore implemented the Managerial and Professional Society Pay-for-Performance system. The City implemented this system to attract, encourage, and retain high performing employees by offering competitive compensation and rewarding individual performance. In the Pay-for-Performance system, employees are awarded based on performance as demonstrated through achievement of individual goals and exhibition of required competencies, as well as budget allocation for salary increases.

Now, therefore, be it resolved by the City Council of Baltimore, That the Baltimore City Council invites

the City Administrator, the Director of the Department of Human Resources, and the Director of the Department of Finance to come before the City Council to discuss the Managerial and Professional Society Pay-for-Performance system and what efforts the City is making to ensure that the appropriate funds are allocated in the annual budget to support this system so the City can retain its professional staff.

And be it further resolved, That a copy of this Resolution be sent to the City Administrator, the Director of the Department of Human Resources, the Director of the Department of Finance, and the Mayor's Legislative Liaison to the City Council.

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