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## BALTIMORE CITY LOCAL HIRING LAW EFFECTIVENESS SUMMARY

### BACKGROUND

Baltimore City's Local Hiring Law (LHL) was enacted on December 23, 2013 and requires compliance by all contractors, and sub-contractors whom conduct business with Baltimore City. The purpose of the LHL is to prioritize the hiring of Baltimore City residents first with businesses that contract with the City. The Law applies to City-awarded contracts over \$300,000 and City-subsidized projects over \$5,000,000.

The Baltimore City Local Hiring Law's requirements enable the Mayor's Office of Employment Development to develop relationships with contractors in all sectors across the city to market MOED's services in various forums such as pre-bid, design and construction meetings, procurement fairs and one-on-one meetings with vendors who are awarded a contract from the City of Baltimore.

The requirements of the law for contractors and subcontractors are as follows:

- Meet with the Mayor's Office of Employment Development (MOED) within 2 weeks of the contract award to complete an Employment Analysis;
- Post new jobs with MOED exclusively for a period of seven (7) days;
- Utilize MOED's recruitment services for new hires ;
- Require that 51% of all new hires are Baltimore City Residents;
- Submit monthly employment reports with workforce information such as the number of workers on payroll, new jobs openings, and the number of Baltimore City residents hired.

The implementation of the LHL is guided by rules and regulations. MOED is given the authority to create rules and regulations to provide the method and procedures to carry out the Law.

### BALTIMORE CITY LOCAL HIRING COMMITTEE

The Baltimore City Local Hiring Law Committee (Committee) was established through rules and regulations to review data provided by contractors from Employment Reports and to make recommendations to MOED regarding the approval or denial of waiver requests. The Committee meets monthly and is chaired by MOED.

The Committee is comprised of various stakeholders as established by the rules and regulations. These stakeholders include:

- Baltimore City Mayor's Office of Employment Development
- Baltimore City Bureau of Procurement
- Baltimore City Law Department

The Committee also includes representatives from the Department of Public Works, the Department of General Services, the Department of Transportation, and the Office of Civil Rights and Wage enforcement, and others.

MOED employs a Local Hiring Law Project Specialist, or coordinator. The coordinator staffs the Committee, meets with employers to complete the Employment Analysis, collects monthly Employment Reports, tracks data, and reports to the Committee regarding compliance status and waiver requests.

## REPORTING

The Mayor's Office of Employment Development reports local hiring data into the PRISM Compliance Management database provided by Early Morning Software Innovation. In addition, employer information and job postings are shared utilizing the Maryland Workforce Exchange.

Below please find a summary of key metrics regarding the effectiveness of Baltimore City's Local Hiring Law, as of March 2021, from enactment:

<b>Total number of contracts subject to the law</b>	<b>Total number of unduplicated vendors on contracts</b>	<b>Total number of new employees hired <sup>1 2</sup></b>	<b>Total number of Baltimore City Residents hired</b>	<b>Percentage of Baltimore City Residents hired <sup>3</sup></b>	<b>New Hire Median Wage <sup>4</sup></b>
1,079	1,289	2,804	1,417	50.5%	\$16.00

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<sup>1</sup> Sorted by employee hire date.

<sup>2</sup> New hire data is subject to change as vendors are notified of non-compliance for not submitting new hire reports to MOED.

<sup>3</sup> As previously reported, city residency was based on the city in the reported address, which over-reports slightly because some Baltimore County addresses list the city as Baltimore. We have since begun verifying city residency using street address and a BCIT geocoding tool, and the total number and percentage of city residents dropped slightly since the last report as a result. Reported numbers will be verified for all reports going forward.

<sup>4</sup> Employee wages were self-reported by employers.