

Wage Investigation and Enforcement

Priority Outcome: Equitable Neighborhood Development

Service Number: 656

Fiscal 2022 Recommended Budget: \$699,167

Service Description

The Office of Civil Rights and Wage Enforcement (OCRWE) administers the work, investigation, and enforcement of the Commission, which is comprised of 5 persons appointed by the Mayor and approved by the City Council. OCRWE also reviews, investigates, performs statistical analysis, and recommends the appropriate minimum, living and prevailing wage laws of the City of Baltimore.

Major Budget Items

- The budget funds 1 American Sign Language Interpreter position.
- The Fiscal 2022 budget includes \$120,000 in transfer credits to capital for payroll auditing fees related to accounting oversight of capital projects.

Type	Performance Measure	FY17 Actual	FY18 Actual	FY19 Actual	FY20 Target	FY20 Actual	FY21 Target	FY22 Target
Outcome	\$ value of restitution and penalties assessed	\$273,806	\$226,436	\$315,124	\$150,000	\$2,645,144	\$300,000	\$350,000
Output	# of complaints and violations	275	391	315	375	1717	375	375

Discrimination Investigations, Resolutions, and Conciliations

Priority Outcome: Equitable Neighborhood Development

Service Number: 846

Fiscal 2022 Recommended Budget: \$1,413,543

Service Description

The Baltimore Community Relations Commission (CRC) is tasked with enforcing Article 4 of the Baltimore City Code, which addresses discrimination based on race, color, religion, national origin, age, ancestry, sex, disability, sexual orientation, gender identity and expression, familial status and marital status. CRC also enforces Article 11 of the Baltimore City Code, which specifically addresses discrimination based on pregnancy and criminal background. Additionally, CRC is tasked with enforcing federal laws such as Title VII of the Civil Rights Act of 1964, the American with Disabilities Act, the Age Discrimination in Employment Act, and Title VIII of the Civil Rights Act of 1968 (Fair Housing Act) and Title VI of the Civil Rights Act of 1964 (National Origin Discrimination Against Persons With Limited English Proficiency).

Major Budget Items

- The budget reclassifies 1 Community Relations Representative position to a Program Compliance Officer II.

Type	Performance Measure	FY17 Actual	FY18 Actual	FY19 Actual	FY20 Target	FY20 Actual	FY21 Target	FY22 Target
Output	Number of events, presentations & trainings to city government agencies and private employers	14	36	43	30	43	31	31
Efficiency	# of complaints closed per investigator annually	14	15	15	25	18	15	15

Police Community Relations

Priority Outcome: Building Public Safety

Service Number: 848

Fiscal 2022 Recommended Budget: \$728,486

Service Description

This service investigates law enforcement units operating in the City. It also promotes improved police and community relations through outreach, dialogue, and mediation. This service utilizes a combination of Office of Civil Rights staff, Civilian Review Board investigators, and a voluntary board (composed of an individual from each of the nine police districts) to investigate complaints of police misconduct and make recommendations.

Major Budget Items

- The recommended budget maintains the current level of service.

Type	Performance Measure	FY17 Actual	FY18 Actual	FY19 Actual	FY20 Target	FY20 Actual	FY21 Target	FY22 Target
Output	# of collaborative meetings, forums & presentations convened between community & Civilian Review Board	24	21	22	12	37	22	30
Effectiveness	# of CRB decisions that include recommendations that are punitive & non-punitive	0	56	61	20	40	39	35