

Exhibit 1

Case # 21-0027-I

a

AM-231-1

m

Hiring and Transfers

CITY RESIDENCE

When filling a vacant position by hiring a new employee, agencies must give preference to City residents. If an agency finds it necessary to fill the position with a non-City resident, approval must first be obtained from the Mayor by submitting a NON-CITY RESIDENT APPROVAL REQUEST (28-1528-5036) [AM-231-1-2].

TRANSFERS

When filling a vacant position by transfer, agencies are not required to give preference to City residents. However, if the transfer will also involve the promotion of an employee, preference is to be given to City residents. If an agency wants to transfer **and** promote a non-City resident, approval must first be obtained from the Mayor by submitting a NON-CITY RESIDENT APPROVAL REQUEST (28-1528-5035) [AM-231-1-2].

NOTIFICATION OF ILLEGAL STRIKE ACTIVITY

Supervisors must inform all new City employees that it is illegal for them to engage in any type of strike-related activity against the Mayor and City Council of Baltimore. Employees must sign a RECEIPT OF STRIKE INFORMATION (28-1408-5024) [AM-231-1-3] to confirm that they have received this information.

NOTE: If an employee refuses to sign this acknowledgement, the supervisor must note this on the form.

This acknowledgement must be retained in the agency files with the "Record Copy" of the employee's ENTRY TICKET [M-205-4-2]. If an employee transfers to another City agency, the acknowledgement must be forwarded to the gaining agency for retention in their file with a copy of the CHANGE NOTICE [AM-205-4-5].

Exhibit 2

Case # 21-0027-I

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AM-232-1-1

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***Filling a Permanent Position
by Hiring or Transfer***

RESPONSIBILITY

ACTION

NOTICE:

- “Payroll Copy” of EMPLOYEE ACTION REQUEST.
 - “CSC/Payroll Copy” of NON-CITY RESIDENT APPROVAL Request (if applicable).
 - WITHHOLDING CERTIFICATES (if applicable):
 - FEDERAL W-4.
 - STATE MW-507.
9. Distribute the ENTRY TICKET or CHANGE NOTICE copies (with attachments) as per the instructions on the form.
10. Retain “CSC Copy” of EMPLOYEE ACTION REQUEST for files.

Section III: Non-Civil Service Positions

Agency

1. Upon receipt from Freeze Committee of approved request, select employee through normal agency procedures within 30 calendar days from date of approval. If a selection is not made within 30 calendar days, the agency’s approval to hire is invalidated.

NOTE: Agencies must give preference to City residents when hiring new City Employees. (Preference need not be given City residents if the position is to be filled by the transfer of a City employee.) If an agency finds it necessary to fill the position with a non-City RESIDENT APPROVAL REQUEST (28-1258-5036) [AM-231-1-2].

Exhibit 3

Case # 21-0027-I

Exhibit 4

Case # 21-0027-I

Chapter 776

(House Bill 167)

AN ACT concerning

Counties and Municipalities – At-Will Supervisory Employees – Residency Requirements

FOR the purpose of authorizing a county or municipality to require a certain at-will supervisory employee to reside in the State, county, or municipality or within a certain distance of the State, county, or municipality as a condition of employment under certain circumstances; providing for the application of a certain local law, ordinance, or policy enacted or adopted by a county or municipality; and generally relating to residency requirements for employees of counties and municipalities in the State.

BY repealing and reenacting, with amendments,
 Article – Local Government
 Section 1–201
 Annotated Code of Maryland
 (2013 Volume and 2016 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
 That the Laws of Maryland read as follows:

Article – Local Government

1–201.

(a) This section does not apply to:

(1) an elected official;

(2) the head of a unit of a county or municipality who reports directly to:

(i) the chief administrative officer of the county or municipality;

(ii) an elected executive; or

(iii) the governing body of the county or municipality; or

(3) the chief administrative officer of the county or municipality.

(b) (1) [A] EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, A county or municipality may not require an employee to reside in the State,

county, or municipality or within a specified distance of the State, county, or municipality as a condition of employment.

(2) A COUNTY OR MUNICIPALITY MAY REQUIRE AN AT-WILL SUPERVISORY EMPLOYEE TO RESIDE IN THE STATE, COUNTY, OR MUNICIPALITY OR WITHIN A SPECIFIED DISTANCE OF THE STATE, COUNTY, OR MUNICIPALITY AS A CONDITION OF EMPLOYMENT IF THE AT-WILL SUPERVISORY EMPLOYEE REPORTS DIRECTLY TO THE HEAD OF A UNIT OF THE COUNTY OR MUNICIPALITY.

(3) Subject to subsection (c) of this section, when making employment, promotion, demotion, layoff, and discharge decisions, a county or municipality may not discriminate based on an individual's place of residence.

(c) A county or municipality may grant a resident of the State, county, or municipality additional points or credits in employment or promotion decisions if the points or credits are provided in accordance with a merit system established by the county or municipality by local law or ordinance.

(d) An agency created under State law that provides governmental services to more than one county or municipality may not require an employee, as a condition of employment, to reside in the State or a county or municipality or within a specified distance of the State, a county, or a municipality for which the agency provides governmental services.

SECTION 2. AND BE IT FURTHER ENACTED, That a local law, ordinance, or policy enacted or adopted in accordance with this Act shall be construed to apply only prospectively and may not be applied or interpreted to have any effect on or application to the continued employment of any individual employed by a county or municipality before the effective date of the local law, ordinance, or policy enacted or adopted by the county or municipality in accordance with this Act.

SECTION ~~2~~ 3. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2017.

Approved by the Governor, May 25, 2017.

Exhibit 5

Case # 21-0027-I

CITY OF BALTIMORE
ORDINANCE **18-111**
Council Bill 17-0170

Introduced by: Councilmembers Sneed, Scott, Dorsey, Burnett, Bullock, Cohen, Middleton,
Clarke, Henry, Pinkett

Introduced and read first time: December 4, 2017

Assigned to: Labor Committee

Committee Report: Favorable and amended

Council action: Adopted

Read second time: February 26, 2018

AN ORDINANCE CONCERNING

City Officials – Residency Requirements

1

2 FOR the purpose of establishing residency requirements for certain agency heads and at-will
3 supervisory employees; providing a certain qualified, short-term exception; defining certain
4 terms; providing for the prospective application of this Ordinance; and generally relating to
5 residency requirements, as limited by State law, for City personnel.

6 BY authority of

7 State Code Article - General Provisions

8 Section 1-201

9 (2014 Volume and 2016 Supplement)

10 (As amended by Chapter 776, 2017 Acts of the General Assembly)

11 BY adding

12 Article 1 - Mayor, City Council, and Municipal Agencies

13 Section 7-10

14 Baltimore City Code

15 (Edition 2000)

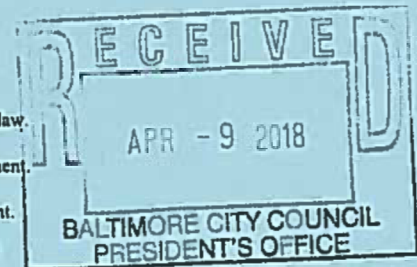
16 **SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE, That the**
17 **Laws of Baltimore City read as follows:**

18 **Baltimore City Code**

19 **Article 1. Mayor, City Council, and Municipal Agencies**

20 **Subtitle 7. City Officers and Employees**

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.
Underlining indicates matter added to the bill by amendment.
~~Strike-out~~ indicates matter stricken from the bill by amendment or deleted from existing law by amendment.



1 § 7-10. RESIDENCY REQUIREMENTS FOR CITY OFFICIALS.

2 (A) DEFINITIONS.

3 (1) IN GENERAL.

4 IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS INDICATED.

5 (2) AGENCY.

6 "AGENCY" MEANS ANY DEPARTMENT, ANY BUREAU OR DIVISION WITHIN A
7 DEPARTMENT, AND ANY BOARD, COMMISSION, AUTHORITY, COUNCIL, COMMITTEE,
8 OFFICE, OR OTHER UNIT OF CITY GOVERNMENT.

9 (3) OFFICIAL.

10 "OFFICIAL" MEANS:

11 (I) THE HEAD OF AN AGENCY WHO REPORTS DIRECTLY TO THE MAYOR; AND

12 (II) ANY AT-WILL SUPERVISORY EMPLOYEE WHO REPORTS DIRECTLY TO THE
13 MAYOR OR TO THE HEAD OF AN AGENCY.

14 (B) RESIDENCY REQUIREMENTS.

15 EVERY OFFICIAL:

16 (1) MUST BE A RESIDENT AND REGISTERED VOTER OF BALTIMORE CITY AT THE TIME
17 OF HIS OR HER APPOINTMENT, EXCEPT ONLY AS OTHERWISE AUTHORIZED BY
18 SUBSECTION (C) OF THIS SECTION; AND

19 (2) MUST REMAIN A RESIDENT AND REGISTERED VOTER OF BALTIMORE CITY
20 THROUGHOUT HIS OR HER ENTIRE TERM OF OFFICE.

21 (C) QUALIFIED, SHORT-TERM EXCEPTION.

22 (1) IN GENERAL.

23 SUBSECTION (B)(1) OF THIS SECTION DOES NOT APPLY TO AN OFFICIAL WHO, BEFORE
24 HER OR HIS APPOINTMENT, SIGNS A DECLARATION OF INTENT TO BECOME A CITY
25 RESIDENT AND REGISTERED VOTER WITHIN 6 MONTHS OF THE EFFECTIVE DATE OF HER
26 OR HIS APPOINTMENT.

27 (2) TERMINATION FOR FAILURE TO TIMELY COMPLY.

28 IF THE OFFICIAL FAILS TO ABIDE BY THIS DECLARATION OF INTENT WITHIN THE 6-
29 MONTH PERIOD, THE OFFICIAL'S APPOINTMENT IS AUTOMATICALLY TERMINATED AT
30 THE END OF THAT PERIOD.

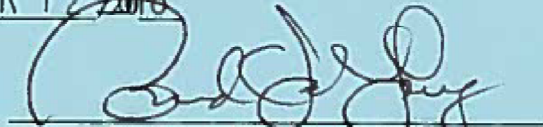
Council Bill 17-0170

1 SECTION 2. AND BE IT FURTHER ORDAINED, That this Ordinance applies only prospectively
2 and may not be applied or interpreted to have any effect on or application to the continued
3 employment at the same level of any individual employed by the City before the effective date of
4 who, before the effective date of this Ordinance, is employed by the City as an "official", as that
5 term is defined in this Ordinance.

6 SECTION 3. AND BE IT FURTHER ORDAINED, That the catchlines contained in this Ordinance
7 are not law and may not be considered to have been enacted as a part of this or any prior
8 Ordinance.

9 SECTION 4. AND BE IT FURTHER ORDAINED, That this Ordinance takes effect on the 30th day
10 after the date it is enacted.

Certified as duly passed this _____ day of MAR 12 2018



President, Baltimore City Council

Certified as duly delivered to Her Honor, the Mayor,

this _____ day of MAR 12 2018




Chief Clerk

Approved this 27 day of March, 20 18



Mayor, Baltimore City

Approved For Form and Legal Sufficiency
This 19th Day of March 2018


Chief Solicitor