



Brandon M. Scott
Mayor

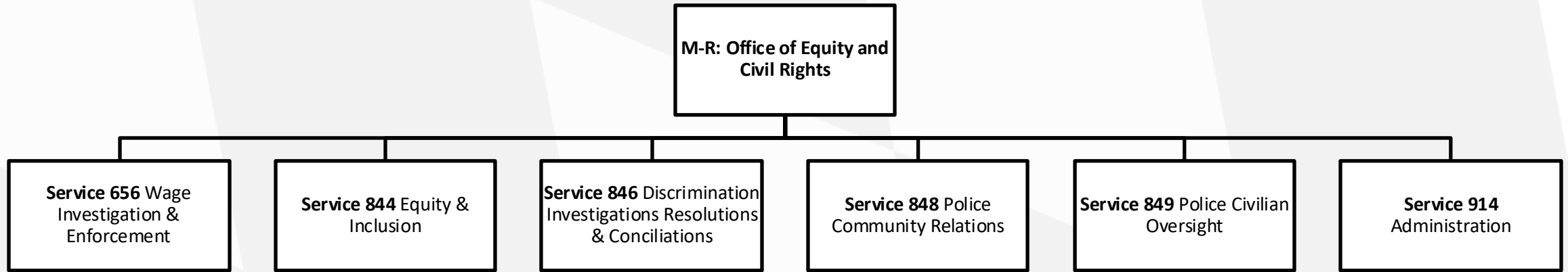
Fiscal 2026 Recommended Budget

PREPARED BY

Office of Equity & Civil Rights

06/02/2025

Org Chart



Fiscal 2026 Agency Overview

OECR Mission

Advancing equity, upholding the federal and local civil rights laws, enforcing the local living and prevailing wage laws, ensuring access and equal opportunities for persons with disabilities, and providing oversight of local law enforcement.

Fiscal 2026 Goals

- **GOAL 1:** Deepen the City's equity efforts by laying the groundwork for the *Citywide Equity Assessment*, operationalizing the *Community Reinvestment and Reparations Commission & Fund*, and strengthening support for the Mayor's Commission on Disabilities (MCD), Women's Commission, and Veterans Commission.
- **GOAL 2:** Strengthen the operational capacity of the *Police Accountability Division* to sustain and expand law enforcement oversight, following the dissolution of the *Civilian Review Board*.
- **GOAL 3:** Expand on the success of the *Wage Commission* and strengthen the role and visibility of the *Community Relations Commission* to eliminate inequity, inequality, and discrimination; and leverage the new Administration Service (914) to enhance coordination, performance tracking, and strategic alignment across the agency.

Service 656 - Wage Investigation and Enforcement

Pillar

Responsible Stewardship of City Resources

FY26 Rec. Budget

\$404,348

FY26 Rec. Positions

4

Service Description

- This service enforces local labor standards related to minimum wage, living wage, prevailing wage, and displaced service worker protections in Baltimore City.

Major Operating Budget Highlights

- Transferring the Disabilities Commission to Service 844 (Equity and Inclusion), this transfer includes moving 1 Assistant Counsel position.
- Transferring 1 Administrative Coordinator position to the newly created Service 914 (Administration).

Performance Measures

Measure	FY21 Actual	FY22 Actual	FY23 Actual	FY24 Target	FY24 Actual	FY25 Target	FY26 Target
% of wage cases closed in under 6 months	79%	52%	83%	65%	90%	70%	70%
% of restitution collected	31%	79%	100%	70%	100%	80%	85%

Service 844 - Equity & Inclusion

Pillar
Responsible Stewardship of City Resources

FY26 Rec. Budget
\$5,785,004

FY26 Rec. Positions
6

Service Description

- This service supports the City’s commitment to equity, accessibility, and inclusion, housing four key commissions and programs under Article 1 of the Baltimore City Code: the Baltimore City Commission for Women, the Mayor’s Commission on Disabilities, the Equity Assessment Program, and the Baltimore City Veterans Commission.

Major Operating Budget Highlights

- The Recommended Budget supports agency reorganization by consolidating all Equity & Inclusion functions into a single service, including positions from Services 656, 846, and 848.
- It transfers key roles: a Data Analyst to Service 849 (Police Civilian Oversight), and a Liaison Officer and HR Generalist to the new Service 914 (Administration).
- The Disabilities and Women’s Commissions are also moved into this service, along with three positions, with consistent funding levels.
- Additionally, \$5 million is appropriated from the Community Reinvestment and Reparations Fund, including \$300,000 for a citywide Equity Assessment.

Performance Measures

Measure	FY21 Actual	FY22 Actual	FY23 Actual	FY24 Target	FY24 Actual	FY25 Target	FY26 Target
# of training and educational events facilitated for internal and external stakeholders	N/A	N/A	N/A	48	76	51	63
# of public meetings, forums, or outreach events held or participated in by the service	N/A	N/A	9	19	23	21	27

Service 846 - Discrimination Investigations, Resolutions and Conciliations

Pillar
Responsible Stewardship of City Resources

FY26 Rec. Budget
\$811,286

FY26 Rec. Positions
4

Service Description

- This service enforces federal, state, and local anti-discrimination laws.

Major Operating Budget Highlights

- The Recommended Budget reflects six positions being transferred to other services within the agency as part of reorganization efforts. These transfers include: 3 positions to Service 914 (Administration); 2 positions to Service 849 (Police Civilian Oversight); and 1 position to Service 844 (Equity and Inclusion).

Performance Measures

# of education and outreach meetings	FY21 Actual	FY22 Actual	FY23 Actual	FY24 Actual	FY24 Target	FY25 Target	FY26 Target
# of informational and public hearings	N/A	N/A	4	4	3	4	4
# of agency trainings provided on anti-discrimination and harassment	N/A	N/A	N/A	4	4	5	5

Service 848 - Police Community Relations

Pillar

Responsible Stewardship of City Resources

FY26 Rec. Budget

\$0

FY26 Rec. Positions

0

Service Description

- This service previously supported the Civilian Review Board (CRB) which was dissolved at the end of 2024 by the repeal of its enabling statute. The CRB no longer receives cases as of December 31, 2024, and is closing out any remaining cases.

Major Operating Budget Highlights

- Transferring the positions and non-personnel budget to other services within the agency based on planned organizational structure for Fiscal 2026.



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Service 849 - Police Civilian Oversight

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Responsible Stewardship of City Resources

FY26 Rec. Budget
\$2,405,095

FY26 Rec. Positions
16

Service Description

- This service is responsible for staffing and administering the Police Accountability Board (PAB) and the Administrative Charging Committee (ACC).

Major Operating Budget Highlights

- Abolishes two long-term vacancies and underutilized contractual funding. The total estimated savings from these actions \$181,447.
- Consolidates all positions associated with police accountability and oversight within this service. These actions result in 4 positions being transferred into the service from elsewhere in the agency.
- Transfers 1 Executive Assistant position to the newly created Service 914 (Administration).

Performance Measures

Measure	FY21 Actual	FY22 Actual	FY23 Actual	FY24 Target	FY24 Actual	FY25 Target	FY26 Target
% of Complaints received directly by the Police Accountability Board that are forwarded to the relevant Law Enforcement Agency under three (3) days	N/A	N/A	100%	90%	100%	90%	90%
% of Cases returned with either a request for more information or a disciplinary recommendation under 30 days of receipt from the Law Enforcement Agency	N/A	N/A	N/A	90%	100%	90%	90%

Service 914 - Administration - OECR

Pillar

Equitable Neighborhood Development

FY26 Rec. Budget

\$1,800,437

FY26 Rec. Positions

11

Service Description

- This service was established to centralize administrative functions for all OECR services. Functions of this service include HR, communications, budgeting, strategic planning, grants, and compliance.

Major Operating Budget Highlights

- The Recommended Budget centralizes all OECR administrative functions into a central service. 11 positions have been transferred from other OECR services. The overall position count is consistent with Fiscal 2025. This reorganization also includes transferring \$203K from Service 848 (Police Community Relations) to fund Civil Rights Week and other agencywide programming.



Questions & Discussion



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