



HEARING NOTES

Resolution: 22-0104R

Informational Hearing – Degree Requirements for City Positions

Committee: Education, Workforce, and Youth

Chaired by: Robert Stokes, Jr.

Hearing Date: Thursday, September 22, 2022

Time (Beginning): 10:05 AM

Time (Ending): 11:15 AM

Location: Council Chambers

Total Attendance: Approximately 15 in-person
Approximately 15 virtually

Committee Members in Attendance:

- Robert Stokes, Sr.
- John Bullock
- Antonio Glover
- James Torrence
- Sharon Green Middleton
- Zeke Cohen

Excused Absence:

Phylcia Porter

Bill Synopsis in the file?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Attendance sheet in the file?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Agency reports read?	<input type="checkbox"/> yes	<input checked="" type="checkbox"/> no	<input type="checkbox"/> n/a
Video or audio-digitally recorded?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Certification of advertising/posting notices in the file?.....	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Evidence of notification to property owners?	<input type="checkbox"/> yes	<input type="checkbox"/> no	<input checked="" type="checkbox"/> n/a
Final vote taken at this hearing?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no	<input type="checkbox"/> n/a
Motioned by:	Councilmember Glover		
Seconded by:	Councilmember Middleton		
Final Vote:	Favorable with Amendment		

Major Speakers

(This is not an attendance record.)

- Christopher Shorter, City Administrator
 - Herbert Quinton, Department of Human Resources
-

Major Issues Discussed

1. Councilmember Glover, primary sponsor of the Resolution gave opening remarks.
2. The chairman went over the agency reports with the agency representatives.
3. The committee/councilmembers asked questions, stated concerns, and asked for clarification for some issues. Some highlights from same were:
 - Comments/Remarks/Concerns
 - Degree Requirements
 - Changing some of the degree requirements for some jobs will help bring the city around; as well as help bring young folks directly into the workforce
 - How will removing some degree requirements from positions affect the unions?
 - Hiring Processes
 - How often are the classifications reviewed?
 - Your hiring process, what is the difference now compared to past practices? It takes so long to hire applicants. Have you changed the processes for recruitment?
 - Can you talk/walk us through the hiring processes?
 - Who is responsible for making the hiring selections? It is slow! Who is responsible for doing the follow-ups?
 - Can you walk us through step by step, the procedures used for getting back to applicants after interviews are held
 - Believes there is a disconnect between hiring and what is on the city's portal; website! Where is the disconnect happening? Why aren't we working as a unified system?
 - Another committee member agreed: I don't know what is going on with the hiring process, the process appears slow, he said.
 - Can Human Resources make sure what agencies are posting aligns with is on HR's website?
 - People want to work here if given the opportunity!
 - The pay scale is important; lines of communication are so very important
 - Requested by Chairman Stokes: For all agencies, provide how many vacancies are open
 - Per the Chairman is considering holding a hearing to address concerns/issues
4. Vote taken on proposed amendment; vote take on Resolution; passed – Favorable with Amendment. Hearing concluded.

Further Study

Was further study requested

Yes **No**

If yes, describe. See "yellow highlight" in Major Discussion section above.

Committee Vote:

R. Stokes, Sr. **Yea**
J. Bullock **Yea**
Z. Cohen **Yea**
A. Glover **Yea**
S. Green Middleton..... **Yea**
P. Porter **Excused Absence**
J. Torrence **Yea**

Marguerite M. Currin

Marguerite Murray Currin, Committee Staff

Date: September 27, 2022

cc: Bill File
OCS Electronic File

BALTIMORE CITY COUNCIL EDUCATION, WORKFORCE, AND YOUTH COMMITTEE VOTING RECORD

DATE: 9-22-22

RESOLUTION #: 21-0104R

RESOLUTION TITLE: Informational Hearing – Degree Requirements for City Positions

MOTION BY: Glover SECONDED BY: Middleton

FAVORABLE

FAVORABLE WITH AMENDMENTS

UNFAVORABLE

WITHOUT RECOMMENDATION

NAME	YEAS	NAYS	ABSENT	ABSTAIN
Stokes, Sr., Robert - Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bullock, John	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cohen, Zeke	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Glover, Antonio	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Middleton, Sharon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Porter, Phylcia	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Torrence, James	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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TOTALS	<u>6</u>	<u>—</u>	<u>1</u>	<u>—</u>

CHAIRPERSON: Robert Stokes, Sr. Robert Stokes Sr

COMMITTEE STAFF: Marguerite M. Currin Initials: M.M.C.

AMENDMENTS TO COUNCIL BILL 22-0104R
(1st Reader Copy)

By: Councilmember Glover
{To be offered to the Education, Workforce, and Youth Committee}

Amendment No. 1

On page 2, strike beginning with “**Baltimore**” in line 9 down through and including “**Labor**” in line 10 and substitute “**Baltimore City Labor Commissioner**”.



Baltimore City Council Committee Hearing Attendance Record

Subject: Resolution – Informational Hearing – Degree Requirements for City Positions	Resolution #22-0104R
Committee: Education, Workforce, and Youth	Chair: Robert Stokes, Sr.
Date: Thursday, September 22, 2022	Time: 10:00 AM
Location: Council Chambers	

PLEASE PRINT CLEARLY

CHECK HERE TO TESTIFY

Testify



What is your position on this bill?

Lobbyist: Are you registered in the City?*

First Name	Last Name	Address / Organization / Email					
			For	Against	Yes	No	
John	Doe	400 N. Holliday St. Johndoenbmore@yahoo.com	✓	✓	✓	✓	✓
Chris	Shaw	" "					
Michelle	Toth	100 N. Holliday St michelle.toth@baltimorecity.gov					
MACK GARON	MUG						

*NOTE: IF YOU ARE COMPENSATED OR INCUR EXPENSES IN CONNECTION WITH THIS BILL, YOU MAY BE REQUIRED BY LAW TO REGISTER WITH THE CITY ETHICS BOARD AS A LOBBYIST. REGISTRATION CAN BE DONE ONLINE AND IS A SIMPLE PROCESS. FOR INFORMATION VISIT: [HTTPS://ETHICS.BALTIMORECITY.GOV/](https://ethics.baltimorecity.gov/) OR CALL: 410-396-4730

City of Baltimore

City Council
City Hall, Room 408
100 North Holliday Street
Baltimore, Maryland 21202

Meeting Minutes - Final

Education Workforce and Youth

Thursday, September 22, 2022

10:00 AM Burns Chambers, City Hall, 4th Floor, Virtual: Phone:
+1-408-418-9388, Access Code: 2337 408 4266, Password:
Public, Link: [https://bmore.webex.com/bmore/j.php?](https://bmore.webex.com/bmore/j.php?MTID=m590563309d8614448707525714b0d144)
MTID=m590563309d8614448707525714b0d144

22-0104R

CALL TO ORDER

INTRODUCTIONS

ATTENDANCE

Present 6 - Robert Stokes Sr., John T. Bullock, Zeke Cohen, Antonio Glover, Sharon Green
Middleton, and James Torrence
Excused 1 - Phylicia Porter

ITEM SCHEDULED FOR PUBLIC HEARING

22-0104R

Informational Hearing - Degree Requirements for City Positions

For the purpose of inviting the City Solicitor, the City Administrator, the Director of the Baltimore City Department of Human Resources, the Baltimore City Labor Commissioner, and the Director of the Mayor's Office of Employment Development to brief the City Council regarding the practice of requiring certain degrees for certain City positions and to discuss if eliminating such a degree requirement would be detrimental or beneficial to the recruitment and retention of quality City employees.

Sponsors: Antonio Glover, Kristerfer Burnett, Mark Conway, James Torrence, Zeke Cohen, Robert Stokes, Sr.

A motion was made by member Glover, seconded by member Middleton, that City Council Resolution 22-0104R be recommended favorably with amendment. The motion made by the following vote:

Yes: 6 - Stokes Sr., Bullock, Cohen, Glover, Middleton, and Torrence

ADJOURNMENT