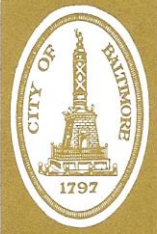


FROM	NAME & TITLE	Christopher Shorter, City Administrator	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Office of the Mayor 100 N. Holliday Street, 2 nd Floor Baltimore, MD 21202		
	SUBJECT	City Council Bill # 22-0104R Informational Hearing - Degree Requirements for City Positions		

TO The Honorable President and Members of the Baltimore City Council c/o
 Natawna Austin, Executive Secretary

DATE: September 21, 2022

The Office of the City Administrator has reviewed City Council Bill 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.

The Office of Classification and Compensation within the Department of Human Resources is responsible for the establishment of minimum qualifications for city positions. This office works collaboratively to revise those qualifications at the request of agencies, and in response to changes to state and federal policies that require changes. This office has updated classifications for several positions earlier this year.

The City of Baltimore is in competition with surrounding jurisdictions and private sector employers for talent. The city is committed to continually reviewing job classifications to allow highly skilled and experienced individuals to compete for and obtain positions in our workforce. Our government has experienced relatively high vacancy rates for a variety of reasons such as the highly competitive jobs market and other nationwide employment trends associated with the post-pandemic economy. As such, we will continue to make every effort to recruit, retain, and grow talent in the city with a focus on equitable access to city employment. The review and removal of educational requirements for positions that are not highly specialized and do not require professional licenses or certifications is one means of achieving more equitable access to employment.