

**CITY OF BALTIMORE
COUNCIL BILL 22-0104R
(First Reader)**

Introduced by: Councilmember Glover, Conway, Burnett, Torrence, Cohen, Stokes

Introduced and read first time: April 25, 2022

Assigned to: Education, Workforce, and Youth Committee

REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, City Administrator, Department of Human Resources, Department of Labor, Mayor's Office of Employment Development

A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Informational Hearing — Degree Requirements for City Positions**

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

9 **WHEREAS**, possession of a degree from an institution of higher education does not
10 necessarily correlate to higher pay for a graduate.

11 **WHEREAS**, many individuals who have attended an institution of higher education have
12 amassed student loan debt and are unable to recover financially due to low wages paid for
13 positions requiring a degree from an institution of higher education.

14 **WHEREAS**, career programs, apprenticeships, and employment experience can duly prepare
15 individuals to succeed in the workforce.

16 **WHEREAS**, Baltimore City has experienced difficulty in retaining certain employees with a
17 degree from an institution of higher education.

18 **WHEREAS**, certain functions of many positions are entry-level and do not require skills
19 conferred from a degree from an institution of higher education.

20 **WHEREAS**, the elimination of certain degree requirements may help to decrease turnover of
21 City employees.

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

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1 **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE**, that the
2 Baltimore City Council invites the City Solicitor, the City Administrator, the Director of the
3 Baltimore City Department of Human Resources, the Baltimore City Labor Commissioner, and
4 the Director of the Mayor’s Office of Employment Development to brief the City Council
5 regarding the practice of requiring certain degrees for certain City positions and to discuss if
6 eliminating such a degree requirement would be detrimental or beneficial to the recruitment and
7 retention of quality City employees.

8 **AND BE IT FURTHER RESOLVED**, that a copy of this Resolution be sent to the City Solicitor,
9 the City Administrator, the Baltimore City Department of Human Resources, the Baltimore City
10 Department of Labor, the Mayor’s Office of Employment Development, and the Mayor’s
11 Legislative Liaison to the City Council.