



September 21, 2022

To the Honorable City Council President,  
Nick Mosby, and Members of the Baltimore  
City Council  
City Hall, 100 N. Holliday Street, Room 409  
Baltimore, Maryland 21202

**Re: CC Bill 22-0104R Informational Hearing – Degree Requirements for City Positions**

The Office of the Labor Commissioner (OLC) 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 OLC agrees with the Department of Human Resources findings and recommendations to follow industry best practices and to continue to evaluate the City’s hiring practices in order to attract and retain employees.

Sincerely,

Deborah F. Moore-Carter