

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

Introduced by: Councilmember Glover, Conway, Burnett, Torrence, Cohen, Stokes
Introduced and read first time: April 25, 2022
Assigned to: Education, Workforce, and Youth Committee

Committee Report: Favorable, with Amendments
Adopted:

A COUNCIL RESOLUTION CONCERNING

1 Informational Hearing — Degree Requirements for City Positions

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

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

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

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

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

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

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

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

EXPLANATION: Underlining indicates matter added by amendment.
~~Strike out~~ indicates matter stricken by amendment.

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1 **AND BE IT FURTHER RESOLVED**, that a copy of this Resolution be sent to the City Solicitor,
2 the City Administrator, the Baltimore City Department of Human Resources, the ~~Baltimore City~~
3 ~~Department of Labor~~ Baltimore City Labor Commissioner, the Mayor's Office of Employment
4 Development, and the Mayor's Legislative Liaison to the City Council.