

Wilmington, Delaware
February 15, 2024

#0393 **WHEREAS**, nationwide, states are relaxing or eliminating the requirement that employees must have college degrees to be eligible for hire; and

Sponsor:

Council Member Oliver **WHEREAS**, in 2023, Delaware’s Department of Human Resources removed the degree requirement for approximately 350 jobs in Delaware’s Department of Services for

Co-Sponsors: Children, Youth, and their Families and Delaware’s Department of Health and Social Services; and

President Congo

Council Members **WHEREAS**, on January 14, 2024, the Delaware General Assembly passed House Concurrent Resolution 76, which directed Delaware’s Department of Human Resources to

Harlee B. Fields McCoy Johnson N. Field publish a report that: (i) states the number and title of jobs statewide that require college degrees; and (ii) states the degree removal’s impact on vacancy rates; and

WHEREAS, currently, the City’s Director of Human Resources determines the education level, and/or any experience equivalent, in creating a job posting; and

WHEREAS, there are qualified candidates whose experience is on par or succeeds candidates with degrees; and

WHEREAS, these qualified candidates should be on equal footing with candidates with degrees; and

WHEREAS, *Wilm. C. (Charter) § 4-200* requires the Administrative Board to review any prospective changes to the City’s Human Resources Code; and

WHEREAS, City Council believes it necessary and proper for the City’s Department of Human Resources to prepare a report for the Administrative Board regarding city job postings and degree requirements; and

WHEREAS, City Council believes it necessary and proper to have the Department of Human Resources present its findings to the Administrative Board about changing the City’s Human Resources code.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON that the Department of Human Resources shall prepare a report on the number of City jobs that will not require a college degree and present its findings to the Administrative Board no later than December 2024.

Passed by City Council,

ATTEST: _____
City Clerk

SYNOPSIS: This Resolution urges the Department of Human Resources to review and implement a study to determine whether college degrees are required for city jobs.