



Legislation Text

File #: 150103., Version: 3

Removal of the Criminal Conviction History Checkbox from the Employment Application (B)

Discuss removing the Employment Application Checkbox that identifies whether applicants have a criminal arrest history. **STAFF PRESENTATION 5 MINS**

At the June 10, 2015 City Commission meeting, the City Commission referred to the Legislative and Organizational Policy Committee a discussion of removing the Employment Application Checkbox that identifies whether the applicant has a criminal arrest history.

The “Ban the Box” or “Fair Chance” initiative serves to 1) ensure that applicants who have a criminal background are not discouraged from applying for jobs for which they are qualified; and 2) provide applicants a fair chance at having qualifications considered for job opportunities without the stigma of a conviction record. The U.S. Equal Employment Opportunity Commission (EEOC) endorsed removing the conviction question from job applications as a best practice in 2012, and the movement to “Ban the Box” has gained momentum exponentially nationwide in recent years.

This item was discussed at the November 4, 2015 Legislative and Organizational Policy Committee with a recommendation to bring the item back to the full City Commission for discussion. The City will continue to conduct background checks on candidates prior to extending an offer of employment. Human Resources reviews the information received, and when negative information is obtained, makes individual assessments, considering the age of the offense and its relevance to the job in making hiring decisions.

There is no fiscal impact.

The City Commission 1) approve removing the Criminal Conviction History Checkbox from the City’s Employment Application; and 2) remove the item from the referral list.