



City of Madison

City of Madison
Madison, WI 53703
www.cityofmadison.com

Master

File Number: 34801

File ID: 34801

File Type: Resolution

Status: Unfinished
Business

Version: 1

Reference:

Controlling Body: COMMON
COUNCIL

File Created Date : 07/09/2014

File Name: Accepting the Ban the Box Report and removing questions regarding an applicant's criminal history from the City of Madison employment application for all City of Madison job vacancies except those in the Police Department and commissioned fire personnel.

Final Action:

Title: Accepting the Ban the Box Report and removing questions regarding an applicant's criminal history from the City of Madison employment application for all City of Madison job vacancies except those in the Police Department and commissioned fire personnel.

Notes:

CC Agenda Date: 09/02/2014

Agenda Number: 85.

Sponsors: Paul R. Soglin, Maurice S. Cheeks, Marsha A. Rummel, Shiva Bidar-Sielaff and Lucas Dailey

Effective Date:

Attachments: Ban the Box final.pdf

Enactment Number:

Author: Brad Wirtz, Human Resources Director.

Hearing Date:

Entered by: dnettum@cityofmadison.com

Published Date:

History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Human Resources Department	07/09/2014	Referred for Introduction				
	Action Text:		This Resolution was Referred for Introduction				
	Notes:	Common Council 8/5/2014					
1	COMMON COUNCIL	07/15/2014	Refer to a future Meeting to Adopt	COMMON COUNCIL	08/05/2014		
	Action Text:	This Resolution was Refer to a future Meeting to Adopt to the COMMON COUNCIL due back on 8/5/2014					
	Notes:						
1	COMMON COUNCIL	08/05/2014	Re-refer to a Future Meeting to Adopt	COMMON COUNCIL	09/02/2014		Pass
	Action Text:	A motion was made by DeMarb, seconded by Clausius, to Re-refer to a Future Meeting to Adopt. The motion passed by voice vote/other.					
	Notes:	Adopt at 09/02 Council Meeting					

Text of Legislative File 34801

Fiscal Note

No appropriation is required to accept this report and remove all questions regarding an applicant's criminal history from the initial employment application for all City of Madison vacancies except those in the police department and commissioned fire personnel. If the Next Steps suggested in the report are implemented, there could be fiscal impacts in the future.

Title

Accepting the Ban the Box Report and removing questions regarding an applicant's criminal history from the City of Madison employment application for all City of Madison job vacancies except those in the Police Department and commissioned fire personnel.

Body

WHEREAS, the City of Madison is committed to fostering a community where all members of our community have equitable employment opportunities, and

WHEREAS, the City can lead by example to ensure that employers can make excellent hiring and employment decisions based on relevant work qualifications without any opportunity to improperly consider a person's criminal record, and

WHEREAS, the City seeks to reduce recidivism through family supporting employment opportunities for qualified candidates with previous criminal histories; and

WHEREAS, the City has historically included questions regarding criminal history on job applications, and

WHEREAS, questions regarding criminal history may have an adverse impact on the city applicant pools; and

WHEREAS, criminal history may be ascertained during later stages of the employment process when it is determined such information is necessary; and

WHEREAS; other states and municipalities have passed laws that prohibit the use of questions regarding an applicant's criminal history on an employment application, called Ban the Box policies;

WHEREAS, the Mayor and Common Council requested a report and recommendation and any necessary ordinance or resolution for the Common Council regarding removal of questions regarding an applicant's criminal history from the City job applications, and whether such a policy should extend to any city contractors,

NOW, THEREFORE BE IT RESOLVED, the attached Ban the Box report is accepted and the City Human Resources Director shall remove all questions regarding an applicant's criminal history from the initial employment application for all City of Madison vacancies except those in the police department and commissioned fire personnel.



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