



Legislation Text

File #: 33928, **Version:** 1

Fiscal Note

This directive will be accomplished using existing resources. No appropriation is required.

Title

Directing the City Human Resources Director and City Attorney to prepare 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.

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 for positions requiring a criminal background check; 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;

NOW, THEREFORE BE IT RESOLVED, that the City Human Resources Director, Director of Civil Rights and City Attorney will report back to the Common Council with a recommendation and any necessary ordinance or resolution regarding the removal of questions regarding an applicant's criminal history from City job applications; and

BE IT FURTHER RESOLVED, that the report and recommendation should address whether the City should extend the Ban the Box policy to any entities entering into contracts with the city.