

Briefing Paper

Public Safety & Community Health

Division & Department:	City Council
Subject:	Fair Chance Hiring Update
Date:	November 6, 2017
Author (email & phone):	Breean Beggs – bbeggs@spokanecity.org
City Council Sponsor:	Breean Beggs/Ben Stuckart
Executive Sponsor:	None
Committee(s) Impacted:	Public Safety & Community Health
Type of Agenda item:	<input type="checkbox"/> Consent <input type="checkbox"/> Discussion <input type="checkbox"/> Strategic Initiative
Alignment: (link agenda item to guiding document – i.e., Master Plan, Budget , Comp Plan, Policy, Charter, Strategic Plan)	Strategic Plan – Safe & Healthy Comprehensive Plan – SH 7
Strategic Initiative:	Criminal Justice Reform; Safer Community;
Deadline:	N/A
Outcome: (deliverables, delivery duties, milestones to meet)	Safest City of Washington Like Cities Increased Social Capital
Timeline of Fair Chance Hiring Outreach in Spokane:	
<p>July 7, 2014: Council President Ben Stuckart and Councilmember Jon Snyder send letter to Civil Service Director requesting Civil Service remove the criminal history check box from City of Spokane applications.</p> <p>August 2014: Mayor David Condon announces City’s new policy to remove the criminal history checkbox.</p> <p>January 2015: City of Spokane’s Human Rights Commission lists citywide Fair Chance Hiring Policy as a 2015 Legislative Priority.</p> <p>March 6, 2015: City of Spokane’s Fair Chance Hiring Policy becomes effective. (Admin 0620-15-65)</p> <p>April 13, 2015: Spokane City Council adopts resolution supporting the City of Spokane Fair Chance Hiring Policy; Request data tracking</p> <p>January 2016: Smart Justice Spokane adds Fair Chance Hiring to their organization’s 2016-2017 goals.</p> <p>January 2016: Inland Northwest Business Alliance adds Fair Chance Hiring to their Local Legislative Agenda.</p> <p>January 2016: City of Spokane’s Human Rights Commission lists citywide Fair Chance Hiring Policy as a 2016 Legislative Priority.</p> <p>March 8, 2016: The City of Spokane hosts Fair Chance Hiring Forum; Moderated by Judge Richard Leland and attended by GSI, employment agencies, criminal justice experts, social service agencies, & individuals previously incarcerated looking for employment.</p> <p>January 24-25, 2017: GSI Holds Breakfast and Forum with Roderick Ustanik of the EEOC to discuss federal fair chance hiring requirements.</p> <p>September 14, 2017: Councilmember Breean Beggs and Council President Ben Stuckart present to the GSI Public Policy Committee</p>	
Executive Summary:	

- This ordinance would prohibit employers from using criminal conviction or arrest records to make employment decisions prior to an in-person or Skype interview.
- This ordinance would prohibit employers from advertising a restriction on job applicants based on criminal conviction or arrest records unless the restriction was a bona fide condition of employment.
- This ordinance allows employers to use criminal arrest or conviction records after the interview. Employers may also consider criminal records if the conviction is related to significant job duties or otherwise allowed by law.
- The ordinance formally adopts into the municipal code the City's existing administrative policy on fair chance hiring, also including exceptions for public safety, serving vulnerable populations and confidential positions.
- Violations of this ordinance if a Class 1 Civil Infraction and can result in a \$261 fine for each occurrence.
- This ordinance assumes city staff who are currently assigned to enforcement of earned sick and safe leave will be assigned compliance functions for fair chance hiring. (the City's earned sick and safe leave ordinance will sunset on December 31, 2017, due to the upcoming implementation of the state-wide sick leave law).

Budget Impact:

Approved in current year budget? Yes No
 Annual/Reoccurring expenditure? Yes No

If new, specify funding source:

Other budget impacts: (revenue generating, match requirements, etc.)

Operations Impact:

Consistent with current operations/policy? Yes No
 Requires change in current operations/policy? Yes No

Specify changes required:

Known challenges/barriers: