

RESOLUTION NO. 46-12

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND,
CALIFORNIA IN SUPPORT OF AB 1831, WHICH EXPANDS CALIFORNIA'S
"BAN THE BOX" POLICY FOR STATE PUBLIC EMPLOYEES TO CITY AND
COUNTY WORKERS ACROSS THE STATE**

WHEREAS, current law requires the hiring and promotional practices of local agencies to conform to the Federal Civil Rights Act of 1964; and,

WHEREAS, it is the intent of AB 1831 to make California city and county hiring practices more consistent with the mandates of the Equal Opportunity Commission; and,

WHEREAS, AB 1831 would prohibit any local agency in California from inquiring into or considering the criminal history of an applicant and including any inquiry about criminal history on any initial employment application; and

WHEREAS, AB 1831 would authorize local agencies to consider an applicant's criminal history after the applicant's qualifications are screened and the agency determines the applicant's qualifications for the job as stated in any notice issued for the position; and,

WHEREAS, AB 1831 does not apply to positions for which a local agency is otherwise required by law to conduct a criminal history background check; and,

WHEREAS, recognizing that reducing barriers to employment for people who have previously offended and decreasing unemployment in communities with concentrated numbers of people who have previously offended is a statewide concern; and,

WHEREAS, recognizing that qualified job applicants in California are often plagued by old or minor records and discouraged from applying because a "box" on the job application requires criminal history information; and,

WHEREAS, recognizing that indicating one's criminal history on a job application often leads employers to dismiss applicants at the outset; and,

WHEREAS, recognizing that criminal background checks for job applications affect people of color – especially young men of color – and minorities disproportionately greater than many other social groups; and,

WHEREAS, recognizing that the employment of eligible people with a conviction history is one key strategy to reducing recidivism rates and promoting rehabilitation; and,

WHEREAS, a survey of Richmond residents conducted by the Safe Return Project revealed that 78% of local parolees were unemployed and over 70% were homeless; and,

WHEREAS, the City of Richmond City Council responded to the Safe Return survey by passing a measure on November 22, 2011 to ban the box for city applications; and,

WHEREAS, Richmond stands in solidarity with over thirty-five cities and six states across the nation to ban the box on employment applications.

NOW THEREFORE BE IT RESOLVED that the City of Richmond hereby adopts this resolution in support of AB 1831; and

BE IT FURTHER RESOLVED that the City Council direct the City Manager to communicate to the California State Legislature our support of AB 1831 by sending letters of support and copies of this resolution to the following:

California Assemblymember Roger Dickinson
California Assemblymember Nancy Skinner
California Assembly Committee on Local Government
The National Employment Law Project
The American Civil Liberties Union of California
Legal Services for Prisoners with Children

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held on April 3, 2012, by the following vote:

AYES: Councilmembers Bates, Beckles, Boozé, Butt, Ritterman,
Vice Mayor Rogers, and Mayor McLaughlin.

NOES: None.

ABSTENTIONS: None.

ABSENT: None.

DIANE HOLMES
CLERK OF THE CITY OF RICHMOND

(SEAL)

Approved:

GAYLE MCLAUGHLIN
Mayor

Approved as to form:

BRUCE GOODMILLER
City Attorney

State of California }
County of Contra Costa } : ss.
City of Richmond }

I certify that the foregoing is a true copy of Resolution No. 46-12, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on April 3, 2012.