

RESOLUTION NO. 26-13

A RESOLUTION IN SUPPORT OF AB 218, WHICH HELPS LEVEL THE PLAYING FIELD FOR QUALIFIED CALIFORNIANS TO COMPETE FOR JOBS AND PROMOTES PUBLIC SAFETY BY REDUCING UNNECESSARY JOB BARRIERS FOR MILLIONS OF CALIFORNIANS WITH A CRIMINAL RECORD

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 218 to make California state agency and city and county hiring practices more consistent with the mandates of the Equal Opportunity Commission; and,

WHEREAS, AB 218 would prohibit any state or 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 218 would authorize state or 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 218 does not apply to positions for which a state or 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, recognizing that the City of Richmond is one of over forty-five cities, counties and six states across the nation that have banned the box on employment applications.

NOW THEREFORE BE IT RESOLVED, that the City Council of the City of Richmond hereby adopts this resolution in support of AB 218; and

BE IT FURTHER RESOLVED that the City Council direct the City Clerk to communicate to the California State Legislature our support of AB 218 by sending copies of this resolution to the following:

California Assemblymember Roger Dickinson
California Assemblymember Bob Wieckowski
California Assembly Committee on Judiciary
The National Employment Law Project
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 2, 2013, by the following vote:

AYES: Councilmembers Bates, Beckles, Butt, Myrick, Rogers, Vice Mayor Boozé, 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. 26-13, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on April 2, 2013.