

RESOLUTION NO. 28468

A RESOLUTION REQUESTING REMOVAL OF THE QUESTION PERTAINING TO CRIMINAL CONVICTIONS FROM THE CITY OF CHATTANOOGA EMPLOYMENT APPLICATIONS.

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WHEREAS, the City of Chattanooga (the “City”) is committed to recruiting a broad, diverse, and skilled workforce; and

WHEREAS, the question pertaining to criminal convictions is often an initial barrier for those seeking gainful employment ; and

WHEREAS, obstacles to employment for people with prior criminal convictions and other barriers to reentry impair the economic and social vitality of this group and is contrary to public policy; and

WHEREAS, the City Council would like to remove the question pertaining to criminal convictions from the applications for individuals seeking employment with the City of Chattanooga, while still affirming the right of the City to deny employment to those individuals not meeting the requirements of the City Charter.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHATTANOOGA, TENNESSEE, That it is hereby requesting the following:

1. That City Departments not ask questions regarding an applicant's prior criminal convictions on any preliminary employment application documents.

2. That City Departments' inquiries into and consideration of a candidate's prior criminal convictions take place only after the submission of the application and as part of the background check conducted in the normal course of doing business for the vacant position.

3. That City Departments review and consider an applicant's criminal convictions in accordance to all local, state, and federal requirements associated with that position.

4. That the City fulfill this request by January 1, 2016.

5. This Resolution shall not be construed to create any substantive rights.

ADOPTED: December 1, 2015

/vmm/mem