

## AGENDA



Thursday, October 16, 2008

**Human Resources  
RECOMMENDATION FOR COUNCIL ACTION****Item No. 12**

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**Subject:** Approve a resolution declaring the city's commitment to increase job opportunities for individuals with criminal records by removing criminal conviction questions from initial employment screening documents.

**For More Information:** Karen Sharp, Human Resources Acting Director, 512-974-3215

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Several cities and counties throughout the United States have adopted new hiring practices to provide additional job opportunities to individuals with criminal conviction records. These new hiring practices help to promote public safety by reducing some of the barriers to employment faced by people with criminal records. One of the initiatives that have gained support from many cities around the country is an initiative to remove questions related to criminal history from the initial job screening process. This initiative is commonly referred to as "Ban the Box". The "Ban the Box" initiative may expand the opportunity for qualified job applicants to be considered for a job during the early stages of the hiring process by delaying any inquiry into criminal background. This process expands the applicant pool and improves the chances of hiring the most qualified individual. The City's procedures for full criminal background investigations for certain categories of jobs will continue.