



City of Gainesville Agenda Report

File #: 2022-617

Agenda Date: November 17, 2022

Department: City Attorney

Title: Revisions to Ch. 14.5 titled “Miscellaneous Business Regulations” of the City Code of Ordinances adding Article IX Fair Chance Hiring, and amending Ch. 2, Sec. 2-339 titled “Applicable codes and ordinances” listing Article IX of Ch. 14.5 2022-617 (B)

Description: : Ordinance No. 2022-617 An ordinance of the City of Gainesville, Florida, amending Chapter 14.5 of the Code of Ordinances, relating to miscellaneous business regulations by adding Article IX Fair Chance Hiring; providing findings of facts and definitions; enumerating fair chance hiring practices; setting forth administration, penalties, data and reporting; and amending Chapter 2, Sec. 2-339 of the Code of Ordinances, relating to civil citation applicable codes and ordinances; adding Article IX of Chapter 14.5 to the list of ordinances enforceable by the procedure described in Division 6 of Article V, Chapter 2; providing directions to the codifier, providing a severability clause; providing a repealing clause; and providing an immediate effective date.

Explanation:

On May 13, 2021, the General Policy Committee heard a presentation by Community Spring nonprofit, advocating the adoption of a “fair chance hiring” ordinance. The proposed ordinance would bar local businesses from performing criminal background screenings on job applicants prior to extending an offer of employment. While the City currently implements such practices for its public employees, the proposed ordinance would apply to private employers having 15 or more employees. Following the presentation, the Committee approved a motion to refer the matter to the Office of Equity and Inclusion for further analysis and to the City Attorney for drafting of an ordinance for further discussion.

On February 24, 2022, the General Policy Committee considered a first draft of the proposed ordinance and heard further feedback from Community Spring and other interested parties. The Committee directed staff to engage with local businesses and the Chamber of Commerce, and to perform a study to determine the impact of the proposed ordinance on local businesses, including the fiscal impact on the Office of Equity and Inclusion. On October 13, 2022, the Office of Equity and Inclusion reported

back to the Committee on its engagement with the Chamber of Commerce and local businesses. The Committee also heard from members of the business community, Community Spring, and other interested parties. The Committee directed the City Attorney to incorporate specific changes to the draft ordinance and bring back a final version for first reading by the City Commission. This ordinance addresses the specific changes requested by the General Policy Committee.

Recommendation:

The City Commission adopt the proposed ordinance.