



City of Gainesville

Office of Equity & Inclusion



Below is the community feedback from the September 8th Business Leaders Roundtable on the City of Gainesville’s Proposed Fair Chance Hiring Ordinance. The Business Leaders Roundtable was co-hosted by the Office of Equity and Inclusion, the Greater Gainesville Chamber and Community Spring.

Questions/Concerns from Attendees:

Will I be second-guessed, for example, if I am hiring for a semi-truck driver and have an applicant with a battery charge (hot temper), can I decline to hire?

The language concerning the process needs to be clarified/expanded upon.

Can I ask about issues that may come up in the background check (save us both time before we get to that point?)

This ordinance will be especially costly to smaller employers—the hiring process takes time and money and with the turnover in many businesses, this adds to both.

I understand the intent of the ordinance, but once it is passed, intent does not matter. The language as it is in the draft is too vague.

Some of the provisions in the draft are based on conditions in Austin, TX, for example staffing agencies. This is not appropriate to conditions here locally.

Add language at the end of the individualized assessment section: “at the employer’s sole discretion.”

Include language related to malpractice insurance liability (this as it stands would raise premiums substantially, particularly for law firms)

Clarify the language as it relates to a main employer who contracts through a hiring service: where does the responsibility for enforcement lie?

Clarify the definition of “employer”

This seems like a solution in search of a problem. The practice is already in place at UF and within the County: will result in more time, more money and more pain for employers.

Enforcement and penalties must be spelled out more clearly.

How will employers be educated/trained on the requirements as specified?

How will employers navigate multiple locations, many of which are out of state?