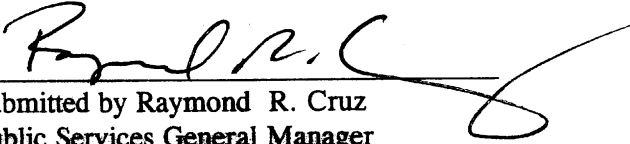


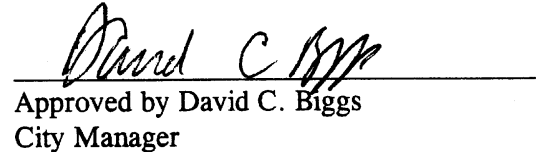


City of Carson Report to Mayor and City Council

March 6, 2012
New Business Consent

SUBJECT: CONSIDER APPROVING RESOLUTION NO. 12-022 SUPPORTING EFFORTS TO PROVIDE MORE JOB OPPORTUNITIES TO INDIVIDUALS WITH A CRIMINAL RECORD


Submitted by Raymond R. Cruz
Public Services General Manager


Approved by David C. Biggs
City Manager

I. SUMMARY

On February 21, 2012, the City Council added this matter to tonight's agenda for consideration at the request of Mayor Dear.

An estimated one in three Americans has a criminal record. Given this, their attempts to rejoin their communities are often limited as they are routinely denied a fair assessment of their skills, qualifications or suitability for employment. Tonight, the City Council is asked to approve Resolution No. 12-022 that supports efforts to provide more job opportunities to individuals with a criminal record.

II. RECOMMENDATION

TAKE the following actions:

1. WAIVE further reading and ADOPT Resolution No. 12-022, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, SUPPORTING EFFORTS TO PROVIDE MORE JOB OPPORTUNITIES TO INDIVIDUALS WITH A CRIMINAL RECORD."
2. DIRECT staff to transmit the resolution to Fanya Baruti with A New Way of Life Re-entry Project.

III. ALTERNATIVES

TAKE another action the City Council deems appropriate.

IV. BACKGROUND

Coinciding with the increased number of individuals being incarcerated in the United States, urban communities are absorbing growing numbers of people with criminal records who are now struggling to find work and become reintegrated into their communities. Cities are tackling this challenge by adopting a "smart on crime" agenda which promotes public safety by encouraging more employment, housing and drug treatment opportunities. These attempts at assisting the re-entry of prior offenders are supported by studies that suggest that

people with prior convictions who are employed are three times more likely to avoid criminal activity. Moreover, five years after arrest, people with criminal records are as unlikely to commit a crime as those with a clean record.

One initiative supported by many cities, "Ban the Box" (also called the Fair Employment Resolution), would address the barrier many individuals with a prior conviction face when attempting to apply for employment. Individuals usually must disclose their past convictions on their initial application before they have an opportunity to prove their qualifications for the job, or have a face-to-face interview. Instead, once after an offer of employment is made, a separate conviction history form is collected and investigated for an individualized assessment that considers the length of time since the conviction, relevance to the position, and evidence of rehabilitation.

Tonight, the City Council is asked to show its support of efforts to provide more job opportunities for individuals with a criminal record by approving Resolution No. 12-022.

V. FISCAL IMPACT

None.

VI. EXHIBITS

- 1. Resolution No. 12-022. (pgs. 4-5)

Prepared by: Luchie S. Magante, Sr. Administrative Analyst

TO:Rev01-23-12

Reviewed by:

City Clerk	City Treasurer
Administrative Services	Development Services
Economic Development	Public Services

Action taken by City Council

Date _____ Action _____

RESOLUTION NO. 12-022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON,
CALIFORNIA, SUPPORTING EFFORTS TO PROVIDE MORE JOB
OPPORTUNITIES FOR INDIVIDUALS WITH A CRIMINAL RECORD

WHEREAS, an estimated one in three Americans has a criminal record; and

WHEREAS, California incarcerates and releases more people per capita than any other state, and the Los Angeles County Jail is the largest jail system in the United States. These factors result in large numbers of people whose backgrounds include past criminal activity and/or imprisonment; and

WHEREAS, people of color in general are convicted and incarcerated in numbers disproportionate to their representation in the population as a whole, which disproportionately impact their families and communities; and

WHEREAS, the vast majority of all formerly incarcerated people in California are unemployed, and people with felony records are twice as likely to be denied employment as people without past criminal records; and

WHEREAS, formerly incarcerated people represent a workforce experienced in discipline, structured environments with the same range of work skills as any other group of job-seekers, ready to add value to their community; and

WHEREAS, workers with past convictions are routinely denied a fair assessment of their skills, qualifications or suitability for employment. Despite protective laws, many employers will not consider employing someone with a criminal record; and

WHEREAS, communities are more secure when all residents are full participants in the functioning of their neighborhoods, with equal access to employment, housing, health care and other civic activities; and

WHEREAS, an increasing number of cities are assisting prior offenders in their attempts to re-enter their communities by supporting efforts to expand housing, employment and drug treatment opportunities; and

WHEREAS, one of these efforts, "Ban the Box," would address the barrier many individuals with a prior conviction face when attempting to apply for employment. Individuals usually must disclose their past convictions on their initial application before they have an opportunity to prove their qualifications for the job, or have a face-to-face interview. Instead, once after an offer or employment is made, a separate conviction history form is collected and investigated for an individualized assessment that considers length of time since the conviction, relevance to the position, and evidence of rehabilitation; and

EXHIBIT NO. - 1

[MORE]



WHEREAS, these efforts to re-integrate prior offenders improves the quality of life for everyone, and permits these individuals fully contribute to the comfort and security of their family, neighborhood and community.

NOW, THEREFORE, BE IT RESOLVED, that the city of Carson, California, supports efforts to provide more job opportunities to individuals with a criminal record.

PASSED, APPROVED and ADOPTED this ____ day of March, 2012.

MAYOR JIM DEAR

ATTEST:

CHIEF DEPUTY CITY CLERK WANDA HIGAKI

APPROVED AS TO FORM:

CITY ATTORNEY

