

070753

February 28, 2007

**WHEREAS**, people with criminal records face challenges involving employment, housing, education, eligibility for many forms of social service benefits; and

**WHEREAS**, the City of Dallas' Personnel Rules, Chapter 34, section seven (7) requires every applicant for employment to submit a completed application form and every question on the form must be answered; and

**WHEREAS**, the current application form(s) for public employment by the City of Dallas specifically requires an applicant, at the time of application, to disclose any criminal history.

**NOW, THEREFORE,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**Section 1.** That the City Council supports eliminating the requirement that applicants disclose all past convictions on the preliminary application for public employment.

**Section 2.** That the City Council directs the City Manager to evaluate and revise the employment process regarding background checks that reviews criminal history information only after each interview is conducted for any position within the City of Dallas to ensure that former offenders are not unreasonably denied City employment.

**Section 3.** That the Civil Service Board is strongly encouraged to review the research of the City Manager and consider the adoption of all recommendations thereof.

**Section 4.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas and it is accordingly so resolved.

Distribution:  
Human Resources - 6AS

APPROVED BY  
CITY COUNCIL

FEB 28 2007

*Deborah Watkins*  
City Clerk

<p>APPROVED <i>David K. E...</i> HEAD OF DEPARTMENT</p>	<p>APPROVED <i>Sam H...</i> CITY CONTROLLER</p>	<p>APPROVED <i>[Signature]</i> CITY MANAGER</p>
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