

<b>FROM</b>	NAME & TITLE	Karen Sitnick, Director <i>KS</i>
	AGENCY NAME & ADDRESS	Mayor's Office of Employment Development 417 E. Fayette Street, Suite 468
	SUBJECT	<b>City Council Resolution 13-0301: Labor &amp; Employment Fair Criminal – Record Screening Practices</b>

CITY of  
BALTIMORE  
**MEMO**



**TO** The Honorable Bernard "Jack" Young  
And Members of the Baltimore City Council

DATE: February 26, 2014

**Introduction:**

City Council Bill 13-0301 proposes certain employers would be prohibited from making certain inquiries about, or taking certain actions because of certain arrests or accusations; prohibiting certain employers from conducting a criminal-record check or otherwise inquiring into an applicant's criminal record for administrative and judicial review of and remedial relief for violations; prohibiting reprisals against persons who allege a violation of these prohibitions; defining certain terms; imposing certain penalties; providing for a special effective date; and generally relating to the establishment of fair criminal-record screening practices for employers in the City of Baltimore.

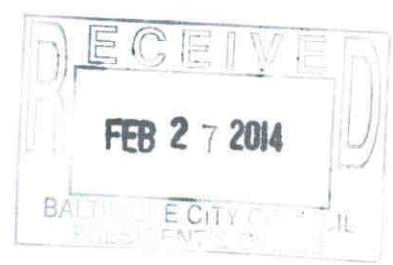
**Response:**

The Mayor's Office of Employment Development (MOED) fully supports the intent and purpose of Council Bill 13-0301. MOED is committed to providing persons with criminal backgrounds the support they need to make the successful transition to work and community. Our Re-Entry Center, located in the Northwest One Stop Career Center, offers a broad menu of resources and support to assist individuals with prior offenses develop their marketable skills in order to help them secure employment and acquire financial self-sufficiency. Employment is crucial to the successful reentry of those returning to society from prison. Research shows that recidivism risks are highest in the first 3-5 years following incarceration. The costs of a failed attempt to reintegrate into the community are high, both for the ex-offenders as well as the community at large. Also, successful reintegration of these individuals can strengthen the local economy.

Bill 13-0301 is designed to remove the "box" on job applications and/or prohibit employers from inquiring about the criminal past of an applicant prior to the time in which a conditional offer of employment is made or if no interview is conducted. This bill provides individuals with a criminal background an even playing field when initially applying for a job in the City of Baltimore and to allow this population a fair chance at gainful employment.

KS:va

- cc: Kaliopé Parthemos
- Andrew Smullian
- MacKenzie Garvin
- Angela Gibson



Attachment