

CITY OF BALTIMORE  
STEPHANIE RAWLINGS-BLAKE, Mayor



OFFICE OF CIVIL RIGHTS AND  
WAGE ENFORCEMENT  
COMMUNITY RELATIONS COMMISSION

ALVIN O. GILLARD, Director  
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February 21, 2014

The Honorable Bernard "Jack" Young  
And Members of the Baltimore City Council  
City Hall, Room 406  
Baltimore, MD 21202

Re: City of Baltimore Council Bill, 13-0301  
"Ban the Box" – Fair Criminal – Record Screening Practices

Dear Council President and Members of the City Council:

The Baltimore Office of Civil Rights and Wage Enforcement which houses the Baltimore City Community Relations Commission, the Baltimore City Wage Commission, and the Civilian Review Board of Baltimore City, is generally in support of this Bill; however, there are associated implications which give the Office of Civil Rights and Wage Enforcement cause for concern.

City of Baltimore Council Bill 13-0101 ("Bill"), Proposed Article 11, §14-2 (A)(6) finds that the City has implemented a system of screening for individuals with criminal records that is fair to all concerned. As the enforcement agency with city government as it relates to equal employment opportunity provisions, we take no exception.

The Bill appears to be consistent with the U.S. Equal Employment Opportunity Commission's EEOC Enforcement Guidance document (#915.002/4-25-2012) on the consideration of Arrest and Conviction Records in Employment.

The Office of Civil Rights and Wage Enforcement has two concerns with the Bill, specifically §14-16 (10) provides for Criminal Penalties. Criminal Penalties for violations are inconsistent with all other ordinances enforced by the Office. The Office respectfully requests that consideration be given to impose civil penalties which would be consistent with existing enforcement powers of the agency.

Finally, the Office of Civil Rights and Wage Enforcement continues to function with serious staffing challenges. It can be anticipated that this Bill will generate additional complaints into a system which struggles currently to keep pace with complaints in its existing programs of wage complaints, unlawful discrimination complaints, and complaints of alleged police misconduct. The Office respectfully requests that consideration be given to the impact this Bill will have on the limited staff resources currently available.

Sincerely,

A handwritten signature in black ink, appearing to read "Alvin O. Gillard".

Alvin O. Gillard  
Director

F/A