

ECONOMIC DEVELOPMENT COMMITTEE REPORT relative to implementation of the Los Angeles Fair Chance Initiative for Hiring Ordinance (aka Ban the Box).

Recommendation for Council action:

NOTE and FILE the May 4, 2017 Bureau of Contract Administration (BCA) report relative to implementation of the Los Angeles Fair Chance Initiative for Hiring Ordinance (aka Ban the Box)(Ordinance Nos. 184652 and 184653).

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

(Also referred to the Entertainment and Facilities Committee)

Summary:

On June 13, 2017, your Committee considered a May 4, 2017 BCA report relative to implementation of the Los Angeles Fair Chance Initiative for Hiring Ordinance (aka Ban the Box) (Ordinance Nos. 184652 and 184653). On November 30, 2016, Council instructed the BCA to report back in regard to implementation of the Los Angeles Fair Chance Initiative for Hiring Ordinance (FCIHO) and in particular, employer input in regard to implementation. According to the BCA, in order to reach out to the broadest range of the City's business community, the BCA worked in conjunction with the Economic and Workforce Development Department to obtain access to a large sample of email contacts. Requests for comments and suggestions about how the City can better assist businesses in implementing and effectuating the FCIHO were emailed on December 8, 2016; January 4, 2017; January 5, 2017; and January 9, 2017, to well over 1,000 contacts in the business community. These contacts included chambers of commerce, Neighborhood Councils, Business Improvement Districts, the BCA's Office of Wage Standards subscribers' mailing list contacts, EWDD's Business Source Centers' contacts, and other neighborhood organizations.

The BCA received a total of 25 responses to these multiple email requests and the majority of the responses provided the BCA with insight into employer concerns about the ordinance and suggestions for how BCA can assist employers in implementing the FCIHO in their hiring process. Out of the 25 responses, the majority of the responses were neutral questions about the FCIHO, suggestions for its implementation, suggestions for future policy amendments, or miscellaneous information. Nine of the responses were negative criticisms of the FCIHO. Three of the responses were positive feedback and included support for the FCIHO. The Valley Industry & Commerce Committee provided a thorough response with a number of suggestions including amendments and implementation ideas.

In response to the feedback, the BCA has developed a variety of tools to assist employers in implementation. The BCA website now contains official posters, Rules and Regulations, sample forms, and answers to frequently asked questions. The BCA also drafted a step-by-step Guideline for Employers (Attachment A of the May 4, 2017 BCA report) and an Individual Assessment Form (Attachment B of the May 4, 2017 BCA report) to help walk employers

through the process of hiring in compliance with the FCIHO. The BCA has also worked with the Mayor's Office of Re-Entry to provide training to City Personnel Department staff and members of the Blue Ribbon Commission for Employment Equity. The BCA has also worked with the Office of the City Attorney to respond to inquiries received from employers and employment law firms.

After further consideration and having provided an opportunity for public comment, the Committee moved to note and file the May 4, 2017 BCA report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

ECONOMIC DEVELOPMENT COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
PRICE:	YES
CEDILLO:	YES
HARRIS-DAWSON:	YES
KREKORIAN:	ABSENT
O'FARRELL:	YES

ARL
6/13/17

-NOT OFFICIAL UNTIL COUNCIL ACTS-