

KELLEY FELCHLE

From: Steve Schmitt
Sent: Monday, October 07, 2019 10:36 AM
To: KELLEY FELCHLE
Cc: QUENTIN HART; Sharon Juon; Bruce Jacobs; tim.jamison@wfcourier.com; mark@kxel.com
Subject: Ban the Box

Good Morning Kelley,

It appears I will be unable to attend City Council meeting later today, as the new owners of the company I work for are in town for meetings starting this afternoon and going through later in the week. I am told today's meetings will go into this evening, so I will not be able to attend via speakerphone either. If there is any chance I can make our meeting, I will. Otherwise, would you please read the following into the record on my behalf.

"Mr. Mayor and Council, my apologies for not being in attendance at our meeting this evening. As my employer has recently been purchased by another company, I am currently in meetings with our new owners and unable to attend this evening. While I, like most other Council members, am very much in favor of giving people a second chance, I am not in favor of the Fair Chance Initiative, also known as Ban the Box, and also called the Unfair Use of Criminal Record in Hiring Decisions, in its present wording. I believe this ill-conceived document is in clear violation of State Code 364.3 section 12a. I view voting in favor of this as a violation of the Oath of Office I took when I became a Council Member. I also have asked what are the penalties for any violations of the proposed item, and have not received an answer. Finally, I have yet to talk to one business owner who is in favor, of this as it is written. The idea that local government can control how a business conducts their hiring practices is viewed by many as unacceptable. Many of us spend as much time with our coworkers as we do with our families, and people have a right to know as much as they can about their fellow employees. Therefore it seems reasonable we would know them as well as possible."

Respectfully,
Steve Schmitt, Council Member At-Large