

Prepared by Kelley Felchle, City Clerk, City of Waterloo, 715 Mulberry Street, Waterloo, IA 50703, (319) 291-4323.

ORDINANCE NO. XXXX

AN ORDINANCE AMENDING THE CITY OF WATERLOO CODE OF ORDINANCES BY REPEALING THE WORD “ONE (1)” FROM PARAGRAPH 6, EMPLOYER, OF SUBSECTION A, DEFINITIONS, SECTION 15, UNFAIR USE OF CRIMINAL RECORD IN HIRING DECISIONS, CHAPTER 3, HUMAN RIGHTS, TITLE 5, POLICE REGULATIONS, 5-13-15(A)(6), AND INSERTING IN LIEU THEREOF THE WORD FOUR (4) IN PARAGRAPH 6, EMPLOYER, OF SUBSECTION A, DEFINITIONS, SECTION 15, UNFAIR USE OF CRIMINAL RECORD IN HIRING DECISIONS, CHAPTER 3, HUMAN RIGHTS, TITLE 5, POLICE REGULATIONS.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF WATERLOO, IOWA AS FOLLOWS:

That the word “one (1)” is hereby repealed from Paragraph 6, Employer, Subsection A, Definitions, Section 15, Unfair Use of Criminal Record in Hiring Decisions, Chapter 3, Human Rights, Title 5, Police Regulations, and the word “four (4)” is inserted in lieu thereof as follows:

6. Employer: Any person, partnership, company, corporation, labor organization or association which regularly employs four (4) or more persons within the City of Waterloo, including the City of Waterloo, its departments, boards, commissions and agencies, except the following: (a) the United States or any of its political subdivisions, (b) the State of Iowa or any of its political subdivisions other than the City of Waterloo, such as, but not limited to, Black Hawk County, the Waterloo Community School District, and Hawkeye Community College, and (c) employers who are required by federal or state law or regulation to make an inquiry on an application or in an interview.

INTRODUCED: \_\_\_\_\_, 2020  
PASSED 1st CONSIDERATION: \_\_\_\_\_, 2020  
PASSED 2<sup>nd</sup> CONSIDERATION: \_\_\_\_\_, 2020  
PASSED 3<sup>rd</sup> CONSIDERATION: \_\_\_\_\_, 2020

PASSED AND ADOPTED this \_\_\_\_ day of \_\_\_\_\_ 2020.

\_\_\_\_\_  
Quentin Hart, Mayor

ATTEST:

\_\_\_\_\_  
Kelley Felchle  
City Clerk

Ordinance No. 5522

Page 2