

## **CITY OF BATTLE CREEK ORDINANCE**

### **208.10 EQUAL OPPORTUNITY AND FELONY RE-ENTRY EMPLOYMENT**

(a) The City shall accept bids for goods and/or services in amount of \$10,000 or more from only those persons, partnerships or corporations that are committed to equal opportunity employment of all persons, consistent with Article I, Section 26 of the Michigan Constitution and which has adopted a hiring policy which does not preclude a person with a felony conviction from being considered for employment unless otherwise precluded by state or federal law.

(b) This section shall apply to all subcontractors holding subcontracts of \$10,000 or more when such subcontractors are a direct and inclusive result of a City purchase or contract of \$10,000 or more.

(c) Any contractor, subcontractor, supplier or vendor which is subject to this section and who employs fifteen or more employees shall submit equal opportunity employment compliance documentation with their bid or proposal. Such documentation shall substantially conform to forms created by the purchasing agent which shall indicate the number of minorities, women employed by job classifications, and whether such numbers meet or exceed the relevant standard metropolitan statistical area percentage for Battle Creek or the SMSA percentage of the contractor's business address and shall include, in writing, contractors Equal Employment Opportunity Policy.

(d) Any contractor, subcontractor, supplier or vendor which is subject to this section and who employs fifteen or more employees, shall submit in writing with its bid or proposal, its hiring policy which shall provide that a felony conviction is not an absolute

bar to, or otherwise preclude, possible employment with the contractor, subcontractor, supplier or vendor.

(e) Failure to submit the Equal Opportunity Employment and Felony

Conviction Re-Entry to Employment Policy documentation required by this section shall render the bid or proposal non-responsive.