

AN ORDINANCE
NO. 15-21

C.A. 05-12-15(9)
C.A. 05-26-15(5)
15-21

An ordinance revising Columbus Code Section 16B-1-3.2., which pertains to the **hiring or rehiring of felons upon review by an executive committee**, implementing a hiring policy intended to encourage the full participation of motivated and qualified persons with criminal histories in the workforce, reduce recidivism and assure public safety, authorizing the updating revision and reissuance of certain personnel policies, and for other purposes.

THE COUNCIL OF COLUMBUS, GEORGIA, HEREBY ORDAINS:

Section 1.

Columbus Code Section 16B-1-3.2 is hereby amended by striking the existing code section in its entirety and inserting a new code section 16B-1-3.2 to read as follows:

"In all general government departments of the consolidated government, it shall be the policy that otherwise qualified individuals who have been convicted of or pled guilty or nolo contendere to felony offenses in any court of Georgia or other state or in any United States District Court, including parole or other forms of court ordered supervision for felony crimes will not be excluded from consideration for hiring where doing so does not unduly put the government, its employees or the citizens at risk. There shall be an executive committee, composed of the mayor, the mayor pro-tem, the city manager, the director of human resources, and a representative of law enforcement to be appointed by the mayor which is charged with the responsibility of reviewing the cases where an applicant who has a criminal record as described above has been recommended by a hiring department and the Department of Human Resources for a specific position. The Executive Committee shall review and approve such applicants by a majority vote of the total membership of five and only after giving due consideration to the needs of the government and the public interest involved as well as the likelihood that such an exception will be conducive to the rehabilitation efforts of the prospective employee involved. In evaluating a candidate, the Executive Committee shall take into consideration the severity of the crime and any recommendations that may be offered by prison or parole or probation officers, opinions of past job performance with the consolidated government or other employers, and the nature or sensitivity of the position to be filled with emphasis on the question of whether or not the previous crime is predictive of future job performance. Public Safety Departments are exempt from the application of this code section. The Human Resources Department shall promulgate and this Council may from time to time approve administrative policies and procedures to facilitate the implementation of this code section."

Section 2.

The revised Anti-Recidivism Administrative Policy, 220-101 is hereby approved by this Council in the form attached.

Section 3,

The revised Pay Process Policy and Procedure, 220-302 is hereby approved by this Council in the form attached.

Section 4.

The revised Affirmative Action Policy- Sex Discrimination, 904 is hereby approved by this Council in the form attached.

Section 5.

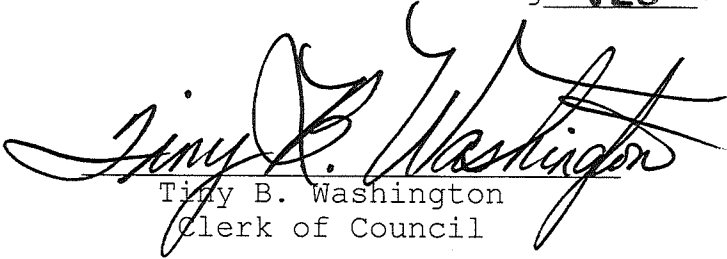
The redistribution by the Mayor and City Manager of Affirmative Action Policies 901, 902, 903, 906, and 907 in the same forms previously approved in 2011 is hereby authorized.

Section 6.


All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

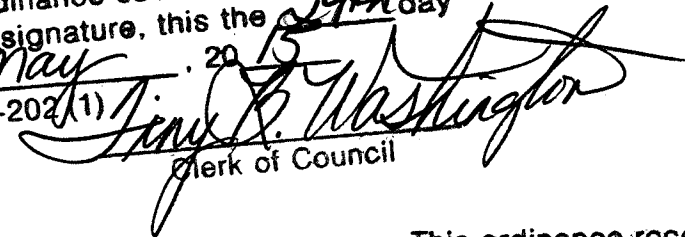
Introduced at a regular meeting of the Council of Columbus, Georgia, held on the 12th day of May, 2015; introduced a second time at the regular meeting of said Council held on the 26th day of May, 2015 and adopted at said meeting by the affirmative vote of nine members of Council.

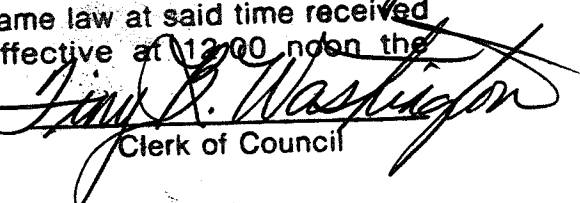
- Councilor Allen voting YES .
- Councilor Baker voting YES .
- Councilor Barnes voting YES .
- Councilor Buck voting ABSENT .
- Councilor Davis voting YES .
- Councilor Henderson voting YES .
- Councilor Huff voting YES .
- Councilor Pugh voting YES .
- Councilor Thomas voting YES .
- Councilor Woodson voting YES .


 Tiny B. Washington
 Clerk of Council


 Teresa Pike Tomlinson
 Mayor

This is to certify that this ordinance was published in its entirety in the Columbus Ledger on the 6 day of June, 2015.
 Sec: 3-206(2) 
 Clerk of Council

This ordinance submitted to the Mayor for her signature, this the 29th day of May, 2015.
 Sec: 3-202(1) 
 Clerk of Council

This ordinance received, signed by the Mayor at 12:15 P.M. on the 29th day of May, 2015, and became law at said time received and became effective at 12:00 noon the following day.
 Sec: 3-202 (2) 
 Clerk of Council