

**CITY OF SAINT PAUL**  
Christopher B. Coleman, Mayor

390 City Hall  
15 West Kellogg Boulevard  
Saint Paul, MN 55102

Telephone: 651-266-8510  
Facsimile: 651-266-8513

**Memorandum**

**DATE:** December 5, 2006

**To:** City Council Members

**From:** Mayor Christopher B. Coleman

*CBC*

**RE:** Fair Hiring Practices resolution

Based on the *Reducing Racial Disparity While Enhancing Public Safety* report and recommendations issued by the Council on Crime and Justice in June 2006, it is important that we review the City's employment application form to ensure that all applicants have a full and fair opportunity for employment.

I have directed Angie Nalezny, Human Resources Department Director, to amend the City's employment application to ensure that all applicants have a full and fair opportunity for employment. In addition, she will review the Human Resources Department's hiring practices as it relates to compliance with Minnesota Statute 364.03 and submit those findings to me by January 17, 2007.

The private sector can play a major role in our community by adoption of a similar policy. I will issue a letter to other CEOs emphasizing the value of the Council on Crime and Justice's report and encourage adoption of a similar policy.

Thank you.