



County of Los Angeles
INTERNAL SERVICES DEPARTMENT

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November 30, 2018

To: Supervisor Sheila Kuehl, Chair
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Scott Minnix
Director

**FAIR CHANCE COUNTY CONTRACTOR IMPLEMENTATION - BUSINESSES
CONTRACTING WITH THE COUNTY (ITEM #18, AGENDA OF MAY 29, 2018)**

On May 29, 2018, your Board approved Board Policy 5.250 (Fair Chance Employment) and instructed the Director of Internal Services Department (ISD), along with other relevant departments, to report back on the impact of the policy six months after the Fair Chance Employment Policy Implementation Guidelines have been developed, and again after a one-year period.

As indicated in the Department of Human Resources' October 2, 2018, memo to your Board, ISD issued Fair Chance Employment Policy 5.250 Implementation Guidelines (on June 5, 2018), and updated the model documents (on June 7, 2018) to include Fair Chance employment contract and solicitation language. Additionally, the Fair Chance Contractor Workgroup (Contractor Workgroup) reconvened to develop a methodology to accurately measure the impact of the subject Board policy in decreasing barriers to employment through County contracts. The Contractor Workgroup, through regularly scheduled meetings, developed a contractor survey which was sent to all registered County vendors on August 28, 2018, to identify and capture data on the efficacy of the County's Fair Chance Employment Policy. To date, the Contractor Workgroup received 441 responses and found the following:

- 61 percent of respondents indicated that their firm conducts backgrounds checks and/or inquiries into or considers the criminal conviction history of its applicants;
- 77 percent of respondents indicated that their firm had a hiring process consistent with California Government Code Section 12952, Employment Discrimination: Conviction History prior to it being required by law and County Policy 5.250 (Fair Chance Employment);

- 55 percent of respondents indicated that their firm changed its hiring practices to comply with the adoption of California Government Code Section 12952 and/or County Policy 5.250 (Fair Chance Employment);
- 24 contractor employees with criminal convictions were hired to work on County contracts from May 29, 2018, through August 28, 2018, compared to 22 contractor employees hired with criminal convictions during the same three-month time period in 2017;
- 13 firms indicated having to notify an applicant (from May 29, 2018 through August 28, 2018) of a preliminary decision that the applicant's criminal conviction(s) disqualified the applicant from employment; of those, six applicants responded with information challenging the firm's basis for the preliminary decision to disqualify, and five applicants were eventually hired to work on County contracts after a secondary employment review was performed.

The Contractor Workgroup analyzed survey results obtained from the three-month reporting period and determined that the minimal increase in employment of individuals with criminal convictions is likely attributed to 77 percent of respondents having indicated that their firm had a hiring process consistent with California Government Code Section 12952 prior to it being required by law and County Policy 5.250. The Contractor Workgroup will revise its survey questions to capture additional hiring data from contractors and will expand the survey period by six additional months. As requested by your Board, the Contractor Workgroup will continue to measure the impact of the County's Fair Chance Employment Policy for the next six months and will provide a follow-up report six months from the date of this report.

ISD would like to thank all of the departments that provided assistance with this effort.

If you have any questions, please contact me at (323) 267-2101, via email: sminnix@isd.lacounty.gov, or your staff may contact Christie Carr of my staff at (323) 267-3101, via email: CCarr@ISD.lacounty.gov.

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c: ISD Board Deputies
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