



# City of Denton

City Hall  
215 E. McKinney Street  
Denton, Texas  
[www.cityofdenton.com](http://www.cityofdenton.com)

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## AGENDA INFORMATION SHEET

**DEPARTMENT:** City Manager's Office

**CM/DCM/ACM:** Sara Hensley

**DATE:** May 1, 2025

### **SUBJECT**

Receive a report, hold a discussion, and give staff direction regarding the City Council's direction to move forward with a two-minute pitch to hold a Work Session to discuss the prevention of inquiries of an applicant's criminal history prior to making conditional offers of employment unless a law requires an earlier inquiry.

### **BACKGROUND**

On February 4, 2025, Council Member McGee presented a two-minute pitch to consider a Work Session to discuss the prevention of inquiries of an applicant's criminal history prior to making conditional offers of employment unless a law requires an earlier inquiry.

### **DISCUSSION**

Fair chance hiring initiatives (also known as "ban the box" initiatives due to their goal of removing criminal history question boxes in job applications) generally refer to a policy or practice of not considering an applicant's criminal history in an employment application until later in the hiring process. These initiatives do not limit the authority of an employer to withdraw an employment offer for a lawful reason.

In Texas, the City of Austin and City of DeSoto have ordinances that apply across the jurisdiction, while Dallas County, Travis County, Harris County, and the City of San Antonio have ordinances that apply only to the municipal organization.

### **RECOMMENDATION**

The Agenda Committee should consider the following options for next steps:

- Send the pitch through the City's boards and commissions process.
- Send the pitch through the City's annual budget process.
- Schedule the pitch for a Council Work Session.

### **EXHIBITS**

1. Agenda Information Sheet
2. Informal Staff Report
3. Process Flow Chart

Respectfully submitted:  
Kristi Fogle  
Chief of Staff