

ORDINANCE NO. \_\_\_\_\_, SERIES 2024

~~AN ORDINANCE AMENDING § 112.30 OF THE LOUISVILLE METRO CODE OF ORDINANCES (“LMCO”) PROHIBITING THE CITY OR ITS VENDORS FROM ENGAGING IN CERTAIN HIRING POLICIES AND PRACTICES REGARDING HOUSING STATUS. AN ORDINANCE CREATING A NEW SECTION OF CHAPTER 112 OF THE LOUISVILLE METRO CODE OF ORDINANCES (“LMCO”) PROHIBITING LOUISVILLE METRO GOVERNMENT AND ITS VENDORS FROM ENGAGING IN CERTAIN HIRING POLICIES AND PRACTICES AGAINST HOMELESS INDIVIDUALS, AND AMENDING LMCO 112.30 AND 112.99. (AMENDMENT BY SUBSTITUTION)~~

**SPONSORED BY: COUNCIL MEMBERS ARTHUR AND PURVIS**

**WHEREAS**, the U.S. Department of Housing and Urban Development (HUD) shows that a high-level barrier to housing is not having a source of income;

**WHEREAS**, Louisville Metro Government has hosted career fairs to fill vacant positions;

**WHEREAS**, studies have highlighted cost-savings associated with helping homeless individuals obtain employment;

**WHEREAS**, HUD is the primary funder of homeless services and has a strong housing focus, and funding for employment and volunteerism is very limited;

**WHEREAS**, the Office for Resilience and Community Services reported 65% of chronically homeless people had no income in 2020; and

**WHEREAS**, Metro Council wants to encourage the employment of persons experiencing homelessness.

**NOW, THEREFORE, BE IT ORDAINED BY THE LEGISLATIVE COUNCIL OF THE LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT (“THE COUNCIL”) AS FOLLOWS:**

**SECTION I:** A new section of LMCO Chapter 112 is hereby created:

**§ 112.31 PROHIBITING LOUISVILLE METRO GOVERNMENT AND ITS VENDORS FROM ENGAGING IN CERTAIN HIRING POLICIES AND PRACTICES AGAINST HOMELESS INDIVIDUALS.**

(A) Definitions. For purposes of this section, the following definitions shall apply:

**APPLICANT.** Any person considered for, or who requests to be considered for employment by Louisville Metro Government or by one of its vendors.

**EMPLOYMENT.** Any occupation, vocation, job, or work for pay, including temporary or seasonal work, contracted work, contingent work, internship; or any form of vocational or educational training with or without pay. Employment shall not, for purposes of this section, include any appointed or sworn positions within Louisville Metro Government.

**HOMELESS or HOMELESS INDIVIDUAL.** An individual who lacks a fixed, regular, and adequate nighttime residence; and an individual who has a primary nighttime residence that is:

(1) A supervised publicly or privately operated homeless shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing for the mentally ill); or

(2) An institution that provides a temporary residence for individuals intended to be institutionalized; or

(3) A public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.

**VENDOR.** Any person entity, contractor, or supplier of goods and/or services valued at \$5000 or more to Louisville Metro Government.

(B) (1) Metro Government shall allow applicants who are homeless, and vendors shall allow applicants who are homeless and who live in Metro Louisville, to provide the address of a homelessness services provider or shelter as the applicant's address on employment applications unless otherwise required by state or federal law. Metro Government or its vendors may confirm the address provided via contacting the Coalition for the Homeless or its successor organization, or by contacting the service provider associated with the listed address.

(2) No applicant shall be rejected solely on the basis of the individual's housing status.

(3) The standards established in this section shall be part of the evaluation criteria when awarding vendor contracts with Metro Government. Metro Government shall retain at all times the authority to deny, rescind, revoke, terminate or not renew a contract with a vendor for failing to comply with the standards established in this section. In making a determination concerning an applicant or a vendor, Metro Government shall consider that

public policy, as expressed in this section, is to encourage the employment of individuals experiencing homelessness.

(C) Enforcement. Any applicant who applies for employment with Metro Government, or any applicant who applies for employment with a vendor and lives in Metro Louisville, may file a written complaint with the Human Relations Commission by following the complaint procedures in §§ 92.08 et. seq. within 30 days after a violation of this section.

(D) Reporting. The Director of Human Resources shall prepare an annual report to Metro Council demonstrating the department's compliance with this section and demonstrating methods for ensuring vendor compliance. The Human Relations Commission shall make annual reports of any final enforcement actions under this section to Metro Council.

**SECTION II:** LMCO § 112.30 is amended in relevant part:

**VENDOR.** Any person entity, contractor, or supplier of goods and/or services valued at ~~\$2,500~~ \$5000 or more to Louisville Metro Government.

**SECTION III:** LMCO § 112.99 is hereby amended as follows:

(A) Except for §§ 112.30 and 112.31, any person who violates any provision of this chapter for which no other specific penalty is provided shall be subject to the provisions of § 10.99.

**SECTION IV:** This Ordinance shall take effect upon its passage and approval or otherwise becoming law.

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Sonya Harward  
Metro Council Clerk

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Markus Winkler  
President of the Council

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Craig Greenberg  
Mayor

\_\_\_\_\_  
Approval Date

**APPROVED AS TO FORM AND LEGALITY:**

Michael J. O'Connell  
Jefferson County Attorney

BY: \_\_\_\_\_  
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