

The City may conduct a lie detector test under the following limited exceptions (unless an analysis of a polygraph test chart is used or a refusal to take a polygraph test is used as the sole basis upon which an adverse employment action is taken against an employee or applicant):

1. The test is administered in connection with an ongoing investigation involving economic loss or injury to the City (i.e., theft, embezzlement, etc.) and the employee has access to the property and there is reasonable suspicion to believe that the employee was involved in the incident or activity under investigation;
2. The applicant for employment is a prospective employee for the Police Department.
3. If the City protects any of the following:
 - a) facilities, materials of operations that have a significant impact on public health, safety or welfare of this state or the national security of the United States, including facilities engaged in the production, transmission or distribution of electric power;
 - b) public water supply facilities;
 - c) shipments or storage of radioactive or other toxic waste materials;
 - d) public transportation; and,
 - e) currency, negotiable securities, precious commodities or instruments and proprietary information.
4. If the test is administered to an applicant who would have direct access to the manufacture, storage, distribution or sale of a controlled substance or to a current employee if the test is administered in connection with an ongoing investigation of criminal or other misconduct that involves loss or injury to the manufacture, distribution or dispensing of the controlled substance by the City and the employee had access to the person or property that is the subject of the investigation.

Section 3.09 RESIDENCY REQUIREMENT

The City of Racine has no residency requirement for employees.

Section 3.10 BACKGROUND CHECKS

Prospective employees of the City of Racine may be subject to a background check. Depending on the nature of the position and the applicants applying for the position, the Human Resources Department will conduct varying levels of background screening to determine whether candidates for employment, promotion, assignment or transfer are suitable for the position they desire to obtain. Information that may be obtained or requested includes information relating to references, past employment, work habits, education, judgments, liens, criminal background and offenses, character general reputation and driving records. The City may also obtain information from a consumer reporting agency. Before denying an extension, assignment, promotion, or other benefit of employment, based in whole or in part, on information obtained in the consumer credit report, the City will provide a copy of the report and a description in writing of the applicant's rights under the Fair Credit Reporting Act.

As part of the application process, new applicants seeking employment will be required to sign an employment application that constitutes the employee's full waiver and release of any liability