

RESOLUTION NO. 2011-44

A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF ESCONDIDO, CALIFORNIA,
ADOPTING THE UNITED STATES
DEPARTMENT OF HOMELAND SECURITY'S
IMAGE PROGRAM AND USE OF THE E-VERIFY
SYSTEM TO ENSURE COMPLIANCE WITH
FEDERAL IMMIGRATION LAW IN THE CITY'S
HIRING PRACTICES

WHEREAS, in 2003 the United States Department of Homeland Security ("DHS") established the Immigration and Customs Enforcement ("ICE") division to combat illegal immigration and the unlawful employment of illegal aliens in the United States; and

WHEREAS, ICE seeks to achieve a two-fold goal: (1) to reduce homeland security threats that illegal employees pose because they are vulnerable to exploitation by terrorists and other criminals; and (2) to eliminate employee abuse and discrimination in the workplace because illegal workers lack the employment protections afforded to those with legal status and are thus more susceptible to employer exploitation; and

WHEREAS, ICE implemented the ICE Mutual Agreement between Government and Employers ("IMAGE") program to assist employers in targeted sectors to develop a more secure and stable workforce and to enhance awareness of fraudulent documents through education and training; and

WHEREAS, employers that implement the IMAGE program ensure that they are in compliance with federal immigration law by incorporating internal controls and due diligence checks in their hiring processes; and

WHEREAS, employers participating in the IMAGE program utilize DHS' free internet-based E-Verify system, administered by United States Citizenship and

Immigration Services, which provides an automated link to the Social Security Administration's database and DHS immigration records to protect against fraudulent activity and to verify that newly hired employees are eligible to work in the United States; and

WHEREAS, this City Council desires to promote lawful hiring practices in compliance with federal immigration law; and

WHEREAS, this City Council desires to adopt the IMAGE program and to utilize E-Verify for the hiring of new City employees, to require all contractors under agreement with the City to adopt the IMAGE program and utilize E-Verify in their hiring practices and to urge the Escondido Chamber of Commerce and local business to do the same.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Escondido, California, as follows:

1. That the above recitations are true.
2. That the City of Escondido desires to promote lawful hiring practices in compliance with federal immigration law and hereby agrees to participate in DHS' IMAGE program and to utilize E-Verify when hiring new City employees.
3. That the City of Escondido shall require contractors under agreement with the City to participate in the IMAGE program and to utilize E-Verify in their hiring practices.
4. That the City of Escondido strongly encourages that the Escondido Chamber of Commerce and local businesses voluntarily participate in the IMAGE program and utilize E-Verify when hiring new employees.