

RESOLUTION NO. 012518-30

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE COUNTY OF BEAVER, IN THE COMMONWEALTH OF PENNSYLVANIA, AUTHORIZING AND APPROVING THE BAN THE BOX POLICY WHICH WILL ALLOW INDIVIDUALS TO APPLY FOR COUNTY JOBS, EXCLUDING PUBLIC-SAFETY-SENSITIVE POSITIONS, WITHOUT HAVING TO REVEAL THEIR CRIMINAL HISTORY UNTIL AFTER THE APPLICANT HAS BEEN INTERVIEWED FOR THE POSITION, EFFECTIVE JANUARY 25, 2018;

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the County of Beaver, a fourth class county under the laws of the Commonwealth of Pennsylvania, AND IT IS HEREBY RESOLVED:

1. That the Resolution authorizing and approving the Ban The Box Policy which will allow individuals to apply for county jobs, excluding public-safety-sensitive positions, without having to reveal their criminal history until after the applicant has been interviewed for the position, effective January 25, 2018, a copy of which is attached hereto and by reference made a part hereof, is hereby approved.

2. That the Board of Commissioners, for and on behalf of the County of Beaver, is hereby authorized to execute said Resolution and the Chief Clerk is hereby directed to attest the due execution thereof and to affix the Seal of the County of Beaver thereto.

3. That, following proper execution, attestation and sealing of said duplicate counterparts of said Resolution, the Chief Clerk is hereby directed to cause delivery of the same to be made as follows: The original to the Controller of the County of Beaver.

Adopted this 25th day of January, 2018.


BOARD OF COMMISSIONERS
COUNTY OF BEAVER

(SEAL)

Sandie Egley, Chairman


ATTEST:


Cheryl Cook
Chief Clerk


Daniel C. Camp III

Approved as to Legal Form:


Sharon Fedules
County Solicitor's Office


Tony Amadio



BEAVER COUNTY "BAN THE BOX" POLICY

Policy Purpose:

The purpose of this policy is to support the successful reintegration of ex-offenders into the community by eliminating obstacles to gainful employment and giving the individual with a criminal record an opportunity to be judged on his or her own merit during the submission of a job application in accordance with the following policy and procedure stated below.

Policy:

- Individuals with criminal records suffer from pervasive discrimination in many areas of life, with their attempt to obtain employment being among the most difficult.
- Lack of employment is a significant cause of recidivism, with people who are employed proving to be significantly less likely to be re-arrested.
- Formerly incarcerated people represent a group of job-seekers ready to contribute and add to the work force.
- Obstacles to employment for individuals with criminal records is a major contribution to the creation of permanent members of an underclass that threatens the health of the community and weakens public safety.
- Elimination of the obstacles to employment provides economic and social opportunities to a large group of people living in the County.
- This policy concerns a sensitive subject and should not be construed to require the County to hire someone with a criminal record.
- This policy is intended to give the individual with a criminal record an opportunity to be judged on his or her own merit during the submission of a job application.

Procedure:

- Excluding applications for public-safety-sensitive positions, and except as otherwise required by state and federal law, the County shall not inquire about an

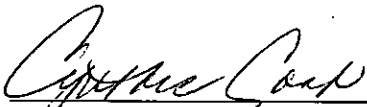
applicant's criminal history until after the applicant has been interviewed for the position.

- If the criminal history check indicates a prior criminal record of the applicant, the applicant will have an opportunity to provide clarifying information for the County's consideration prior to the County making any hiring decision regarding the applicant.

Effective Date:

- This policy will be effective upon its passage, and any other policies that conflict with this are hereby revoked and rescinded.

ATTEST:




Chief Clerk

**BOARD OF COMMISSIONERS OF
COUNTY OF BEAVER:**

Sandie Egley, Chairmark



Daniel C. Camp III



Tony Amadio

MICROFILM CRITERIA FORM

THIS FORM MUST BE SUBMITTED AND FULLY COMPLETED WITH THE RESOLUTION REQUEST FORM. BOTH FORMS ALONG WITH ANY OTHER SUPPORTING DOCUMENTS MUST BE SUBMITTED **TEN (10) DAYS BEFORE THE COMMISSIONER'S PUBLIC MEETING**. FILL OUT ALL AREAS UNLESS OTHERWISE DIRECTED.

Resolution No. * 012518-30

Originating Department: Commissioners

Vendor/Provider Name: Ban the Box Policy
(Please provide the exact name of the vendor/provider as it is written on the Agreement)

Contract Expiration Date: N/A

Category of Services (Please circle or highlight **ONE** from below)

CONSTRUCTION	PURCHASES	OTHER	PROFESSIONAL	FINANCIAL	GRANTS
General Contractor	Computer Equipment	Labor Contracts	Human Services Provider	Line Item Transfer	Application
Plumbing	Office Equipment	Policy	Accounting/Audits	Budget	Agreement
Electrical	Furniture	Ordinance	Consulting	Letter of Credit	Sub-recipient
HVAC	Medical Supplies	Lease	Engineering	Bonds	
Demolition	Office Supplies	Intern	Architectural	Funding Assistance	
Paving	Janitorial Supplies	Insurance	Legal	Loan Anticipation Note	NON-PROFESSIONAL
Landscaping	Vehicles	Commissioner Sale	Health Provider	Accounts	Cleaning
Façade Improvement	Jail Clothing & Linens	Tax Exoneration	Supplemental Nurse Staffing		Refuse/Recyclable Removal
Bridge Encumbrance	Computer Software	Hospital Transfer Agreement	Maintenance Contracts		Printing
Data Cabling	License Agreement	E-911 Service Agreement	Institutional Placements		Security
Rehabilitation	Food Contract	Park Regulations	Marketing		
	Uniforms	Court Settlement	Appraisal Services		
	Cable & Internet	Affiliation Agreement	Website Design/Maintenance		
		Ancillary Services	Right of Way Acquisition Services		
		County Auction			
		Proclamation			Miscellaneous

* This area will be filled out by the Law Department