

**RESOLUTION
JOHNSON COUNTY'S INCLUSIVE HIRING PRACTICES
CONCERNING PEOPLE WITH A PRIOR CRIMINAL CONVICTION**

WHEREAS, a criminal record may be a barrier to employment for a person with a prior criminal conviction; and

WHEREAS, many employment applications screen out people with prior convictions without providing an opportunity for the applicant to explain the circumstances or severity of the offense; and

WHEREAS, the lack of employment for a person with a prior criminal conviction creates a significant barrier to a successful return to the community and has a major influence on the person's likelihood to reoffend; and

WHEREAS, the Johnson County Board of Supervisors is committed to both public safety and economic opportunity; and

WHEREAS, the Johnson County Board of Supervisors recognizes the need to recruit qualified applicants; and

WHEREAS, the Johnson County Board of Supervisors believes that people with a criminal history should not be deterred from applying for employment and welcomes everyone to pursue employment opportunities with Johnson County; and

WHEREAS, the Johnson County Board of Supervisors believes that people who have successfully completed their sentence deserve a second chance and an opportunity for successful community reintegration; and

WHEREAS, the Johnson County Board of Supervisors believes treatment and rehabilitation are effective, and that a past offense should not solely determine future employment opportunity; and

WHEREAS, removing barriers to employment results in improved economic opportunity, increased civic engagement, less reliance on public assistance programs, and a workforce with more diverse experiences and perspectives; and

WHEREAS, the Johnson County Board of Supervisors wishes to help otherwise qualified people with a prior criminal conviction by providing an opportunity to compete equally for Johnson County employment.

BE IT THEREFORE RESOLVED by the Johnson County Board of Supervisors that Johnson County will demonstrate its commitment to equal employment opportunity for otherwise qualified individuals with a prior criminal conviction by:

- Eliminating the requirement to disclose past criminal history on the County's initial employment application, except for positions that require a full background check due to the nature of the work, such as working with vulnerable populations, performing safety-sensitive duties, working in secured facilities, working as a law enforcement officer, or funding source requirements.
- Requiring that an applicant be selected for an interview prior to being asked about a criminal record or initiating a required background check due to the nature of the work.
- Providing for individualized consideration of criminal history circumstances, where applicable.
- Encouraging the selection of applicants based upon job skills and qualifications, without consideration of past convictions, when possible.

It was moved by _____ and seconded by _____ that this Resolution be adopted this _____ day of _____, 2018.

Roll Call: Carberry _____ Friese _____ Green-Douglass _____ Rettig _____ Sullivan _____

ATTEST

Mike Carberry, Chairperson, Board of Supervisors

Travis Weipert, Auditor