

RESOLUTION NO. 2018 - 5 - 73  
LINN COUNTY'S INCLUSIVE HIRING PRACTICES CONCERNING PEOPLE WITH  
A PRIOR CRIMINAL CONVICTION

**WHEREAS**, a criminal record is frequently 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 for additional consideration of the circumstances or the severity of the offense; and,

**WHEREAS**, the lack of employment for a person with a prior criminal conviction is 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 Linn County Board of Supervisors is committed both to public safety and economic opportunity; and,

**WHEREAS**, as an employer, the Linn County Board of Supervisors recognizes the need to recruit qualified applicants; and,

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

**WHEREAS**, the Linn 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 benefits, and a workforce with more diverse experiences and perspectives; and,

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

**BE IT THEREFORE RESOLVED** by the Linn County Board of Supervisors that Linn 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 (requirements of the funding source, working with vulnerable populations, performing safety-sensitive duties, and working in secured facilities or in law enforcement positions.)
- Requiring that a job applicant be selected for an interview before being asked about a criminal record, or before performing a background check, due to the nature of the work, on the applicant.
- Providing for individualized consideration of criminal history circumstances where applicable.
- Encouraging the selection of applicants based on job skills and qualifications, without consideration of past convictions, whenever possible.

PASSED AND APPROVED this 16 day of May 2018.

LINN COUNTY BOARD OF SUPERVISORS

John W. Harris  
John Harris, Chair

Ben Rogers  
Ben Rogers, Supervisor

James M. Houser  
Jim Houser, Vice Chair

Brent Oleson  
Brent Oleson, Supervisor

Stacey Walker  
Stacey Walker, Supervisor

Aye: 5 Nay: 0 Abstain: 0

ATTEST:

Joel Miller by Rebecca Shoop  
Joel Miller, Linn County Auditor  
Deputy

I, Joel Miller, Linn County Auditor, certify that at a regular meeting of the Linn County Board of Supervisors the foregoing resolution was duly adopted by a vote of:

5 Aye 0 Nay 0 Abstain and 0 Absent from Voting.

Joel Miller by Rebecca Shoop  
Joel Miller, Linn County Auditor  
Deputy

STATE OF IOWA )  
                          )     SS  
COUNTY OF LINN )

Signed and sworn before me on the 16 day of May, 2018, by

Joel Miller by Rebecca Shoop  
Deputy

Amanda Hoy  
Notary Public, State of Iowa

