

County of Passaic

Board of County Commissioners



OFFICE OF COUNTY COMMISSIONERS

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County Counsel
Louis E. Imhof, RMC
Clerk Of The Board

Date: Feb 27, 2024 - 5:30 PM

Agenda: RESOLUTION CERTIFYING COMPLIANCE WITH THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION'S "ENFORCEMENT GUIDANCE ON THE CONSIDERATION OF ARREST AND CONVICTION RECORDS IN EMPLOYMENT DECISIONS UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964," PURSUANT TO N.J.S.A. 40:20-1

THIS RESOLUTION WAS REQUESTED BY:
FINANCE

REVIEWED BY:

Matthew P. Jordan, Esq.

APPROVED AS TO FORM AND LEGALITY:

Nadege D. Allwaters, Esq.

| Official Resolution# | |
|----------------------|-----------|
| Meeting Date | 2/27/2024 |
| Introduced Date | 2/23/2024 |
| Adopted Date | |
| Agenda Item | 8. |
| CAF# | |
| Purchase Req. # | |
| Result | |

Administration and Finance

COMMITTEE NAME

RESOLUTION CERTIFYING COMPLIANCE WITH THE UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION'S "ENFORCEMENT GUIDANCE ON THE CONSIDERATION OF ARREST AND CONVICTION RECORDS IN EMPLOYMENT DECISIONS UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964," PURSUANT TO N.J.S.A. 40:20-1

WHEREAS, the County of Passaic ("County") is a body politic and corporate pursuant to N.J.S.A. 40:18-1 and vested with all rights contained therein; and

WHEREAS, pursuant to N.J.S.A. 40:20-1, the Board of County Commissioners of the County of Passaic ("Board") is vested with managing the property, finances, and affairs of the County; and

WHEREAS, N.J.S.A. 40A:4-5, as amended by P.L. 2017, c.183, requires the governing body of each municipality and county to certify that their local unit's hiring practices comply with the United States Equal Employment Opportunity Commission's "Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964," as amended, 42 U.S.C. § 2000e, et seq., (April 25, 2012), before submitting its approved annual budget to the Division of Local Government Services in the New Jersey Department of Community Affairs; and

WHEREAS, the Board has familiarized itself with the contents of the above-referenced enforcement guidance and the County's hiring practices as they pertain to the consideration of an individual's criminal history, as evidenced by the Group Affidavit Form, attached hereto and made part of this Resolution; and

WHEREAS, this matter was discussed at the February 14, 2024 Administration and Finance Committee meeting, and is being recommended to the Board for approval; and

NOW, THEREFORE, LET IT BE RESOLVED, pursuant to N.J.S.A. 40:20-1, the Board of County Commissioners of the County of Passaic hereby states it has complied with N.J.S.A. 40A:4-5, as amended by P.L. 2017, c.183, by certifying the County of Passaic's hiring practices comply with the United States Equal Employment Opportunity Commission's "Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964," as amended, 42 U.S.C. § 2000e, et seq., (April 25, 2012).

LET IT BE FURTHER RESOLVED, that the Clerk of the Board shall maintain on file and available for public inspection in the Office of the Clerk to the Board a copy of this Resolution and the Group Affidavit Form executed by the Board.

LET IT BE FURTHER RESOLVED, that the Clerk of the Board, County Counsel, Chief Financial Officer, and Director of the Board are authorized to take any action necessary to carry out the purpose of this Resolution.