

Date: October 29, 2013

Resolution No. 13-926

Title: Approving Implementation of “Ban the Box” Policy for Lucas County Personnel Department to Remove Barriers to Employment for Qualified Workers with Criminal Records

Department/Agency: Administration

Contact: Laura Lloyd-Jenkins, County Administrator

Summary/Background: The Lucas County Board of Commissioners is voting today to approve implementation of a “ban the box” policy for Lucas County Personnel Department. The decision is a part of a national campaign to “ban the box” on employment applications in order to remove barriers to qualified workers with criminal records who are seeking legal employment. Lucas County now joins cities and counties nationwide such as Chicago, Cleveland, and Alameda County, California, among more than forty others. According to the National Employment Law Project, an estimated 65 million Americans – or 1 in 4 adults – have a criminal record that may show up on a routine background check. The inability to obtain gainful employment after release from incarceration may contribute to a host of community problems including high rates of unemployment, increased recidivism rates, and increased crime.

Lucas County is committed to ensuring that all qualified workers seeking employment within the County be given an equal opportunity to apply for available positions. Lucas County recognizes that state and federal laws may require criminal background investigations for certain positions, including positions that involve working with children, positions in law enforcement, and other sensitive positions. The U.S. Equal Employment Opportunity Commission issued formal advice in April 2012 on the use of arrest and conviction records in employment under Title VII of the Civil Rights Act of 1964, which applies to all public and private employers. The Commission recommended as a “best practice . . . that employers not ask about convictions on job applications and that, if and when they make such inquiries, the inquiries be limited to convictions for which exclusion would be job related for the position in question and consistent with business necessity.”¹ The Lucas County Board of Commissioners supports fair hiring policies as defined by the U.S. Equal Employment Opportunity Commission and promotes best practices and policies within Lucas County.

Budget Impact: None

Statutory Authority/ORC:

Commissioner Gerken offered the following resolution:

¹ U.S. EQUAL EMPLOYMENT OPPORTUNITY COMM’N, EEOC ENFORCEMENT GUIDANCE NO. 915.002, CONSIDERATION OF ARREST & CONVICTION RECORDS IN EMPLOYMENT DECISIONS UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 (2012).

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WHEREAS, in consideration of the above, NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners, Lucas County, Ohio, that:

Section 1. The Board hereby approves implementation of “ban the box” policy for Lucas County Personnel Department to remove barriers to employment for qualified workers with criminal records.

Section 2. This Board finds and determines that all formal actions of this Board concerning and relating to the adoption of this resolution were taken in an open meeting of this Board and that all deliberations of this Board that resulted in those formal actions were in a meeting open to the public in compliance with the law.

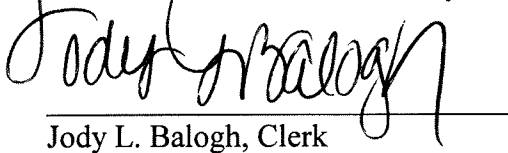
Section 3. This resolution shall be in full force and effect from and immediately upon its adoption.

Action Taken:

Commissioner Gerken voted yes

Commissioner Skeldon Wozniak voted yes

Commissioner Contrada voted yes



Jody L. Balogh, Clerk