

RESOLUTION NO. _____

RESOLUTION REMOVING THE QUESTION REGARDING WHETHER A PERSON HAS BEEN CONVICTED OF A CRIMINAL OFFENSE FROM THE COUNTY'S MAIN HIRING APPLICATION

WHEREAS, pursuant to N.C. Gen. Stat. § 153A-94, the Board of Commissioners has the authority to establish rules and regulations to promote the hiring and retention of capable, diligent and honest career employees; and

WHEREAS, Buncombe County in its mission statement realizes the importance of a diverse professional workforce; and

WHEREAS, for all applicants Buncombe County currently requires on the initial employment application that the applicant disclose whether he or she has ever been convicted of an offense against the law other than a minor traffic violation; and

WHEREAS, studies have shown that having questions regarding criminal judicial involvement on initial job application may deter non-majority populations from applying for open positions and creates the potential for association bias when selecting individuals for interviews; and

WHEREAS, Buncombe County continue to require full criminal background investigations for positions that work with vulnerable populations including children and the elderly and in law enforcement.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners for the County of Buncombe as follows:

1. That Buncombe County will amend its employment application to no longer require the disclosure of past criminal history on the initial job application.
2. That this resolution shall be effective upon its adoption.

This the 19th of April, 2016.

ATTEST

BOARD OF COMMISSIONERS FOR THE
COUNTY OF BUNCOMBE

Kathy Hughes, Clerk

By: _____
David Gantt, Chairman

APPROVED AS TO FORM

County Attorney