

# County of Muskegon

## RESOLUTION

### RESOLUTION IN SUPPORT OF "MOVE-THE-BOX" INITIATIVE REGARDING CRIMINAL BACKGROUND CHECKS

WHEREAS, the Muskegon County Board of Commissioners desires that maximum opportunity is extended to its citizens to have productive and useful lives; and

WHEREAS, successful societal re-entry of formerly convicted offenders is also desired by the Muskegon County Board of Commissioners; and

WHEREAS, numerous national, state and local studies have found that for re-entry to be successful, removal of obstacles to employment and/or other legal income producing opportunities must be a priority; and

WHEREAS, an initiative entitled "Move-The-Box" is being promulgated nationally to address the stigma associated with the label "felony" or "formerly convicted offender" in the employment consideration processes; and

WHEREAS, this initiative recommends the removal of such inquiry from the written application for opportunities unless required by local, state or federal statute; and

WHEREAS, this initiative does not remove the criminal inquiry or criminal background check in its entirety but places such inquiry in its proper place of consideration, that being the "fit-for-duty" check; and

WHEREAS, the Muskegon County Board of Commissioner desires to afford its citizens every opportunity possible to successfully compete for employment and lawful income producing opportunities absent both intentional and unintentional prejudices.

NOW, THEREFORE, BE IT RESOLVED THAT the Muskegon County Board of Commissioners does hereby require the removal of the inquiry regarding criminal history from the written application for all opportunities unless required by local, state or federal statute.

BE IT FURTHER RESOLVED THAT the Muskegon County Board of Commissioners requires each authorizing Director be responsibility for ensuring that this policy is followed and that "fit-for-duty" checks are performed and documented to minimize potential liability.

BE IT FURTHER RESOLVED THAT the Muskegon County Board of Commissioners does hereby adopt and authorize implementation of this policy by the County Administrator.

*Jennifer M. ...*

*[Signature]*

*Ellen ...*

*[Signature]*

*[Signature]*

*Robert N. ...*

*Scott ...*

*Marianne ...*

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Board approved January 12, 2012

