

R18-115
GOVERNING BODY OF THE BOROUGH OF
MERCHANTVILLE, COUNTY OF CAMDEN, STATE OF
NEW JERSEY, CERTIFICATION OF 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”**

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 members of the governing body have familiarized themselves with the contents of the above-referenced enforcement guidance and with their local unit's hiring practices as they pertain to the consideration of an individual's criminal history, as evidenced by the group affidavit form of the governing body attached hereto.

NOW, THEREFORE BE IT RESOLVED, That the *Borough* of Merchantville, hereby states that it has complied with N.J.S.A. 40A:4-5, as amended by P.L. 2017, c.183, by certifying that the local unit's hiring practices comply with the above-referenced enforcement guidance and hereby directs the Clerk to cause to be maintained and available for inspection a certified copy of this resolution and the required affidavit to show evidence of said compliance.

I HEREBY CERTIFY THAT THIS IS A TRUE COPY OF THE RESOLUTION PASSED AT THE MEETING HELD ON *August 13, 2018*).

Denise Brouse, Borough Clerk

**Employment Decisions Under Title VII of the Civil Rights Act of 1964”
GROUP AFFIDAVIT FORM FOR MUNICIPALITIES AND COUNTIES**

NO PHOTO COPIES OF SIGNATURES,
STATE OF NEW JERSEY, COUNTY OF CAMDEN

We, members of the governing body of the **Borough of Merchantville** being duly sworn according to law, upon our oath depose and say:

1. We are duly elected (or appointed) members of the **Borough of Merchantville** in the county of **Camden**
2. Pursuant to P.L. 2017, c.183, we have familiarized ourselves with the contents of 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);
3. We are familiar with the local unit’s hiring practices as they pertain to the consideration of an individual’s criminal history;
4. We certify that the local unit’s hiring practices comply with the above-referenced enforcement guidance.

(L.S.) Mayor, Edward F. Brennan _____

(L.S.) Councilman, Griffin Kidd _____

(L.S.) Councilman, Sean Fitzgerald _____

(L.S.) Councilman, John Grasso _____

(L.S.) Councilman, Daniel Sperrazza _____

(L.S.) Councilman, Andrew McLoone _____

(L.S.) Councilman, Anthony Perno _____

Sworn to and subscribed before me this
_____ day of _____

Notary Public of New Jersey

Clerk

The Municipal Clerk shall set forth the reason for the absence of signature of any members of the governing body.

IMPORTANT: This certificate must be executed before a municipality or county can submit its approved budget to the Division of Local Government Services. The executed certificate and the adopted resolution must be kept on file and available for inspection.