

APPROVED AS TO FORM
RICHARD E. WINNIE, County Counsel

By: 
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Chief Assistant County Counsel

RESOLUTION NO. 2006-389

Resolution of the Board of Supervisors of Alameda County

A resolution urging the Civil Service Commission and the Department of Human Resource Services to review and revise current policies and procedures, where appropriate, so that individuals in our society who have previously been incarcerated or convicted of criminal convictions are not unreasonably denied or prohibited from equally competing for County employment.

WHEREAS, according to The Urban Institute, studies demonstrate that formerly-incarcerated people have a reduction in prospects for stable employment and reasonable wages throughout their lifetime; and

WHEREAS, according to a report by the Little Hoover Commission, the unemployment rate of formerly-incarcerated individuals in California is between 70 to 80% and there is persuasive research that unemployment is associated with recidivism; and

WHEREAS, many individuals who have been convicted of offenses in other states have moved to California to begin their lives anew; and

WHEREAS, according to the California Department of Corrections and Rehabilitation, Data Analysis Unit, Alameda County had a total of 6,288 parolees released in 2005; and

WHEREAS, according to Jeff Manza, Melissa Thompson, and Christopher Uggen, authors of *Crime, Class and Reintegration: The Socioeconomic, Familial, and Civic Lives of Offenders*, at least 13 million people nationwide experience lifelong discrimination because of past felony convictions, and California incarcerates and releases more people per capita than any other state, resulting in large numbers of people whose backgrounds include criminal activity and/or imprisonment; and

WHEREAS, people of color, in general, are convicted and incarcerated in numbers disproportionate to their representation the population as a whole, which excessively impacts their families and communities; and

WHEREAS, the application form for public employment by the County of Alameda specifically requires an applicant to answer yes or no to the question, "Have you ever been convicted of violation of any law?", regardless if the applicant has received a Governor's pardon; and

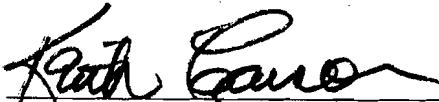
WHEREAS, when those with a conviction history are not allowed the opportunity to provide employers with mitigating factors, such as evidence of rehabilitation, the result is that they may be unfairly precluded from employment, which has a detrimental impact upon them and their communities; and

WHEREAS, the County of Alameda desires to assist otherwise qualified individuals with criminal histories by affording them an opportunity to equally compete for public employment and thereby assist them to reenter society.

NOW THEREFORE BE IT RESOLVED THAT THE BOARD OF SUPERVISORS OF ALAMEDA COUNTY, urges the Civil Service Commission to examine and revise the current rules and policies pertaining to the disclosure and review of criminal history records to allow fairness in the employment process of individuals who have criminal history backgrounds.

BE IT FURTHER RESOLVED THAT THE BOARD OF SUPERVISORS OF ALAMEDA COUNTY, supports the development and implementation of a pilot project, revising the means and timing of when applicants are required to disclose past criminal history records upon the application for public employment in the County of Alameda in order to mitigate or eliminate the negative impact against individuals who have been incarcerated or otherwise have criminal convictions to assist with their successful reintegration into the community.

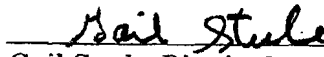
Dated this October 3, 2006



Keith Carson, President, District 5



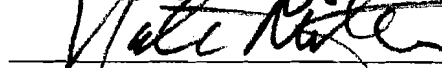
Alice Lai-Bitker, District 3



Gail Steele, District 2



Scott Haggerty, Vice President, District 1



Nate Miley, District 4