

BOROUGH OF MENDHAM
MORRIS COUNTY, NEW JERSEY

RESOLUTION #57-2025

RESOLUTION OF THE MAYOR AND COUNCIL OF THE BOROUGH OF MENDHAM CERTIFYING 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, by the Mayor and Council of the Borough of Mendham that the Borough Administrator and the person who interviews and recommends candidates for employment with the Borough, must review, and be familiar with, the herein referenced federal guidelines and ensure that the Borough's hiring practices are in compliance therewith; and

BE IT FURTHER RESOLVED, that the Mayor and Council of the Borough of Mendham 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 Borough Clerk to maintain and make available for inspection a certified copy of this Resolution and the required affidavit to show evidence of said compliance.

* * * * *

(Governing Body Group Affidavit attached)

This resolution shall take effect immediately.

I HEREBY CERTIFY THAT THIS IS A TRUE COPY OF THE RESOLUTION PASSED AT THE MEETING HELD ON March 12, 2025.

ATTEST

BOROUGH OF MENDHAM

Lauren McBride, Acting Borough Clerk

James R. Kelly, Mayor

GOVERNING BODY CERTIFICATION PURSUANT TO P.L. 2017, C.183 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"

GROUP AFFIDAVIT FORM FOR MUNICIPALITIES AND COUNTIES

STATE OF NEW JERSEY

COUNTY OF MORRIS

We, members of the governing body of the BOROUGH OF MENDHAM being duly sworn according to law, upon our oath depose and say:

1. We are duly elected members of the Mayor and Council of the Borough of Mendham in the County of Morris;
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.

James R. Kelly, Mayor	(L.S.)
Neil Sullivan, Council President	(L.S.)
Marilyn Althoff, Council Member	(L.S.)
Will Russo, Council Member	(L.S.)
Matthew Bruin, Council Member	(L.S.)
Alexandra Henry Traut, Council Member	(L.S.)

NO PHOTOCOPIES OF SIGNATURES

Sworn to and subscribed before me this 12th day of March 2024.

Lauren McBride
Acting Borough Clerk
Borough of Mendham

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.

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