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Regular Session, 2014

HOUSE CONCURRENT RESOLUTION NO. 97

BY REPRESENTATIVE SMITH

CIVIL SERVICE: Commends the Dept. of State Civil Service for performing extensive research and beginning the process of removing questions about criminal history from its initial application for certain positions

A CONCURRENT RESOLUTION

2	To commend the Louisiana Department of State Civil Service, under the leadership of the
3	State Civil Service Commission and the director of state civil service, Shannon
4	Templet, for performing extensive research and examination of the needs of state
5	agencies relative to consideration of criminal history information in the context of
6	hiring procedures and for beginning the process of removing questions about
7	criminal history from its initial application form for certain positions.
8	WHEREAS, the state of Louisiana incarcerates a large number of people, most of
9	whom will eventually return to their communities; and
10	WHEREAS, according to the Louisiana Department of Public Safety and
11	Corrections, division of corrections services, approximately fifteen thousand state offenders
12	are released each year from Louisiana prisons; and
13	WHEREAS, these people are expected to return to their communities and be law-
14	abiding, productive citizens; and
15	WHEREAS, unfortunately, nearly half of the persons released from prison in
16	Louisiana will return to prison within five years; and
17	WHEREAS, getting and keeping a job is crucial to reducing the risk of recidivism;
18	and
19	WHEREAS, while Louisiana has developed and implemented programs and services
20	to better prepare offenders to return to their communities, including job skills training and
21	educational programs about how to find a job, more needs to be done; and
22	WHEREAS, ten states and more than fifty cities and counties have taken initiatives,
23	widely known as "ban the box", that typically involve removing questions about criminal

history from the initial job application and delaying the criminal background check until
later in the hiring process; and

WHEREAS, moving the consideration of criminal history until later in the hiring process does not prohibit the employer from considering this information in deciding whether to actually hire a person, it simply allows the prospective employee an opportunity to discuss the information, which could be incorrect or incomplete, in the context of the position; and

8 WHEREAS, the Louisiana Department of State Civil Service has performed 9 extensive research and examination of the needs of state agencies relative to the 10 consideration of criminal history information in the context of hiring procedures and has 11 begun the process of removing questions about criminal history from its initial application 12 form for certain positions.

THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby commend the Louisiana Department of State Civil Service, under the leadership of the State Civil Service Commission and the director of state civil service, Shannon Templet, for performing extensive research and examination of the needs of state agencies relative to consideration of criminal history information in the context of hiring procedures and for beginning the process of removing questions about criminal history from its initial application form for certain positions.

DIGEST

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Smith

HCR No. 97

Commends the La. Dept. of State Civil Service, under the leadership of the State Civil Service Commission and the director of state civil service, Shannon Templet, for performing extensive research and examination of the needs of state agencies relative to consideration of criminal history information in the context of hiring procedures and for beginning the process of removing questions about criminal history from its initial application form for certain positions.