

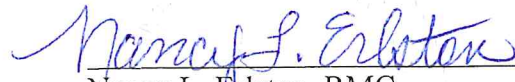
**RESOLUTION 2024-81**  
**GOVERNING BODY CERTIFICATION OF COMPLIANCE WITH THE**  
**UNITED STATES EQUAL EMPLOYMENT OPPORTUNITY COMMISSION'S**  
**"Enforcement Guidance on the Consideration of Arrest and Conviction Records in**  
**Employment Decisions Under Title VII of the Civil Rights Act of 1964"**

**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 *Council of the Township of Florence*, 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 *March 20, 2024*.

  
\_\_\_\_\_  
Nancy L. Erlston, RMC  
Township Clerk

GOVERNING BODY CERTIFICATION PURSUANT TO P.L. 2017, C.183 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"  
 GROUP AFFIDAVIT FORM FOR MUNICIPALITIES AND COUNTIES  
 NO PHOTO COPIES OF SIGNATURES

STATE OF NEW JERSEY  
 COUNTY OF BURLINGTON

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

1. We are duly elected members of the *Council of the Township of Florence* in the county of *Burlington*;
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.) <i>Frank Biddoway</i>	(L.S.)
(L.S.) <i>John Martiniello</i>	(L.S.)
(L.S.) <i>Nicholas P. Haney</i>	(L.S.)
(L.S.) <i>Jaraya Harris</i>	(L.S.)
(L.S.) <i>[Signature]</i>	(L.S.)

Sworn to and subscribed before me this 21<sup>st</sup> day of March 2024

Notary Public of New Jersey

*Becky Brown - Mooney*

**BECKY M. BROWN-MOONEY**  
**NOTARY PUBLIC OF NEW JERSEY**  
 Commission # 50215981  
 My commission expires November 14, 2028

*Nancy L. Erlston*

Nancy L. Erlston, RMC  
 Township Clerk