330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

County of El Dorado

Legislation Details (With Text)

File #:	22-1669 **Version:** 1		
Type:	Agenda Item	**Status:**	Approved
File created:	9/8/2022	**In control:**	Board of Supervisors
On agenda:	9/20/2022	**Final action:**	9/20/2022
Title:	Human Resources Department recommending the Board approve modifications to Board Policy E-4 - Pre-Employment Background Check to comply with recent guidance from the California Civil Rights Department (formerly the California Department of Fair Employment and Housing). FUNDING: N/A		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. A - Background Policy E-4 redline, 2. B - Background Policy E-4 final, 3. C - Background Policy E-4 Current		

Date	Ver.	Action By	Action	Result
9/20/2022	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board approve modifications to Board Policy E-4 - Pre-Employment Background Check to comply with recent guidance from the California Civil Rights Department (formerly the California Department of Fair Employment and Housing).

FUNDING: N/A

DISCUSSION / BACKGROUND

As part of Objective 2.2 of the Good Governance Goal in the Board-approved Strategic Plan, Board policies are undergoing a review/update process. On April 24, 2018, the Board of Supervisors adopted policy E-4 - Pre-Employment Background Check.

The Human Resources Department is recommending modifications to the Purpose and Policy portions of the policy to update the Pre-Employment Background Check policy to comply with recent guidance from the California Civil Rights Department (formerly the California Department of Fair Employment and Housing (DFEH). Specifically, the updated guidance requires additional notification to job applicants for positions in El Dorado County who are disqualified due to a negative conviction history. In such cases, applicants shall be provided the opportunity to challenge the accuracy of the conviction history report, offer evidence of rehabilitation or mitigating circumstances, or both. The candidate shall also be informed of their right to file a complaint with the California Civil Rights Department.

ALTERNATIVES

The Board may choose not to approve the recommended changes, direct staff to make additional modifications, or take no action.

PRIOR BOARD ACTION

powered by Legistar™

On April 24, 2018, the Board of Supervisors adopted Policy E-4 - Pre-Employment Background Check (Legistar #18-0570)

On May 10, 2022, the Board of Supervisors approved revisions to Policy E-4 - Pre Employment Background Check (Legistar # 22-0722)

OTHER DEPARTMENT / AGENCY INVOLVEMENT
All Departments

CAO RECOMMENDATION
Approve as recommended.

FINANCIAL IMPACT
There is no direct financial impact to updating this policy. Indirectly, the proposed policy should assist in minimizing the County's liability.

CLERK OF THE BOARD FOLLOW UP ACTIONS
The Clerk of the Board will update the online Board Policy Manual with the approved changes, notify all department heads, as well as any and all Chairs or staff for applicable boards, committees, and commissions.

STRATEGIC PLAN COMPONENT
Good Governance

CONTACT
Joseph Carruesco, Director of Human Resources