

## **Department of Planning and Budget**

### **2014 Fiscal Impact Statement**

**1. Bill Number:** SB250

<b>House of Origin</b>	<input type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input checked="" type="checkbox"/> Engrossed
<b>Second House</b>	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

**2. Patron:** McEachin

**3. Committee:** General Laws and Technology

**4. Title:** Employment applications; inquiries regarding criminal arrests, charges, or convictions.

**5. Summary:** Employment applications; inquiries regarding criminal arrests, charges, or convictions. Prohibits state agencies from including on any employment application a question inquiring whether the prospective employee has ever been arrested or charged with, or convicted of, any crime, subject to certain exceptions. A prospective employee may not be asked if he has ever been convicted of any crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if the prospective employee has a conviction record that bears a rational relationship to the duties and responsibilities of the position. A prospective employee may not be asked if he has ever been arrested or charged with a crime unless the inquiry takes place after the prospective employee has received a conditional offer of employment, which offer may be withdrawn if (i) the prospective employee's criminal arrest or charge resulted in the prospective employee's conviction of a crime and (ii) the crime of which he was convicted bears a rational relationship to the duties and responsibilities of the position. Localities are authorized to prohibit such inquiries.

**6. Budget Amendment Necessary:** No.

**7. Fiscal Impact Estimates:** See Item 8.

**8. Fiscal Implications:** The provisions of this bill may significantly increase the involvement of the Office of the Attorney General (OAG) in counseling on hiring issues however no fiscal impact is anticipated at this point by the OAG. This bill is not likely to add a cost to State agencies.

**9. Specific Agency or Political Subdivisions Affected:** Office of the Attorney General and Department of Law; State agencies.

**10. Technical Amendment Necessary:** No.

**11. Other Comments:** None.