

Department of Planning and Budget

2019 Fiscal Impact Statement

1. Bill Number: SB1199

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

2. Patron: Dance

3. Committee: General Laws and Technology

4. Title: Public employment; inquiries by state agencies and localities regarding criminal convictions, etc.

5. Summary: Prohibits state agencies from including on any employment application a question inquiring whether the applicant has ever been arrested or charged with, or convicted of any crime and prohibits agencies from asking an applicant if he has ever been arrested for or charged with a crime. The bill also prohibits state agencies from asking an applicant if he has ever been convicted of any crime unless the inquiry takes place after the applicant has received a conditional offer of employment, which offer may be withdrawn if the applicant has a conviction record that directly relates to the duties and responsibilities of the position. The prohibition against state agencies inquiring into an applicant's record of criminal arrests, charges, or convictions does not apply to applications for certain positions designated as sensitive, or to state agencies that are expressly permitted to inquire into an individual's criminal history for employment purposes pursuant to any provision of federal or state law. The bill also authorizes localities to adopt ordinances prohibiting such inquiries, with similar limitations.

6. Budget Amendment Necessary: No.

7. Fiscal Impact Estimates: Preliminary; no state fiscal impact.

8. Fiscal Implications: This bill is not expected to have a state fiscal impact.

According to the Department of Human Resource Management, the provisions of the proposed legislation are consistent with current state policies and practices.

9. Specific Agency or Political Subdivisions Affected: All state agencies and localities.

10. Technical Amendment Necessary: No.

11. Other Comments: This bill codifies current policies implemented in April of 2015 as a result of Executive Order 41.

Date: 1/13/2019