

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2011

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HOUSE DRH70019-THz-3 (02/03)

Short Title: OSP/Hiring of Ex-Offenders. (Public)

Sponsors: Representatives Bryant, Pierce, and M. Alexander (Primary Sponsors).

Referred to:

A BILL TO BE ENTITLED

AN ACT TO REQUIRE THE OFFICE OF STATE PERSONNEL TO DEVELOP
PROTOCOLS AND POLICIES REGARDING THE HIRING OF EX-OFFENDERS IN
STATE GOVERNMENT, AS RECOMMENDED BY THE JOINT SELECT
COMMITTEE ON EX-OFFENDER REINTEGRATION INTO SOCIETY.

The General Assembly of North Carolina enacts:

SECTION 1. The Office of State Personnel shall develop a protocol for State agencies to collect and track application and hiring rates of ex-offenders. The Office of State Personnel shall report on these proposed policies to the 2011 General Assembly by October 1, 2011.

SECTION 2. The Office of State Personnel shall develop proposed policies identifying the specific occupational categories for which a conviction is a bar to employment. The proposed policies shall require that for those occupational categories, the hiring authority may require disclosure of prior conviction on application; however, for all other occupational groups, the proposal shall provide that State hiring authorities shall not, during the hiring process, make an inquiry regarding a conviction on the initial application for employment and shall only take into consideration a conviction after the applicant has been selected as a finalist for that position. The Office of State Personnel shall report on these proposed policies to the 2011 General Assembly by October 1, 2011.

SECTION 3. This act is effective when it becomes law.

