GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2011

HOUSE BILL 275

Short Title:	OSP/Hiring of Ex-Offenders.	(Public)
Sponsors:	Representatives Bryant, Pierce, M. Alexander, and Brandon (Primary Sponsors). For a complete list of Sponsors, see Bill Information on the NCGA Web Site.	
Referred to:	Rules, Calendar, and Operations of the House.	

March 10, 2011

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.