

would be required to obtain a fidelity bond or equivalent bond but would be disqualified from obtaining the bond because of a criminal conviction. An employer would not be prohibited from notifying applicants that law or employer policy disqualifies an individual with a particular criminal history from employment in particular positions. An employer would be allowed to ask an applicant for information about criminal history at the first interview, in accordance with applicable state and federal laws.

Any fiscal impact of HB 28 on local governments would arise in their capacity as employers. The fiscal impact of HB 28 on local governments would be none to minimal.

Some local governments currently require disclosure of criminal history on their job application form and include a disclaimer that a criminal history will not automatically disqualify the applicant from employment. The only cost to local governments that do currently require disclosure of criminal history would be to change their application form to eliminate the question(s) calling for such disclosure. The cost of such change would be minimal.

Part III: Differences to Local Government Mandate Statement from Prior Versions

The Part II section above pertains to the bill as introduced and there are not any prior introduced versions of the bill to complete the Part III section.

Data Source(s): Lexington-Fayette Urban County Government Human Resources; City of Pikeville Human Resources; Kentucky Department for Local Government

Preparer: Mary Stephens **Reviewer:** KHC **Date:** 1/9/18