

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.

The fiscal impact of HB 43 on local governments would be none to minimal. For many local governments passage of HB 43 would require them to remove the criminal history question from their on-line or paper job application form. Unless a local ordinance prohibits the local government employing someone with a criminal history, the bill would not require repeal or passage of a local ordinance, so there would be no publication or public hearing costs. Many local governments create and print or post their own application form so removal of the question from the form would entail minimal effort by office staff and little or no cost. Two Kentucky cities, the City of Hopkinsville and Louisville/Jefferson County Metro Government (Louisville Metro), have removed the criminal history question from their job application forms and both report minimal costs to do so.

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

Part II, above, pertains to the bill as introduced.

Data Source(s): City of Hopkinsville, Louisville Metro Council, Kentucky League of Cities

Preparer: Mary Stephens **Reviewer:** KHC **Date:** 1/13/20