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To: Lemoore City Council Item # 4 G
From: JP Prichard, Administrative Analyst
Date: June 25, 2012
**Subject: Letter of Opposition To AB 1831 Local government:
Hiring practices**

Discussion:

AB 1831 (Dickinson) prohibits cities and counties from inquiring into or considering criminal history on any initial employment application, outside of those instances where a criminal background check is required by state law. This would limit flexibility for additional positions – for example, some positions in finance, information technology, and/or personnel departments may require the handling of sensitive, proprietary, or confidential information which often make background checks necessary.

Currently, the City of Lemoore employment application asked applicants if they have ever been convicted of a crime, and requests further explanation if they have. This does not automatically exclude any applicant from employment; the applicant's history is viewed in light of the needs of the position on a case-by-case basis.

Additionally, prior to a preferred candidate being offered a job, the City will request a report of their driving record (if driving may be required in the position), as well as criminal history. Not only does this ensure that the candidate's history does not conflict with the position (financial crimes for an accounting position, for example), it also helps determine if the candidate has misrepresented themselves on their application in order to secure the position.

Budget Impact:

Implementation of AB 1831 would have no immediate effect on the budget. However, limiting the ability to screen candidates during the hiring process could result in additional liability.

Recommendation:

It is recommended that the City Council approve the submittal of the attached letter to various members of the Legislature urging them to oppose and reject AB 1831.