

Colorado Legislative Council Staff Fiscal Note

STATE
FISCAL IMPACT

Drafting Number: LLS 12-0644
Prime Sponsor(s): Rep. Levy
 Sen. Steadman

Date: March 5, 2012
Bill Status: House SVMA
Fiscal Analyst: Jonathan Senft (303-866-3523)

TITLE: CONCERNING REDUCING BARRIERS TO EMPLOYMENT FOR PEOPLE WITH CRIMINAL RECORDS.

Fiscal Impact Summary	FY 2012-2013	FY 2013-2014
State Revenue		
State Expenditures	see State Expenditures section	
FTE Position Change		
Effective Date: August 8, 2012, if the General Assembly adjourns on May 9, 2012, as scheduled, and no referendum petition is filed.		
Appropriation Summary for FY 2012-2013: None required.		
Local Government Impact: None.		

Summary of Legislation

This bill prohibits state agencies that solicit job applications to advertise that a person with a criminal background may not apply, unless a specific crime statutorily prevents the applicant from having that job. It also prevents agencies from stating this criteria on the application. In addition, the bill prevents agencies from performing background checks until a conditional offer has been given. Finally, the bill defines areas where discretion may be used when considering an applicant's criminal history.

State Expenditures

This bill slightly alters the hiring process performed by state agencies and, in limited circumstances, may add two indeterminate expenditure increases. First, the bill requires the communication of a new policy to personnel administrators, and may require the alteration of employment applications. Second, the bill allows discretion in the hiring of individuals with criminal history, which may lead to differing interpretations in the hiring decision. This may then lead to appeals which would increase the workload of the State Personnel Board. These costs are based on variable circumstances and are thus indeterminate.

Departments Contacted

All Departments