



May 30, 2018

## **SENATE FLOOR ALERT**

**Senate Bill 1412 (Bradford) – Applicants for employment: criminal history**  
As Amended May 25, 2018 – **OPPOSE**

Senate Third Reading File

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On behalf of the California State Association of Counties (CSAC), California Special Districts Association (CSDA), League of California Cities (LOCC), Rural County Representatives of California (RCRC) and CSAC Excess Insurance Authority (CSAC EIA), we respectfully urge your **“NO” vote on Senate Bill 1412** (Bradford) that attempts to provide greater specificity as employers implement Assembly Bill 1008 (Chapter No. 789, Statutes of 2017). While we appreciate the intent, SB 1412 unfortunately creates confusion with the recently implemented “ban the box” hiring procedure that affords certain exemptions for specific public agency positions.

In sum, SB 1412 requires employers to limit their criminal background checks to a “particular” conviction as it relates to the nature of the job duties that the candidate for employment is seeking. Cities, counties and special districts serve vulnerable populations, process sensitive information, and are entrusted with handling taxpayer dollars. Employees in fields ranging from social work to hospital care to tax collection undergo background checks in order to protect the needs of local residents who rely on those services.

Due to these service areas, **we were involved in the AB 1008 negotiations and ultimately removed our opposition based on amendments that exempted positions where federal, state or local law already mandated a background check** be conducted. We are concerned that SB 1412 runs counter to those thoughtful amendments and creates conflicting requirements that will significantly complicate compliance efforts.

We believe further clarification and specificity is needed to achieve the goals of SB 1412 and for the aforementioned reasons, we respectfully oppose SB 1412. Please do not hesitate to contact Dorothy Johnson (CSAC) at 916-650-8133; Dillon Gibbons (CSDA) at 916-442-7887; Dane Hutchings (LOCC) at 916-658-8200, Paul A. Smith (RCRC) at 916-447-4806, or Michael Pott (CSAC EIA) at (916) 850-7300 with any questions regarding our position.