

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2025

H.B. 162
Feb 21, 2025
HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH30078-LM-44

Short Title: Local Gov't Applicants/Criminal History Check. (Public)

Sponsors: Representative Loftis.

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT PROVIDING THAT COUNTIES AND CITIES SHALL REQUIRE CRIMINAL
3 HISTORY RECORD CHECKS FOR APPLICANTS FOR EMPLOYMENT IF THE
4 POSITION BEING FILLED REQUIRES THE APPLICANT TO WORK WITH
5 CHILDREN IN ANY CAPACITY.

6 The General Assembly of North Carolina enacts:

7 **SECTION 1.(a)** G.S. 153A-94.2 reads as rewritten:

8 "**§ 153A-94.2. Criminal history record checks of employees permitted.**

9 (a) The board of commissioners may adopt or provide for rules and regulations or
10 ordinances concerning a requirement that any applicant for employment be subject to a criminal
11 history record check of State and National Repositories of Criminal Histories conducted by the
12 State Bureau of Investigation in accordance with ~~G.S. 143B-1209.25~~ [G.S. 143B-1209.26].
13 G.S. 143B-1209.26. The local or regional public employer may consider the results of these
14 criminal history record checks in its hiring decisions.

15 (b) Notwithstanding the provisions of subsection (a) of this section, if the position being
16 filled requires an applicant for employment to work with children in any capacity, the board of
17 commissioners shall require the applicant be subject to a criminal history record check conducted
18 by the State Bureau of Investigation in accordance with G.S. 143B-1209.26."

19 **SECTION 1.(b)** G.S. 160A-164.2 reads as rewritten:

20 "**§ 160A-164.2. Criminal history record check of employees permitted.**

21 (a) The council may adopt or provide for rules and regulations or ordinances concerning
22 a requirement that any applicant for employment be subject to a criminal history record check of
23 State and National Repositories of Criminal Histories conducted by the State Bureau of
24 Investigation in accordance with ~~G.S. 143B-1209.25~~ [G.S. 143B-1209.26]. G.S. 143B-1209.26.
25 The city may consider the results of these criminal history record checks in its hiring decisions.

26 (b) Notwithstanding the provisions of subsection (a) of this section, if the position being
27 filled requires an applicant for employment to work with children in any capacity, the council
28 shall require the applicant be subject to a criminal history record check conducted by the State
29 Bureau of Investigation in accordance with G.S. 143B-1209.26."

30 **SECTION 2.** This act becomes effective October 1, 2025, and applies to applications
31 for employment on or after that date.

