



HOUSE BILL 378: Firefighters Criminal History Record Checks.

2023-2024 General Assembly

Committee:	House Judiciary 3. If favorable, re-refer to Rules, Calendar, and Operations of the House	Date:	April 5, 2023
Introduced by:	Reps. Blackwell, Saine, Torbett, Riddell	Prepared by:	Debbie Griffiths
Analysis of:	PCS to First Edition H378-CSCI-8		Staff Attorney

OVERVIEW: *HB378 would allow an alternative statewide criminal history record check for applicants for a position with a fire department to be conducted through the clerk of superior court or a third-party vendor if the applicant meets certain requirements. Applicants for junior membership in a fire department under 18 years old would be exempt from the criminal history record check.*

The PCS would make the following changes:

- *Allow the alternative statewide criminal history record checks to be conducted without fingerprints for applicants to and current members of any fire department to be requested from the Department of Public Safety or a third-party vendor.*
- *Reorganize the bill contents and make technical and conforming changes.*

CURRENT LAW: G.S. 153A-233 requires that counties ensure that any city, county, or other units of local government, or incorporated volunteer fire department with which it contracts for fire-fighting or prevention services conducts a criminal record history check on all applicants as provided for in G.S. 143B-943. G.S. 153A-234 requires that all fire marshals and G.S. 160A-292 requires that all fire chiefs obtain a criminal history record check on all applicants as provided for in G.S. 143B-943.

G.S. 143B-943 provides for a statewide and national criminal history record check using an applicant's or current member's fingerprints and name to be conducted through the North Carolina Department of Public Safety.

The conviction of a crime that bears upon the applicant's or current member's fitness for holding a position with the fire department is just cause for not hiring or for dismissing the individual after consideration of certain factors. Conviction of arson or other felonies involving burning or setting fire under Chapter 14 of the General Statutes is a bar to hiring an applicant. A requesting entity must inquire about, and an applicant must disclose, any pending felony charges involving burning or setting fire under Chapter 14 of the General Statutes. If the requesting entity learns of felony charges pending against an applicant, the applicant may be offered a conditional offer of employment pending final disposition of the felony. An applicant must be denied employment and a current employee may be dismissed for refusing to consent to a criminal history record check, including refusing to provide fingerprints or other required information to conduct the check.

The North Carolina Department of Public Safety is authorized to charge a reasonable fee for conducting the criminal history record check and the requesting entity can require reimbursement from the applicant or the current member. All information received is confidential and privileged. Information received from

Jeffrey Hudson
Director



Legislative Analysis
Division
919-733-2578

House 378 PCS

Page 2

the North Carolina Department of Public Safety is subject to the rules adopted by the Department governing dissemination of criminal history record checks.

BILL ANALYSIS:

The PCS would amend G.S. 143B-943 to allow a requesting entity the option to conduct an alternate criminal history record check for firefighter applicants or current members who meet the following requirements:

- The individual has resided in North Carolina for more than five years prior to the request for the criminal history record check.
- The applicant or current member discloses no criminal charges or convictions.

The alternate criminal history record check may be conducted as follows:

- The check could be limited to only the applicant's or current member's name.
- The check could be limited to only a statewide criminal history search.
- The check could be completed by either of the following:
 - Department of Public Safety.
 - Third-party vendors.

References to verification for the criminal history record check would be removed.

DPS would waive fees for any statewide criminal history record check charged to volunteer fire departments.

Applicants for junior membership in or current junior members of a fire department under the age of 18 would be exempt from all criminal history record checks.

The PCS would also reorganize the statutory language and make technical and conforming changes.

EFFECTIVE DATE: The PCS would become effective when it becomes law.