



HOUSE BILL 162: Local Gov't Applicants/Criminal History Check.

2025-2026 General Assembly

Committee:	House Judiciary 2. If favorable, re-refer to State and Local Government. If favorable, re-refer to Rules, Calendar, and Operations of the House	Date:	March 4, 2025
Introduced by:	Reps. Loftis, N. Jackson, Ward, Kidwell	Prepared by:	Susan Sitze Hannah Kendrick Staff Attorney
Analysis of:	First Edition		

OVERVIEW: *House Bill 162 would require counties and cities to conduct criminal history record checks for applicants for employment if the position being filled requires the applicant to work with children in any capacity.*

CURRENT LAW:

Under G.S. 143B-1209.26, local or regional public employers may request the State Bureau of Investigation to conduct a criminal history background check of applicants, and it may consider the results in its hiring decisions.

Certain positions require a criminal background check prior to hiring. G.S. 110-90.2 requires the Department of Health and Human Services (Department) to conduct a criminal background check prior to employment and every 5 years thereafter for any of the following:

- A person who seeks to be employed by a child care facility in temporary or permanent capacity.
- A person who seeks to own or operate a child care facility.
- Any person who is a member of the household in a family child care home.

BILL ANALYSIS:

House Bill 162 would require that a criminal background check be conducted by the State Bureau of Investigation for any county or city position if the position being filled requires an applicant for employment to work with children in any capacity.

EFFECTIVE DATE: This act would become effective October 1, 2025, and would apply to applications for employment on or after that date.

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