



FISCAL NOTE

Senate Bill 49

Committee: State Governmental Affairs

Sponsor: Senator Bobby D. Singleton

Analyst: Jennifer Farish

Date: 02/19/2025

Senate Bill 49 as reported by the Committee on State Governmental Affairs would, excluding law enforcement agencies, certain other agencies, and district attorneys' offices, prohibit the State of Alabama, its agencies, or its political subdivisions, as employers, from inquiring into or considering an applicant's arrest or conviction history for consideration of a job until after the applicant has received a conditional job offer and would require certain employment and hiring records be maintained related to the conviction history of employees and job applicants.

This bill would increase the administrative obligations of the Department of Personnel to: (1) enforce the provisions of this bill; (2) conduct annual reviews of compliance; (3) investigate and review applicant complaints; (4) conduct annual audits of state hiring practices; and (5) maintain records detailing complaints and their dissolution.