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April 18, 2013

The Honorable Mike Gatto
Chair, Assembly Appropriations Committee
California State Assembly, District 43
State Capitol Building, Room 2114
Sacramento, CA 95814

Re: AB 218 (Dickinson) – OPPOSE – Employment applications: criminal history

Dear Chair Gatto:

On behalf of the Solano County Board of Supervisors, I write to you today to request that you **OPPOSE AB 218 (Dickinson)** when it is heard in your committee. This bill would prohibit a state or local agency from inquiring about a job applicant's criminal history on an initial employment application. This bill exempts all criminal justice agencies and positions, which a criminal background check is required.

AB 218 essentially delays when an employer may inquire into the criminal history of an applicant. This will create delays and increase costs for local agencies when screening applicants who will ultimately be rejected due to the nature of the position. Given this period of increased responsibilities and strained budgets, we simply cannot afford to bear a policy, which may be well intentioned, but ultimately will do little more than place additional burden on local governments' limited resources.

This bill's one size fits all approach runs counter to our belief that local agencies should be able to design and implement an employment policy that work best for their specific needs. Local governments across this state have positions, which may not require a background check but are inappropriate for a person with specific criminal histories. It is important that local agencies are given the freedom to examine and adapt their policies as they see fit. In fact, CSAC has indicated that some counties have already initiated similar efforts prescribed by AB 218. These policies have been tailored to best serve their needs and were done so without a legislative mandate.

AB 218 may be well intentioned but unfortunately is a bill that will increase costs and limit local discretion. For these reasons, I must respectfully request that you **OPPOSE AB 218 (Dickinson)** when it is heard in your committee.

Sincerely,

A handwritten signature in blue ink, appearing to read "Linda J. Seifert", is written over a faint, larger version of the same signature.

Linda J. Seifert, Chair
Solano County Board of Supervisors

The Honorable Mike Gatto

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Cc: The Honorable Members of the Assembly Appropriations Committee
Assembly Appropriations Committee Consultants
The Honorable Roger Dickinson, Assembly District 7
The Honorable Mariko Yamada, Assembly District 4
The Honorable Susan Bonilla, Assembly District 14
Paul Yoder, Partner, Shaw / Yoder / Antwih, Inc.