

Conviction Reporting and Compliance with AB218

The Human Resources Division will be implementing changes to its current application submission process to comply with Assembly Bill 218, known as “Ban the Box”, which prohibits all state and local agencies from asking an applicant to disclose criminal conviction information until the agency has determined the applicant meets the minimum employment qualifications for the position. The bill is aimed at reducing barriers to employment for people who have previously offended and decreasing unemployment in communities with concentrated numbers of previous offenders.

Currently, at the time of application, San Joaquin County requires applicants to disclose, at the time of application, all conviction history in detail. Effective June 30, 2014, San Joaquin County will no longer require applicants to disclose conviction history information at the time of application. The San Joaquin County standard employment application forms, both online and scannable versions, have been amended to remove the question regarding convictions.

In accordance with AB 218, information regarding convictions will be collected after Human Resources staff has determined the applicant meets the minimum qualifications for the position. At the time Human Resources refers eligible candidates to departments for hiring consideration, conviction information as identified by the applicant will be provided to the hiring managers. San Joaquin County will not deny employment to any applicant solely because the person has been convicted of a crime. The County, however, may consider the nature, date and circumstances of the offense as well as whether the offense is relevant to the duties of the position.