

Board of County Commissioners

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Carroll County Government

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February 3, 2025

The Honorable William C. Smith, Jr., Chair
Judicial Proceedings Committee
2 East Miller Senate Office Building
Annapolis, Maryland 21401

Dear Chair Smith and Members of the Committee:

We write in support of **SB 418: Carroll County—Prospective Employees and Volunteers—Criminal History Records Check**, sponsored by the Carroll County Senators on our behalf. This bill expands the County Government's authority to conduct criminal history record checks for all prospective county employees and volunteers, ensuring a more comprehensive and consistent background screening process.

Currently, Carroll County's Department of Human Resources (HR) may only request criminal history records checks from the Central Repository for prospective employees or volunteers assigned to positions involving:

- Inspections
- Approval or denial of permits, licenses, or other grants of authority
- Work in the offices of the county commissioners, sheriff, state's attorney, circuit court, or county attorney
- Collecting or handling money
- Care or supervision of a minor

SB 418 removes outdated restrictions on background checks, aligning Carroll County with best practices in employment and community service. A standardized screening process enhances public trust and safety by ensuring all individuals working for or volunteering in the county are properly vetted.

Current Background Check Process:

The HR Office conducts and maintains criminal background checks. When a report is obtained, HR contacts the applicant to discuss any findings and allows them to provide additional details. HR then evaluates multiple factors—such as the nature of the offense, rehabilitation, and time elapsed—before making a hiring decision.

Why This Bill Matters:

Many Maryland counties already conduct criminal background checks for all prospective employees, including Allegany, Baltimore County, Harford, Kent, Cecil, Caroline, Dorchester, and St. Mary's Counties. Expanding Carroll County's screening process ensures:

- **Safety and security** for employees and the public
- **Reduced risk of theft or fraud**
- **Protection against negligent hiring claims**
- **Increased public trust and confidence**

For these reasons the Board respectfully requests a **FAVORABLE report on SB 418**.

Thank you for your time and consideration.

Sincerely,

THE BOARD OF COUNTY COMMISSIONERS OF CARROLL COUNTY



Kenneth A. Kiler
President



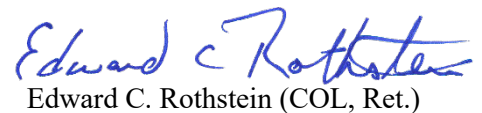
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