ASSEMBLY BILL NO. 31–COMMITTEE
ON GOVERNMENT AFFAIRS

(ON BEHALF OF THE DIVISION OF HUMAN
RESOURCE MANAGEMENT OF THE
DEPARTMENT OF ADMINISTRATION)

PREFILED NOVEMBER 4, 2026

Referred to Committee on Government Affairs

SUMMARY—Establishes requirements relating to background checks for applicants for employment in the classified or unclassified service of the State. (BDR 23-130)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: May have Fiscal Impact.
Effect on the State Highway Fund: No.

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EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets [~~omitted material~~] is material to be omitted.

AN ACT relating to public employment; establishing requirements relating to background checks for applicants for employment in the classified or unclassified service of the State; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law sets forth various requirements and procedures governing the employment of persons in the classified and unclassified service of the State. (Chapter 284 of NRS) Existing law requires the Human Resources Commission in the Division of Human Resource Management of the Department of Administration to adopt regulations for the recruitment and evaluation of applicants to establish pools of eligible persons and fill positions in the classified service of the State. (NRS 284.205) Existing law further provides, with exceptions, that the criminal history of an applicant or other qualified person under consideration for employment in the classified or unclassified service of the State may be considered only after the earliest of: (1) the final interview conducted in person; (2) the appointing authority has made a conditional offer of employment to the applicant; or (3) if applicable, the applicant has been certified by the Administrator of the Division. (NRS 284.281, 284.283) **Section 1** of this bill requires: (1) an appointing authority to require all applicants for positions of employment in the classified or

unclassified service of the State to obtain a background check; and (2) the Commission to adopt regulations for such background checks which must be consistent with the requirements for when the criminal history of an applicant may be considered.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. Chapter 284 of NRS is hereby amended by adding thereto a new section to read as follows:

1. An appointing authority shall require all applicants for positions in the classified or unclassified service of the State to obtain a background check.

2. The Commission shall adopt regulations, consistent with the requirements of NRS 284.281 and 284.283, to carry out the provisions of subsection 1.

Sec. 2. 1. This section becomes effective upon passage and approval.

2. Section 1 of this act becomes effective:

(a) Upon passage and approval for the purpose of adopting any regulations and performing any other preparatory administrative tasks that are necessary to carry out the provisions of this act; and

(b) On January 1, 2028, for all other purposes.

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