

Statewide Criminal Convictions Time Reporting Recommendations

PLEASE NOTE: This material is provided for informational purposes only and state laws may have been updated since this report was completed. This is not to be construed as legal or other employment advice. Please confirm all municipal, state and federal requirements and consult with counsel in advance of making any adverse hiring decision.

AK, AL, AR, AZ, CT, DC, DE, FL, GA, IA, ID, IL, IN, LA, ME, MI, MN, MO, MS, NC, ND, NE, NJ, OH, OK, OR, PA, RI, SC, SD, TN, UT, VA, VT, WI, WV, WY	No Restrictions beyond the Federal FCRA
CA	Convictions can only be reported back 7 years , based on the disposition date. Non-Convictions cannot be reported at all regardless of age, except for pending charges.
CO, TX	Convictions can only be reported back 7 years , based on the disposition date. Non-Convictions can only be reported back 7 years , based on the arrest date. *Salary Exemption – If the salary is expected to be \$75,000 or more, the 7-year exemptions do not apply.
KS, MD, NH, WA	Convictions & Non-Convictions can only be reported back 7 years , based on the arrest date. *Salary Exemption – If the salary is expected to be \$20,000 or more, the 7-year exemptions do not apply.
NM	Convictions can only be reported back 7 years from the date of release or parole. Non-Convictions cannot be reported except for arrests and indictments pending trial.
KY	Non-Convictions cannot be reported, regardless of age, except for pending charges.
MA	Convictions can only be reported back 7 years from the date of disposition, release, or parole. Non-Convictions can only be reported back 7 years , based on the arrest date.
NY	Convictions can only be reported back 7 years , based on the disposition date. Non-Convictions cannot be reported at all regardless of age, except for pending charges. *Salary Exemption – If the salary is expected to be \$25,000 or more, the 7-year exemptions do not apply.
HI	Convictions can only be reported back 10 years , based on the disposition date.