

## 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	<b>No Restrictions beyond the Federal FCRA</b>
CA	<b>Convictions</b> can only be reported back <b>7 years</b> , based on the disposition date. <b>Non-Convictions</b> cannot be reported at all regardless of age, except for pending charges.
CO, TX	<b>Convictions</b> can only be reported back <b>7 years</b> , based on the disposition date. <b>Non-Convictions</b> can only be reported back <b>7 years</b> , 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	<b>Convictions &amp; Non-Convictions</b> can only be reported back <b>7 years</b> , 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	<b>Convictions</b> can only be reported back <b>7 years</b> from the date of release or parole. <b>Non-Convictions</b> cannot be reported except for arrests and indictments pending trial.
MT, NV	<b>Convictions</b> can only be reported back <b>7 years</b> , based on the disposition date. <b>Non-Convictions</b> can only be reported back <b>7 years</b> , based on the arrest date.
KY	<b>Non-Convictions</b> cannot be reported, regardless of age, except for pending charges.
MA	<b>Convictions</b> can only be reported back <b>7 years</b> from the date of disposition, release, or parole. <b>Non-Convictions</b> can only be reported back <b>7 years</b> , based on the arrest date.
NY	<b>Convictions</b> can only be reported back <b>7 years</b> , based on the disposition date. <b>Non-Convictions</b> 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	<b>Convictions</b> can only be reported back <b>10 years</b> , based on the disposition date.