

Introduced by

Senators Laffen, Hogue, Poolman

Representatives Kasper, Nathe, Delmore

1 A BILL for an Act to create and enact a new section to chapter 44-04 of the North Dakota  
2 Century Code, relating to public employment hiring practices and confidentiality of some  
3 applications.

4 **BE IT ENACTED BY THE LEGISLATIVE ASSEMBLY OF NORTH DAKOTA:**

5 **SECTION 1.** A new section to chapter 44-04 of the North Dakota Century Code is created  
6 and enacted as follows:

7 **Applications for public employment - Hiring process - Confidential records and open**  
8 **records.**

9 If a public entity receives applications from three or more applicants who meet the minimum  
10 qualifications for a vacant position, the public entity must designate three or more of the  
11 qualified applicants as finalists for further consideration before the public entity may issue an  
12 offer of employment to fill the position. The applications and any records related to the  
13 applications which contain information that could reasonably be used to identify an applicant are  
14 confidential, except records related to finalists are open to the public after the finalists are  
15 designated. If, by the close of the application period for a vacant position, a public entity  
16 receives applications from fewer than three applicants who meet the minimum qualifications,  
17 the applications and records related to the applications are open to the public.