

REFERENCE TITLE: public records; hiring process documents

State of Arizona
Senate
Fifty-seventh Legislature
Second Regular Session
2026

SB 1085

Introduced by
Senator Finchem

AN ACT

AMENDING TITLE 39, CHAPTER 1, ARTICLE 2, ARIZONA REVISED STATUTES, BY
ADDING SECTION 39-130; RELATING TO PUBLIC RECORDS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 39, chapter 1, article 2, Arizona Revised
3 Statutes, is amended by adding section 39-130, to read:

4 39-130. Employment candidate records; disclosure; exception;
5 definitions

6 A. EXCEPT AS PROVIDED IN SUBSECTION B OF THIS SECTION, THIS CHAPTER
7 DOES NOT REQUIRE THE DISCLOSURE OF ANY DOCUMENT THAT IS PART OF A
8 CANDIDATE'S HIRING PROCESS, INCLUDING THE CANDIDATE'S NAME.

9 B. ON THE CONCLUSION OF THE HIRING PROCESS, THE SELECTED
10 CANDIDATE'S NAME, JOB TITLE AND SALARY MAY BE DISCLOSED PURSUANT TO THIS
11 CHAPTER AND IN ACCORDANCE WITH ANY OTHER APPLICABLE FEDERAL OR STATE LAW.

12 C. FOR THE PURPOSES OF THIS SECTION:

13 1. "CANDIDATE":

14 (a) MEANS A PERSON WHO DURING THE HIRING PROCESS APPLIES FOR
15 EMPLOYMENT BY A PUBLIC BODY.

16 (b) DOES NOT INCLUDE A SENIOR LEVEL PUBLIC OFFICIAL OR OFFICER.

17 2. "DOCUMENT" INCLUDES A RESUME, AN APPLICATION, A REFERENCE
18 LETTER, A BACKGROUND CHECK REPORT AND ANY OTHER MATERIALS THAT ARE
19 SUBMITTED OR OBTAINED AS PART OF THE HIRING PROCESS.

20 3. "HIRING PROCESS":

21 (a) MEANS THE PERIOD OF TIME DURING WHICH AN EMPLOYER EVALUATES A
22 CANDIDATE FOR EMPLOYMENT.

23 (b) INCLUDES THE TIME WHEN AN APPLICATION IS SUBMITTED AND DURING
24 INTERVIEWS AND BACKGROUND CHECKS.

25 4. "SENIOR LEVEL PUBLIC OFFICIAL OR OFFICER" MEANS BOTH OF THE
26 FOLLOWING:

27 (a) AN INDIVIDUAL WHO IS IN A SENIOR LEADERSHIP POSITION OR WHO IS
28 APPOINTED TO A POSITION IN ANY PUBLIC BODY.

29 (b) A PERSON WHO IS ELECTED OR APPOINTED TO HOLD ANY ELECTIVE OR
30 APPOINTED OFFICE OF A PUBLIC BODY, A CHIEF ADMINISTRATIVE OFFICER, A
31 SUPERINTENDENT OR A CABINET-LEVEL MEMBER WHO SERVES A PUBLIC BODY.