



**NORTH CAROLINA DEPARTMENT OF JUSTICE
CRIMINAL JUSTICE STANDARDS DIVISION**

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TO: Law Enforcement Agencies with Officers Certified by the CJETS Commission

FROM: Jeffrey Smythe, Director

SUBJECT: Session Law 2025-51: Review of Agency Personnel Files for Applicants

DATE: July 15, 2025

The purpose of this memo is to provide information regarding Session Law 2025-51 which places mandatory obligations on **both** agencies hiring law enforcement officers that are transferring from other agencies **and** the agencies where the officer has worked over the last five years.

This law amends N.C. Gen. Stat. §17C-10.2 to now **require** any agency considering an applicant for employment as a sworn law enforcement officer to **request access to AND review the complete** personnel file of the applicant. The mandate to request and review the files will apply to **any** agency where the applicant was employed, regardless of the length of the employment, in the five-year period preceding the application. This review is not optional, regardless of hiring policies and directives in place for the agency.

If a request is made, accompanied by a signed release from the applicant, to review the personnel file for an officer previously employed at the agency, the agency **must** grant access to the information contained in the file. The agency may, if requested, provide a copy of the applicant's complete personnel file. For the purposes of this law, this includes information defined as confidential under N.C. Gen. Stat. §§153-98, 160A-168, and 126-24.

Any agency obtaining confidential information as defined under N.C. Gen. Stat. §§ 153-98, 160A-168, and 126-24 shall maintain the confidentiality of the information.

Please be aware when considering new applicants that the review of information covered under this provision is mandatory, as is the requirement to allow another agency access to the information if the requesting agency has a signed release from the officer. Additionally, the same law placed identical obligations on Sheriff's Offices under N.C. Gen. Stat. § 17E-7.1; a request from a Sheriff's Office to review your agencies personnel file pursuant to these statues should be treated as outlined above.