

**First Regular Session  
Sixty-eighth General Assembly  
STATE OF COLORADO**

**INTRODUCED**

LLS NO. 11-0320.01 Jane Ritter

**HOUSE BILL 11-1145**

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**A BILL FOR AN ACT**

101 **CONCERNING REQUIREMENTS SURROUNDING BACKGROUND CHECKS**  
102 **FOR CHILD CARE FACILITIES.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://www.leg.state.co.us/billsummaries>.)*

The requirements for background checks for any licensed facility, agency, or licensee (facility) are changed to include Colorado bureau of investigation and federal bureau of investigation checks for all potential employees, regardless of the length of time a potential employee has resided in Colorado.

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters indicate new material to be added to existing statute.*  
*Dashes through the words indicate deletions from existing statute.*

The bill requires the state department of human services (department) to study the feasibility of a policy to provide to a parent or prospective parent (parent) of a child attending or applying to attend a facility, upon request and for a fee, the results of the fingerprint-based criminal history records check (background check) performed on an employee of a facility. A facility is required to provide to a parent, upon request, access to the clearance letter provided by the department to the facility concerning a facility employee's background check.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** 26-6-103.5 (2) (f) (I), (2) (f) (II), (2) (g) (I), and (2)  
3 (g) (II), Colorado Revised Statutes, are amended to read:

4 **26-6-103.5. Application of part - guest child care facilities -**  
5 **public services short-term child care facilities.** (2) No person or entity  
6 shall operate a guest child care facility or a public services short-term  
7 child care facility unless the following requirements are met:

8 (f) (I) The guest child care facility or public services short-term  
9 child care facility requires all supervisory employees of the guest child  
10 care facility or public services short-term child care facility and applicants  
11 for supervisory employee positions at the guest child care facility or  
12 public services short-term child care facility to obtain a fingerprint-based  
13 criminal history check ~~through~~ UTILIZING the Colorado bureau of  
14 investigation AND THE FEDERAL BUREAU OF INVESTIGATION and requests  
15 the state department to ascertain whether the person being investigated  
16 has been convicted of any of the criminal offenses specified in section  
17 26-6-104 (7) (a) (I) or whether the person has been determined to have a  
18 pattern of misdemeanor convictions as described in section 26-6-104 (7)  
19 (a) (I) (E) and the guest child care facility or public services short-term  
20 child care facility prohibits the hiring of any such person as a supervisory  
21 employee or terminates the employment of any such person as a

1 supervisory employee upon confirmation of such a criminal history;

2 (II) ~~Notwithstanding the provisions of subparagraph (I) of this~~  
3 ~~paragraph (f), the guest child care facility or public services short-term~~  
4 ~~child care facility requires all supervisory employees and applicants for~~  
5 ~~supervisory employee positions who have resided in the state of Colorado~~  
6 ~~for fewer than two years to have a federal bureau of investigation~~  
7 ~~fingerprint-based criminal history background check through the~~  
8 ~~Colorado bureau of investigation and requests the state department to~~  
9 ~~ascertain whether the person being investigated has been convicted of any~~  
10 ~~of the criminal offenses specified in section 26-6-104 (7) (a) (I) or~~  
11 ~~whether the person has been determined to have a pattern of misdemeanor~~  
12 ~~convictions as described in section 26-6-104 (7) (a) (I) (E) and the guest~~  
13 ~~child care facility or public services short-term child care facility~~  
14 ~~prohibits the hiring of any such person as a supervisory employee or~~  
15 ~~terminates the employment of any such person as a supervisory employee~~  
16 ~~upon confirmation of such a criminal history;~~

17 (g) (I) The guest child care facility or public services short-term  
18 child care facility requires all other employees of the guest child care  
19 facility or public services short-term child care facility to obtain a  
20 fingerprint-based criminal history check ~~through~~ UTILIZING the Colorado  
21 bureau of investigation AND THE FEDERAL BUREAU OF INVESTIGATION and  
22 requests the state department to ascertain whether the person being  
23 investigated has been convicted of any of the criminal offenses specified  
24 in section 26-6-104 (7) (a) (I) or whether the person has been determined  
25 to have a pattern of misdemeanor convictions as described in section  
26 26-6-104 (7) (a) (I) (E) and the guest child care facility or public services  
27 short-term child care facility terminates the employment of any such

1 person as an employee upon confirmation of such a criminal history;  
2 (II) ~~Notwithstanding the provisions of subparagraph (I) of this~~  
3 ~~paragraph (g), the guest child care facility or public services short-term~~  
4 ~~child care facility requires all employees, other than supervisory~~  
5 ~~employees, who have resided in the state of Colorado for fewer than two~~  
6 ~~years to have a federal bureau of investigation fingerprint-based criminal~~  
7 ~~history background check through the Colorado bureau of investigation~~  
8 ~~and requests the state department to ascertain whether the person being~~  
9 ~~investigated has been convicted of any of the criminal offenses specified~~  
10 ~~in section 26-6-104 (7) (a) (I) or whether the person has been determined~~  
11 ~~to have a pattern of misdemeanor convictions as described in section~~  
12 ~~26-6-104 (7) (a) (I) (E) and the guest child care facility or public services~~  
13 ~~short-term child care facility terminates the employment of any such~~  
14 ~~person as an employee upon confirmation of such a criminal history;~~

15 **SECTION 2.** 26-6-103.7 (4), Colorado Revised Statutes, are  
16 amended to read:

17 **26-6-103.7. Application of part - neighborhood youth**  
18 **organizations - licensing - duties and responsibilities - definitions.**

19 (4) A licensed neighborhood youth organization shall require all  
20 employees and volunteers who work directly with or will work directly  
21 with youth members five or more days in a calendar month to obtain,  
22 prior to employment and every two years thereafter, ~~one of the following:~~

23 (a) a fingerprint-based criminal history ~~record~~ RECORDS check  
24 ~~through~~ UTILIZING the Colorado bureau of investigation AND THE  
25 FEDERAL BUREAU OF INVESTIGATION and request the state department to  
26 ascertain whether the person being investigated has been convicted of  
27 felony child abuse as specified in section 18-6-401, C.R.S., or a felony

1 offense involving unlawful sexual behavior as defined in section  
2 16-22-102 (9), C.R.S. The neighborhood youth organization shall not  
3 hire a person as an employee or approve a person as a volunteer after  
4 confirmation of such a criminal history.

5 ~~(b) A federal bureau of investigation fingerprint-based criminal~~  
6 ~~history record check through the Colorado bureau of investigation if the~~  
7 ~~employee, volunteer, or applicant has resided in the state of Colorado less~~  
8 ~~than two years. The neighborhood youth organization shall request the~~  
9 ~~state department to ascertain whether the person being investigated has~~  
10 ~~been convicted of felony child abuse as specified in section 18-6-401,~~  
11 ~~C.R.S., or a felony offense involving unlawful sexual behavior as defined~~  
12 ~~in section 16-22-102 (9), C.R.S. The neighborhood youth organization~~  
13 ~~shall not hire a person as an employee or approve a person as a volunteer~~  
14 ~~after confirmation of such a criminal history.~~

15 ~~(c) A comparison search by the state department on the ICON~~  
16 ~~system of the state judicial department or a comparison search on any~~  
17 ~~other database that is recognized on a statewide basis by using the name,~~  
18 ~~date of birth, and social security number information and any other~~  
19 ~~available source of criminal history information that the state department~~  
20 ~~determines is appropriate to determine whether the employee or volunteer~~  
21 ~~has been convicted of felony child abuse as specified in section 18-6-401,~~  
22 ~~C.R.S., or a felony offense involving unlawful sexual behavior as defined~~  
23 ~~in section 16-22-102 (9), C.R.S. The neighborhood youth organization~~  
24 ~~shall not hire a person as an employee or approve a person as a volunteer~~  
25 ~~after confirmation of such a criminal history.~~

26 ~~(d) A separate background check by a private entity regulated as~~  
27 ~~a consumer reporting agency pursuant to 15 U.S.C. sec. 1681 et seq. that~~

1 shall disclose, at a minimum, sexual offenders and felony convictions and  
2 include a social security number trace, a national criminal file check, and  
3 a state or county criminal file search. The separate background check  
4 shall ascertain whether the person being investigated has been convicted  
5 of felony child abuse as specified in section 18-6-401, C.R.S., or a felony  
6 offense involving unlawful sexual behavior as defined in section  
7 16-22-102 (9), C.R.S. The neighborhood youth organization shall not  
8 hire a person as an employee or approve a person as a volunteer after  
9 confirmation of such a criminal history.

10 **SECTION 3.** 26-6-107 (1) (a) (I) (C) and (1) (a) (I) (C.5),  
11 Colorado Revised Statutes, are amended, and the said 26-6-107 (1) is  
12 further amended BY THE ADDITION OF THE FOLLOWING NEW  
13 PARAGRAPHS, to read:

14 **26-6-107. Investigations and inspections - local authority -**  
15 **reports - rules.** (1) (a) (I) (C) Rules promulgated by the state board  
16 pursuant to this subparagraph (I) shall require the fingerprint-based  
17 criminal history records check in all circumstances, other than those  
18 identified in sub-subparagraph (B) ~~or (C.5)~~ of this subparagraph (I), to  
19 include a fingerprint-based criminal history records check ~~through~~  
20 UTILIZING THE RECORDS OF the Colorado bureau of investigation AND THE  
21 FEDERAL BUREAU OF INVESTIGATION. As part of ~~said~~ THE investigation,  
22 the records and reports of child abuse or neglect maintained by the state  
23 department shall be accessed to determine whether the owner, applicant,  
24 employee, newly hired employee, licensee, or individual who resides in  
25 the licensed facility being investigated has been found to be responsible  
26 in a confirmed report of child abuse or neglect. Information shall be  
27 made available pursuant to section 19-1-307 (2) (j), C.R.S., and rules

1 promulgated by the state board pursuant to section 19-3-313.5 (4), C.R.S.  
2 Any change in ownership of a licensed facility or the addition of a new  
3 resident adult or newly hired employee to the licensed facility shall  
4 require a new investigation as provided for in this section.

5 ~~(C.5) For persons residing in this state less than two years,~~  
6 ~~specialized group home parents, or any person working in a~~  
7 ~~twenty-four-hour child care facility, the rules promulgated by the state~~  
8 ~~board pursuant to this subparagraph (I) shall require, in addition to the~~  
9 ~~fingerprint-based criminal history records check through the Colorado~~  
10 ~~bureau of investigation described in sub-subparagraph (C) of this~~  
11 ~~subparagraph (I), a federal bureau of investigation fingerprint-based~~  
12 ~~criminal history records check through the Colorado bureau of~~  
13 ~~investigation.~~

14 (c) BEGINNING NO LATER THAN JULY 1, 2011, THE DEPARTMENT  
15 SHALL STUDY THE FEASIBILITY OF A POLICY TO PROVIDE TO A PARENT OR  
16 LEGAL GUARDIAN OF A CHILD ATTENDING OR APPLYING TO ATTEND ANY  
17 FACILITY, AGENCY, OR LICENSEE DEFINED IN SECTION 26-6-102, UPON  
18 REQUEST AND FOR A FEE NOT TO EXCEED THE DIRECT AND INDIRECT COSTS  
19 OF ADMINISTRATION, THE RESULTS OF THE FINGERPRINT-BASED CRIMINAL  
20 HISTORY RECORDS CHECK PERFORMED ON A FACILITY, AGENCY, OR  
21 LICENSEE EMPLOYEE PURSUANT TO THIS PART 1. THE DEPARTMENT SHALL  
22 COMPLETE THE STUDY NO LATER THAN JANUARY 1, 2012.

23 (d) A PARENT OR LEGAL GUARDIAN OF A CHILD ATTENDING OR  
24 APPLYING TO ATTEND ANY FACILITY, AGENCY, OR LICENSEE DEFINED IN  
25 SECTION 26-6-102 SHALL BE GRANTED, UPON REQUEST, ACCESS TO THE  
26 CLEARANCE LETTER SUPPLIED BY THE DEPARTMENT TO THE FACILITY,  
27 AGENCY, OR LICENSEE CONCERNING AN EMPLOYEE'S FINGERPRINT-BASED

1 CRIMINAL HISTORY RECORDS CHECK.

2 **SECTION 4.** 26-6-120 (1) (a) (III), Colorado Revised Statutes,  
3 is amended to read:

4 **26-6-120. Exempt family child care home providers -**  
5 **fingerprint-based criminal history record check - child care**  
6 **assistance program moneys - temporary care - definitions.**

7 (1) (a) (III) The FCC required for a qualified provider or qualified adult  
8 pursuant to this section shall ~~be conducted through the Colorado bureau~~  
9 ~~of investigation for a qualified provider or qualified adult who has resided~~  
10 ~~in Colorado for more than two years. A qualified provider or qualified~~  
11 ~~adult who has resided in Colorado for less than two years shall be~~  
12 ~~required to additionally have a federal bureau of investigation fingerprint~~  
13 ~~check conducted through the Colorado bureau of investigation~~ INCLUDE  
14 A FINGERPRINT-BASED CRIMINAL HISTORY RECORDS CHECK UTILIZING THE  
15 RECORDS OF THE COLORADO BUREAU OF INVESTIGATION AND THE  
16 FEDERAL BUREAU OF INVESTIGATION. As part of the FCC, THE STATE  
17 DEPARTMENT SHALL ACCESS the records and reports of child abuse or  
18 neglect maintained by the state department ~~shall be accessed~~ to determine  
19 whether the subject of the FCC has been found to be responsible in a  
20 confirmed report of child abuse or neglect. Information shall be made  
21 available pursuant to section 19-1-307 (2) (j), C.R.S., and rules  
22 promulgated by the state board pursuant to section 19-3-313.5 (4), C.R.S.

23 **SECTION 5.** 19-1-307 (2) (j.7), Colorado Revised Statutes, is  
24 amended to read:

25 **19-1-307. Dependency and neglect records and information -**  
26 **access - fee - rules - records and reports fund - misuse of information**  
27 **- penalty. (2) Records and reports - access to certain persons -**



1     **agencies.** Except as otherwise provided in section 19-1-303, only the  
2 following persons or agencies shall be given access to child abuse or  
3 neglect records and reports:

4             (j.7) The state department of human services investigating an  
5 applicant for an employee or volunteer position with, or an employee or  
6 volunteer of, a licensed neighborhood youth organization pursuant to  
7 section 26-6-103.7 (4), ~~(e)~~, C.R.S., when the applicant, employee, or  
8 volunteer has given written authorization to the state department of  
9 human services to check records or reports of child abuse or neglect;

10            **SECTION 6. Safety clause.** The general assembly hereby finds,  
11 determines, and declares that this act is necessary for the immediate  
12 preservation of the public peace, health, and safety.