

Second Regular Session  
Seventy-first General Assembly  
STATE OF COLORADO

**REENGROSSED**

*This Version Includes All Amendments  
Adopted in the House of Introduction*

LLS NO. 18-1124.01 Jerry Barry x4341

**HOUSE BILL 18-1418**

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**HOUSE SPONSORSHIP**

**Weissman,**

**SENATE SPONSORSHIP**

**Coram and Kagan,**

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**House Committees**  
Judiciary

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING THE USE OF CRIMINAL CONVICTIONS IN EMPLOYMENT.**

**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://leg.colorado.gov>.)*

Current law specifies which public employment positions and public or private professions a person may be denied employment with or licensure of solely because of a criminal conviction. The bill adds professions involving direct contact with persons subject to abuse or mistreatment.

Current law directs a state or local agency, when deciding whether to issue a license or permit, to consider an individual's criminal record in determining whether the individual is of good moral character. The bill

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

HOUSE  
3rd Reading Unamended  
May 3, 2018

HOUSE  
Amended 2nd Reading  
May 2, 2018

changes the determination to consider whether the individual is qualified. The bill also prohibits a state or local agency from taking adverse action concerning a license or permit or not extending an offer of employment if an individual has been arrested but not charged, or has been convicted but pardoned, had the conviction record sealed, or had a collateral order entered concerning the conviction.

The bill authorizes the department of regulatory agencies (department) to issue a conditional license to a person who has a criminal conviction and requires the department to delete and keep confidential the conditional designation if the person has no subsequent conviction when applying for renewal or within 2 years unless the department determines that the conditional designation remains necessary.

For sunset review hearings conducted after review by the department, the bill requires the collection of data concerning licensing and registration action taken due to specified criminal justice actions.

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

2           **SECTION 1.** In Colorado Revised Statutes, 24-5-101, **amend** (2),  
3 (3)(c), (4), introductory portion, and (4)(b); **repeal** (3)(d) and (3)(e); and  
4 **add** (1)(b)(VIII) as follows:

5           **24-5-101. Effect of criminal conviction on employment**  
6 **rights.** (2) (a) Whenever any state or local agency is required to make a  
7 finding that an applicant for a license, certification, permit, or registration  
8 is a person of good moral character as a condition to the issuance thereof,  
9 OR EVALUATE THE IMPACT OF AN APPLICANT'S CRIMINAL RECORD, the fact  
10 that such applicant has, at some time prior thereto, been convicted of a  
11 felony or other offense involving moral turpitude, and pertinent  
12 circumstances connected with such conviction, shall be given  
13 consideration in determining whether, in fact, the applicant is ~~a person of~~  
14 ~~good moral character at the time of the application~~ QUALIFIED. The intent  
15 of this section is to expand employment opportunities for persons who,  
16 notwithstanding that fact of conviction of an offense, have been  
17 rehabilitated and are ready to accept the responsibilities of a law-abiding

1 and productive member of society.

2 (b) IN EVALUATING AN APPLICANT, AN AGENCY SHALL COMPLY  
3 WITH SUBSECTION (4) OF THIS SECTION AND SHALL NOT USE THE  
4 DETERMINATION OF THE FOLLOWING INFORMATION AS A BASIS FOR DENIAL  
5 OR TAKING ADVERSE ACTION AGAINST ANY APPLICANT OTHERWISE  
6 QUALIFIED:

7 (I) THE APPLICANT HAS BEEN ARRESTED FOR OR CHARGED WITH  
8 BUT NOT CONVICTED OF A CRIMINAL OFFENSE AND THE CRIMINAL CASE IS  
9 NOT ACTIVELY PENDING;

10 (II) THE APPLICANT HAS BEEN CONVICTED OF A CRIMINAL OFFENSE  
11 BUT PARDONED;

12 (III) THE APPLICANT HAS BEEN CONVICTED OF A CRIMINAL  
13 OFFENSE BUT RECORDS OF THE CONVICTION HAVE BEEN SEALED OR  
14 EXPUNGED; OR

15 (IV) A COURT HAS ISSUED AN ORDER OF COLLATERAL RELIEF  
16 SPECIFIC TO THE CREDENTIAL SOUGHT BY THE APPLICANT.

17 (3) (c) If, after determining that an applicant is a finalist or after  
18 making a conditional offer of employment to an applicant, the agency  
19 determines that the applicant has ~~been arrested or charged but not~~  
20 ~~convicted of a criminal offense and the criminal case is not actively~~  
21 ~~pending~~ A CRIMINAL HISTORY, the agency SHALL COMPLY WITH  
22 SUBSECTION (4) OF THIS SECTION AND shall not use ~~that~~ THE  
23 DETERMINATION OF THE FOLLOWING information as a basis for not making  
24 an offer of employment or for withdrawing the conditional offer of  
25 employment:

26 (I) THE APPLICANT HAS BEEN ARRESTED FOR OR CHARGED WITH  
27 BUT NOT CONVICTED OF A CRIMINAL OFFENSE AND THE CRIMINAL CASE IS

1 NOT ACTIVELY PENDING;

2 (II) THE APPLICANT HAS BEEN CONVICTED OF A CRIMINAL OFFENSE  
3 BUT PARDONED;

4 (III) THE APPLICANT HAS BEEN CONVICTED OF A CRIMINAL  
5 OFFENSE BUT RECORDS OF THE CONVICTION HAVE BEEN SEALED OR  
6 EXPUNGED; OR

7 (IV) A COURT HAS ISSUED AN ORDER OF COLLATERAL RELIEF  
8 SPECIFIC TO THE EMPLOYMENT SOUGHT BY THE APPLICANT.

9 ~~(d) If, after determining that an applicant is a finalist or after~~  
10 ~~making a conditional offer of employment to an applicant, the agency~~  
11 ~~determines that the applicant has had a criminal conviction expunged or~~  
12 ~~sealed from his or her record, received a pardon, or that charges were~~  
13 ~~dismissed pursuant to successfully completing a deferred judgment or~~  
14 ~~sentence, the agency shall not use that information as a basis for not~~  
15 ~~making an offer of employment or for withdrawing the conditional offer~~  
16 ~~of employment unless, after reviewing the factors in subsection (4) of this~~  
17 ~~section, the agency determines that the applicant should be disqualified~~  
18 ~~for the position.~~

19 ~~(e) Nothing in this section prevents an agency from considering~~  
20 ~~criminal history information that the applicant voluntarily provides.~~

21 (4) Except as provided in subsection (6) of this section, WHEN  
22 CONSIDERING AN APPLICANT FOR A LICENSE, CERTIFICATION, PERMIT, OR  
23 REGISTRATION PURSUANT TO SUBSECTION (2) OF THIS SECTION OR, if, after  
24 determining that an applicant is a finalist or making a conditional offer of  
25 employment to an applicant, the agency determines that the applicant has  
26 ~~been convicted of a crime~~ A CONVICTION OTHER THAN AS DESCRIBED IN  
27 SUBSECTION (2)(b) OR (3)(c) OF THIS SECTION, the agency shall consider

1 the following factors when determining whether the conviction  
2 disqualifies the applicant: ~~for the position:~~

3 (b) Whether there is a direct relationship between the conviction  
4 and the position's duties and responsibilities and the bearing, if any, the  
5 conviction may have on the applicant's fitness or ability to perform one  
6 or more such duties and responsibilities, including whether the conviction  
7 was for unlawful sexual behavior as listed in section 16-22-102 (9);  
8 ~~C.R.S., and whether the duties of employment would place a coworker or~~  
9 ~~the public in a vulnerable position; AND WHETHER THE APPLICANT WILL~~  
10 ~~BE DIRECTLY RESPONSIBLE FOR THE CARE OF INDIVIDUALS SUSCEPTIBLE TO~~  
11 ~~ABUSE OR MISTREATMENT BECAUSE OF THE INDIVIDUAL'S~~  
12 ~~CIRCUMSTANCES, INCLUDING THE INDIVIDUAL'S AGE, DISABILITY, FRAILITY,~~  
13 ~~MENTAL HEALTH DISORDER, DEVELOPMENTAL DISABILITY, OR ILL HEALTH;~~

14 **SECTION 2.** In Colorado Revised Statutes, 24-34-104, **amend**  
15 **(6)(b)(IX)** as follows:

16 **24-34-104. General assembly review of regulatory agencies**  
17 **and functions for repeal, continuation, or reestablishment - legislative**  
18 **declaration - repeal.** (6) (b) In the hearings, the determination as to  
19 whether an agency has demonstrated a public need for the continued  
20 existence of the agency or function and for the degree of regulation it  
21 practices is based on the following factors, among others:

22 (IX) Whether the agency through its licensing or certification  
23 process imposes any SANCTIONS OR disqualifications on applicants based  
24 on past criminal history and, if so, whether the SANCTIONS OR  
25 disqualifications serve public safety or commercial or consumer  
26 protection interests. To assist in considering this factor, the analysis  
27 prepared pursuant to ~~paragraph (a) of subsection (5)~~ SUBSECTION (5)(a)

1 of this section must include data on the number of licenses or  
2 certifications that the agency denied BASED ON THE APPLICANT'S CRIMINAL  
3 HISTORY, THE NUMBER OF CONDITIONAL LICENSES OR CERTIFICATIONS  
4 ISSUED BASED UPON THE APPLICANT'S CRIMINAL HISTORY, AND THE  
5 NUMBER OF LICENSES OR CERTIFICATIONS revoked or suspended based on  
6 ~~a disqualification and the basis for the disqualification~~ AN INDIVIDUAL'S  
7 CRIMINAL CONDUCT. FOR EACH SET OF DATA, THE ANALYSIS MUST  
8 INCLUDE THE CRIMINAL OFFENSES THAT LED TO THE SANCTION OR  
9 DISQUALIFICATION.

10 **SECTION 3.** In Colorado Revised Statutes, 24-34-107, **add** (5)  
11 as follows:

12 **24-34-107. Applications for licenses - authority to suspend**  
13 **licenses - rules.** (5) (a) WHEN ANY DIVISION, BOARD, OR AGENCY OF THE  
14 DEPARTMENT OF REGULATORY AGENCIES DETERMINES THAT AN  
15 INDIVIDUAL APPLYING FOR A LICENSE HAS BEEN CONVICTED OF A CRIME  
16 PRIOR TO THE APPLICATION BEING SUBMITTED, IT MAY, SUBJECT TO THE  
17 PROVISIONS OF SECTION 24-5-101, ISSUE A CONDITIONAL LICENSE TO THAT  
18 INDIVIDUAL.

19 (b) THE INDIVIDUAL MAY REQUEST THAT THE CONDITIONAL  
20 DESIGNATION OR ANY RELATED ADVERSE ACTION BE REMOVED A YEAR  
21 AFTER THE ISSUANCE OF THE CONDITIONAL LICENSE OR WHEN THE  
22 INDIVIDUAL APPLIES FOR RENEWAL OF THE LICENSE, WHICHEVER IS LATER:

23 (I) IF THE INDIVIDUAL REMAINS FREE OF ANY SUBSEQUENT  
24 CRIMINAL CONVICTION OR LICENSING SANCTION AFTER THE CONDITIONAL  
25 LICENSE IS ISSUED; AND

26 (II) IF THE INDIVIDUAL IS NO LONGER SERVING ANY TERM OF  
27 PROBATION OR PAROLE IMPOSED FOR THE CRIMINAL CONVICTION.

1 (c) THE DIVISION, BOARD, OR AGENCY SHALL GRANT THE REQUEST  
2 UNLESS IT DETERMINES THAT, UNDER THE PROVISIONS OF SECTION  
3 24-5-101, THE CONDITIONAL DESIGNATION REMAINS NECESSARY.

4 (d) IF THE DIVISION, BOARD, OR AGENCY REMOVES THE  
5 CONDITIONAL DESIGNATION, IT SHALL MAKE THE ORIGINAL CONDITIONAL  
6 DESIGNATION CONFIDENTIAL AND REMOVE FROM THE INDIVIDUAL'S  
7 PROFESSIONAL HISTORY ANY REFERENCE TO CRIMES COMMITTED BEFORE  
8 THE APPLICATION FOR LICENSURE WAS SUBMITTED, UNLESS THE REMOVAL  
9 OR DESIGNATION AS CONFIDENTIAL VIOLATES ANY FEDERAL REPORTING  
10 LAW.

11 **SECTION 4. Effective date.** This act takes effect upon passage;  
12 except that section 2 of the act takes effect November 1, 2018.

13 **SECTION 5. Safety clause.** The general assembly hereby finds,  
14 determines, and declares that this act is necessary for the immediate  
15 preservation of the public peace, health, and safety.