

Second Regular Session  
Seventy-first General Assembly  
STATE OF COLORADO

**ENGROSSED**

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

LLS NO. 18-1046.01 Jane Ritter x4342

**HOUSE BILL 18-1411**

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**HOUSE SPONSORSHIP**

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**House Committees**

Public Health Care & Human Services

**Senate Committees**

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**A BILL FOR AN ACT**

101 **CONCERNING ELIMINATING REDUNDANCY RELATED TO**  
102 **FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECKS FOR**  
103 **PERSONS WHO HAVE OR WILL HAVE DIRECT CONTACT WITH**  
104 **VULNERABLE PERSONS.**

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

Current law requires employees of the department of human services and independent contractors with the department of human services (employees) who have or will have direct contact with vulnerable

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  
Amended 2nd Reading  
April 30, 2018

persons to undergo a fingerprint-based criminal history record check (background check) in order to work in a facility operated by or licensed by the department of human services. Current law also requires employees or operators of licensed child care facilities or child placement agencies to undergo a background check. Employees or operators of licensed child care facilities that are under contract with the department of human services must obtain 2 separate background checks, one pursuant to title 26, Colorado Revised Statutes, and one pursuant to title 27, Colorado Revised Statutes.

The bill adds language to statute that allows for a single background check for such employees who have or will have direct contact with vulnerable persons, reducing redundancy for such employees.

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

2 **SECTION 1.** In Colorado Revised Statutes, 26-6-104, **add**  
3 (7)(a)(III) as follows:

4 **26-6-104. Licenses - out-of-state notices and consent -**  
5 **demonstration pilot program.** (7) (a) (III) ANY APPLICANT, LICENSEE,  
6 OR EMPLOYEE OF THE APPLICANT OR LICENSEE WHO MEETS THE DEFINITION  
7 OF A DEPARTMENT EMPLOYEE OR AN INDEPENDENT CONTRACTOR, AS  
8 THOSE TERMS ARE DEFINED IN SECTION 27-90-111 OR WHO WORKS FOR A  
9 CONTRACTING AGENCY, AS DEFINED IN SECTION 27-90-111, AND WHO WILL  
10 HAVE DIRECT CONTACT WITH VULNERABLE PERSONS, AS DEFINED IN  
11 SECTION 27-90-111 (2)(e), IS REQUIRED TO SUBMIT TO A STATE AND  
12 NATIONAL FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK IN THE  
13 SAME MANNER AS REQUIRED PURSUANT TO SECTION 27-90-111 (9);  
14 EXCEPT THAT THE STATE DEPARTMENT SHALL NOT BEAR THE COST OF  
15 SUCH CRIMINAL HISTORY RECORD CHECK REQUIRED BY THIS SUBSECTION  
16 (7)(a)(III). THE STATE DEPARTMENT MAY ALSO CONDUCT A COMPARISON  
17 SEARCH ON THE COLORADO STATE COURTS PUBLIC ACCESS SYSTEM TO  
18 DETERMINE THE CRIME OR CRIMES FOR WHICH THE INDIVIDUAL HAVING

1 DIRECT CONTACT WITH VULNERABLE PERSONS WAS ARRESTED OR  
2 CONVICTED AND THE DISPOSITION OF SUCH CRIME OR CRIMES. THE  
3 CRIMINAL HISTORY RECORD CHECK REQUIRED BY THIS SUBSECTION  
4 (7)(a)(III) MUST BE SUBMITTED TO THE STATE DEPARTMENT PRIOR TO THE  
5 INDIVIDUAL HAVING DIRECT CONTACT WITH VULNERABLE PERSONS, AND  
6 AN APPLICANT, LICENSEE, OR EMPLOYEE OF AN APPLICANT OR LICENSEE  
7 MUST NOT BE ALLOWED TO HAVE DIRECT CONTACT WITH VULNERABLE  
8 PERSONS IF HE OR SHE DOES NOT MEET THE REQUIREMENTS SET FORTH IN  
9 THIS SUBSECTION (7) AND IN SECTION 27-90-111 (9).

10 **SECTION 2.** In Colorado Revised Statutes, 27-90-111, **amend**  
11 (1), (2)(a), (2)(c), (3)(d), (4), (7), (9)(a), (9)(b) introductory portion, (9)(c)  
12 introductory portion, (10), (11), (12), and (13)(a) introductory portion;  
13 **repeal** (2)(d); and **add** (2)(b.5), (2)(d.5), and (11.5) as follows:

14 **27-90-111. Employment of personnel - screening of applicants**  
15 **- disqualifications from employment - contracts - rules - definitions.**

16 (1) The general assembly hereby recognizes that many of the individuals  
17 receiving services from persons employed by the department EMPLOYEES  
18 pursuant to ~~this title or title 26 C.R.S.~~, OR THIS TITLE 27 are unable to  
19 defend themselves and are therefore vulnerable to abuse or assault. It is  
20 the intent of the general assembly to minimize the potential for hiring and  
21 employing persons with a propensity toward abuse, assault, or similar  
22 offenses against others for positions that would provide them with  
23 unsupervised access to vulnerable persons. The general assembly hereby  
24 declares that, in accordance with section 13 of article XII of the state  
25 constitution, for purposes of terminating employees in the state personnel  
26 system who are finally convicted of criminal conduct, offenses involving  
27 moral turpitude include, but are not limited to, the disqualifying offenses

1 specified in subsection (9) of this section.

2 (2) For purposes of this section, unless the context otherwise  
3 requires:

4 (a) "Contracting ~~employee~~ AGENCY" means ~~a person who~~ AN  
5 AGENCY, CORPORATION, NONPROFIT ENTITY, OR ANY OTHER OUTSIDE  
6 ENTITY THAT contracts with the department ~~and who is designated by the~~  
7 ~~executive director or the executive director's designee as serving in a~~  
8 ~~contract position involving direct contact with vulnerable persons~~ TO  
9 PROVIDE SERVICES PURSUANT TO TITLE 26 OR THIS TITLE 27 AND THAT  
10 PROVIDES SERVICES THAT INVOLVE DIRECT CONTACT WITH VULNERABLE  
11 PERSONS.

12 (b.5) "DEPARTMENT EMPLOYEE" MEANS AN EMPLOYEE OF THE  
13 DEPARTMENT WHO IS EMPLOYED THROUGH THE STATE PERSONNEL SYSTEM  
14 OF THE STATE OF COLORADO.

15 (c) "Direct contact" means providing face-to-face care, training,  
16 supervision, counseling, consultation, or medication assistance to  
17 vulnerable persons, regardless of the level of supervision of the  
18 DEPARTMENT employee. "Direct contact" may include positions in which  
19 persons have access to or unsupervised time with clients or patients,  
20 including but not limited to maintenance personnel, housekeeping staff,  
21 kitchen staff, and security personnel.

22 (d) "Employee" ~~means an employee of the department who is~~  
23 ~~under the state personnel system of the state of Colorado.~~

24 (d.5) "INDEPENDENT CONTRACTOR" MEANS AN INDIVIDUAL WHO  
25 CONTRACTS DIRECTLY WITH THE DEPARTMENT AND WHO IS DESIGNATED,  
26 BY THE EXECUTIVE DIRECTOR OR THE EXECUTIVE DIRECTOR'S DESIGNEE,  
27 AS SERVING IN A CONTRACT POSITION INVOLVING DIRECT CONTACT WITH

1 VULNERABLE PERSONS.

2 (3) The employment screening and disqualification requirements  
3 in this section apply to the following facilities or programs operated by  
4 the department:

5 (d) Any direct services identified and provided by the department  
6 in which DEPARTMENT employees, INDEPENDENT CONTRACTORS, OR  
7 CONTRACTING AGENCIES have direct contact with vulnerable persons in  
8 a state-operated facility or in a vulnerable person's home or residence;

9 (4) Prior to the department's permanent employment of a person  
10 in a position that would require that person to have direct contact with ~~any~~  
11 A vulnerable person, the executive director or any division head of the  
12 department shall make an inquiry to the director of the Colorado bureau  
13 of investigation to ascertain whether the person has a criminal history.  
14 The person's employment is conditional upon a satisfactory ~~criminal~~  
15 ~~background check. Any criminal background~~ STATE AND NATIONAL  
16 FINGERPRINT-BASED CRIMINAL HISTORY RECORD CHECK. A CRIMINAL  
17 HISTORY RECORD check conducted pursuant to this subsection (4) must  
18 include but need not be limited to arrests, conviction records, and the  
19 disposition of any criminal charges. The department shall require the  
20 person to have his or her fingerprints taken by a local law enforcement  
21 agency or any third party approved by the Colorado bureau of  
22 investigation. If an approved third party takes the person's fingerprints,  
23 the fingerprints may be electronically captured using Colorado bureau of  
24 investigation-approved livescan equipment. Third-party vendors shall not  
25 keep the applicant information for more than thirty days unless requested  
26 to do so by the applicant. The department shall forward those fingerprints  
27 to the Colorado bureau of investigation for the purpose of fingerprint

1 processing utilizing the files and records of the Colorado bureau of  
2 investigation and the federal bureau of investigation. The department  
3 shall pay for the costs of ~~criminal background~~ CRIMINAL HISTORY RECORD  
4 checks conducted pursuant to this section out of existing appropriations.

5 (7) The executive director, any division head, or any local agency  
6 or provider who relies on information obtained pursuant to this section in  
7 making an employment decision or who concludes that the nature of any  
8 information disqualifies the person from employment as either ~~an~~ A  
9 DEPARTMENT employee or ~~a contracting employee shall be~~ AN  
10 INDEPENDENT CONTRACTOR IS immune from civil liability for that  
11 decision or conclusion unless the information relied upon is false and the  
12 executive director, division head, or local agency or provider knows the  
13 information is false or acts with reckless disregard concerning the  
14 veracity of the information.

15 (9) (a) If the criminal ~~background~~ HISTORY RECORD check  
16 conducted pursuant to subsection (4) or (11) of this section indicates that  
17 a prospective DEPARTMENT employee or prospective ~~contracting~~  
18 ~~employee~~ INDEPENDENT CONTRACTOR was convicted of any of the  
19 disqualifying offenses set forth in ~~paragraph (b) or (c) of this subsection~~  
20 ~~(9)~~ SUBSECTION (9)(b) OR (9)(c) OF THIS SECTION, the person ~~shall be~~ IS  
21 disqualified from employment either as ~~an~~ A DEPARTMENT employee or  
22 as ~~a contracting employee~~ AN INDEPENDENT CONTRACTOR in a position  
23 involving direct contact with vulnerable persons. THE DEPARTMENT  
24 SHALL NOT HIRE OR RETAIN a person who is disqualified as a result of this  
25 section ~~shall not be hired or retained by the department in~~ FOR a position  
26 involving direct contact with vulnerable persons nor ~~be~~ IS THE PERSON  
27 eligible to contract for or continue in a contract position designated by the

1 executive director or the executive director's designee as involving direct  
2 contact with vulnerable persons.

3 (b) Except as otherwise provided in ~~paragraph (d) of this~~  
4 ~~subsection (9)~~ SUBSECTION (9)(d) OF THIS SECTION, a person ~~shall be~~ IS  
5 disqualified from employment either as ~~an~~ A DEPARTMENT employee or  
6 as a ~~contracting employee~~ AN INDEPENDENT CONTRACTOR, regardless of  
7 the length of time that may have passed since the discharge of the  
8 sentence imposed for any of the following criminal offenses:

9 (c) Except as otherwise provided in ~~paragraph (d) of this~~  
10 ~~subsection (9)~~ SUBSECTION (9)(d) OF THIS SECTION, a person ~~shall be~~ IS  
11 disqualified from employment either as ~~an~~ A DEPARTMENT employee or  
12 as a ~~contracting employee~~ AN INDEPENDENT CONTRACTOR if less than ten  
13 years have passed since the person was discharged from a sentence  
14 imposed for conviction of any of the following criminal offenses:

15 (10) (a) Any DEPARTMENT employee who is employed in a  
16 position involving direct contact with vulnerable persons and who is  
17 arrested, charged with, or issued a summons and complaint for any of the  
18 disqualifying offenses set forth in ~~paragraph (b) or (c) of subsection (9)~~  
19 SUBSECTION (9)(b) OR (9)(c) of this section shall inform his or her  
20 supervisor of the arrest, charges, or issuance of a summons and complaint  
21 before returning to work. Any DEPARTMENT employee who fails to make  
22 such a report or disclosure may be terminated from employment. The  
23 department or any facility operated by the department shall advise its  
24 employees and ~~contracting employees~~ INDEPENDENT CONTRACTORS in  
25 writing of the requirement for self-reporting of the disqualifying offenses  
26 set forth in ~~paragraph (b) or (c) of subsection (9)~~ SUBSECTION (9)(b) OR  
27 (9)(c) of this section.

1           (b) ~~An employee who is charged with any of the disqualifying~~  
2 ~~offenses set forth in paragraph (b) of subsection (9) of this section shall~~  
3 ANY DEPARTMENT EMPLOYEE WHO IS CHARGED WITH ANY OF THE  
4 DISQUALIFYING OFFENSES SET FORTH IN SUBSECTION (9)(b) OF THIS  
5 SECTION MUST be suspended until resolution of the criminal charges or  
6 completion of administrative action by the department. ~~An~~ A  
7 DEPARTMENT employee who is charged with any of the disqualifying  
8 offenses set forth in ~~paragraph (c) of subsection (9)~~ SUBSECTION (9)(c) of  
9 this section may be suspended at the discretion of the department until  
10 resolution of the criminal charges or completion of administrative action  
11 by the department. The DEPARTMENT employee shall inform his or her  
12 supervisor of the disposition of the criminal charges. Any DEPARTMENT  
13 employee who fails to report such information may be terminated from  
14 employment. Upon notification to the department that the DEPARTMENT  
15 employee has received a conviction for any of the disqualifying offenses  
16 described in ~~paragraph (b) or (c) of subsection (9)~~ SUBSECTION (9)(b) OR  
17 (9)(c) of this section, the DEPARTMENT employee ~~shall~~ MUST be  
18 terminated from employment. Nothing in this ~~paragraph (b) shall prohibit~~  
19 SUBSECTION (10)(b) PROHIBITS the department from taking administrative  
20 action if the DEPARTMENT employee's conduct would justify disciplinary  
21 action under section 13 of article XII of the state constitution for failure  
22 to comply with standards of efficient service or competence or for willful  
23 misconduct, willful failure, or inability to perform his or her duties.

24           (11) The general assembly recognizes that the department  
25 contracts with persons to serve in positions that involve direct contact  
26 with vulnerable persons in state-operated facilities or to provide  
27 state-funded services that involve direct contact with vulnerable persons

1 in the homes and residences of such vulnerable persons. In order to  
2 protect vulnerable persons who come into contact with these ~~contracting~~  
3 ~~employees~~ INDEPENDENT CONTRACTORS, the executive director or ~~the~~  
4 ~~executive director's~~ HIS OR HER designee shall designate those contract  
5 positions that involve direct contact with vulnerable persons that ~~shall be~~  
6 ARE subject to the provisions of this subsection (11). In any contract  
7 initially entered into or renewed on or after July 1, 1999, concerning a  
8 contract position that has been designated as involving direct contact with  
9 vulnerable persons, the department shall include the following terms and  
10 conditions:

11 (a) That the ~~contracting employee~~ INDEPENDENT CONTRACTOR  
12 shall submit to a ~~criminal background~~ STATE AND NATIONAL  
13 FINGERPRINT-BASED CRIMINAL HISTORY RECORD check as described in  
14 subsection (4) of this section for state employees, EXCEPT THAT THE  
15 INDEPENDENT CONTRACTOR SHALL BEAR THE COST OF SUCH CRIMINAL  
16 HISTORY RECORD CHECKS;

17 (b) That the ~~contracting employee~~ INDEPENDENT CONTRACTOR  
18 shall report any arrests, charges, or summonses for any of the  
19 disqualifying offenses specified in ~~paragraph (b) or (c) of subsection (9)~~  
20 SUBSECTION (9)(b) OR (9)(c) of this section to the ~~contracting employee's~~  
21 INDEPENDENT CONTRACTOR'S supervisor at the department before  
22 returning to work;

23 (c) That the ~~contracting employee~~ INDEPENDENT CONTRACTOR  
24 may be suspended or terminated, at the discretion of the department, prior  
25 to the resolution of the criminal charges for any of the disqualifying  
26 offenses specified in ~~paragraph (b) or (c) of subsection (9)~~ SUBSECTION  
27 (9)(b) OR (9)(c) of this section;

1 (d) That, upon notification to the department that the ~~contracting~~  
2 ~~employee has received a conviction~~ INDEPENDENT CONTRACTOR HAS BEEN  
3 CONVICTED for any of the disqualifying offenses described in ~~paragraph~~  
4 ~~(b) or (c) of subsection (9)~~ SUBSECTION (9)(b) OR (9)(c) of this section,  
5 the ~~contracting employee's~~ INDEPENDENT CONTRACTOR'S position with the  
6 department ~~shall~~ MUST be terminated.

7 (11.5) (a) THE GENERAL ASSEMBLY ALSO RECOGNIZES THAT THE  
8 DEPARTMENT CONTRACTS WITH OUTSIDE CONTRACTING AGENCIES FOR  
9 SERVICES WHERE THE CONTRACTING AGENCY'S EMPLOYEES WILL HAVE  
10 DIRECT CONTACT WITH VULNERABLE PERSONS WHO RECEIVE SERVICES  
11 PURSUANT TO TITLE 26 AND THIS TITLE 27. TO PROTECT VULNERABLE  
12 PERSONS WHO COME INTO CONTACT WITH EMPLOYEES OF A CONTRACTING  
13 AGENCY, THE EXECUTIVE DIRECTOR, OR HIS OR HER DESIGNEE, SHALL  
14 DESIGNATE THOSE CONTRACTS THAT WILL INVOLVE DIRECT CONTACT WITH  
15 VULNERABLE PERSONS AND THAT ARE THEREFORE SUBJECT TO THE  
16 PROVISIONS OF THIS SUBSECTION (11.5). ANY CONTRACT WITH A  
17 CONTRACTING AGENCY THAT IS INITIALLY ENTERED INTO OR IS RENEWED  
18 ON OR AFTER JULY 1, 2018, AND THAT HAS BEEN DESIGNATED AS A  
19 CONTRACT THAT INVOLVES DIRECT CONTACT WITH VULNERABLE PERSONS,  
20 MUST INCLUDE THE FOLLOWING TERMS AND CONDITIONS:

21 (I) THE CONTRACTING AGENCY SHALL SUBMIT ITS EMPLOYEES WHO  
22 WILL HAVE DIRECT CONTACT WITH VULNERABLE PERSONS AS A RESULT OF  
23 THE CONTRACT TO A STATE AND NATIONAL FINGERPRINT-BASED CRIMINAL  
24 HISTORY RECORD CHECK. THE CONTRACTING AGENCY SHALL PROVIDE THE  
25 INFORMATION REQUIRED BY SUBSECTION (4) OF THIS SECTION TO THE  
26 EXECUTIVE DIRECTOR OR ANY DIVISION HEAD OF THE DEPARTMENT THAT  
27 WORKS DIRECTLY WITH THE CONTRACTING AGENCY.

1           (II) THAT THE CONTRACTING AGENCY SHALL REQUIRE ITS  
2 EMPLOYEES WHO WILL HAVE DIRECT CONTACT WITH VULNERABLE  
3 PERSONS AS A RESULT OF THE CONTRACT TO REPORT ANY ARRESTS,  
4 CHARGES, OR SUMMONSES FOR ANY OF THE DISQUALIFYING OFFENSES  
5 SPECIFIED IN SUBSECTION (9)(b) OR (9)(c) OF THIS SECTION TO THE  
6 CONTRACTING AGENCY'S SUPERVISOR BEFORE RETURNING TO WORK. THE  
7 CONTRACTING AGENCY'S SUPERVISOR SHALL IMMEDIATELY NOTIFY THE  
8 EXECUTIVE DIRECTOR OR THE RESPECTIVE DIVISION HEAD OF THE  
9 DEPARTMENT THAT WORKS DIRECTLY WITH THE CONTRACTING AGENCY  
10 UPON NOTIFICATION OF ANY SUCH REPORT MADE BY AN EMPLOYEE.

11           (III) THAT THE CONTRACTING AGENCY MAY BE REQUIRED TO  
12 REMOVE AN EMPLOYEE FROM HAVING DIRECT CONTACT WITH VULNERABLE  
13 PERSONS, AT THE DISCRETION OF THE DEPARTMENT, PRIOR TO THE  
14 RESOLUTION OF THE CRIMINAL CHARGES FOR ANY OF THE DISQUALIFYING  
15 OFFENSES SPECIFIED IN SUBSECTION (9)(b) OR (9)(c) OF THIS SECTION;

16           (IV) THAT, UPON NOTIFICATION TO THE DEPARTMENT THAT THE  
17 CONTRACTING AGENCY'S EMPLOYEE WHO HAS DIRECT CONTACT WITH  
18 VULNERABLE PERSONS AS A RESULT OF THE CONTRACT HAS BEEN  
19 CONVICTED OF ANY OF THE DISQUALIFYING OFFENSES SPECIFIED IN  
20 SUBSECTION (9)(b) OR (9)(c) OF THIS SECTION, SUCH EMPLOYEE IS NO  
21 LONGER PERMITTED TO WORK IN ANY CAPACITY WITH THE DEPARTMENT  
22 WHERE HE OR SHE WOULD HAVE DIRECT CONTACT WITH VULNERABLE  
23 PERSONS AS A RESULT OF THE CONTRACT; AND

24           (V) THAT, IF THE CONTRACTING AGENCY FAILS TO COMPLY WITH  
25 SUBSECTIONS (11.5)(a)(I) TO (11.5)(a)(IV) OF THIS SECTION, THE  
26 CONTRACT MAY BE IMMEDIATELY TERMINATED.

27           (b) IF THE CONTRACTING AGENCY IS ALSO LICENSED PURSUANT TO

1 SECTION 26-6-104 AND HAS CONDUCTED A CRIMINAL HISTORY RECORD  
2 CHECK PURSUANT TO SECTION 26-6-104 (7)(a)(III) FOR ITS EMPLOYEES  
3 WHO WILL HAVE DIRECT CONTACT WITH VULNERABLE PERSONS AS A  
4 RESULT OF THE CONTRACT, THE DEPARTMENT MAY ACCEPT SUCH  
5 CRIMINAL HISTORY RECORD CHECK TO SATISFY THE REQUIREMENTS OF  
6 THIS SUBSECTION (11.5).

7 (12) ~~An employee or contracting employee~~ A DEPARTMENT  
8 EMPLOYEE, INDEPENDENT CONTRACTOR, OR EMPLOYEE OF A CONTRACTING  
9 AGENCY who is disqualified due to conviction of any of the disqualifying  
10 offenses set forth in ~~paragraph (b) or (c) of subsection (9)~~ SUBSECTION  
11 (9)(b) OR (9)(c) of this section may submit a written request to the  
12 executive director for reconsideration of the disqualification.  
13 Reconsideration ~~under~~ PURSUANT TO this subsection (12) may only be  
14 based on a mistake of fact such as an error in the identity of the person for  
15 whom the criminal ~~background~~ HISTORY RECORD check was performed  
16 PURSUANT TO SUBSECTION (11) OF THIS SECTION. If the executive director  
17 determines that there was a mistake of fact involving the identity of the  
18 person, the executive director shall issue a finding that the disqualifying  
19 factor is not a bar to the person's employment either as ~~an~~ A DEPARTMENT  
20 employee or as ~~a contracting employee~~ AN INDEPENDENT CONTRACTOR OR  
21 EMPLOYEE OF A CONTRACTING AGENCY.

22 (13) (a) ~~An employee or contracting employee~~ A DEPARTMENT  
23 EMPLOYEE, AN INDEPENDENT CONTRACTOR, OR AN EMPLOYEE OF A  
24 CONTRACTING AGENCY who is disqualified for conviction of an offense  
25 specified in ~~paragraph (c) of subsection (9)~~ SUBSECTION (9)(c) of this  
26 section may submit a written request to the executive director for  
27 reconsideration of the disqualification and a review of whether the person

1 poses a risk of harm to vulnerable persons. In reviewing a  
2 disqualification, the executive director shall give predominant weight to  
3 the safety of vulnerable persons over the interests of the disqualified  
4 person. The final determination ~~shall~~ MUST be based upon a review of:

5 **SECTION 3. Safety clause.** The general assembly hereby finds,  
6 determines, and declares that this act is necessary for the immediate  
7 preservation of the public peace, health, and safety.