

Rep. Ed Sullivan

Filed: 4/15/2016

	09900HB6233ham002 LRB099 16688 SMS 47480 a
1	AMENDMENT TO HOUSE BILL 6233
2	AMENDMENT NO Amend House Bill 6233 by replacing
3	everything after the enacting clause with the following:
4 5	"Section 5. The Children and Family Services Act is amended by changing Section 5d as follows:
6	(20 ILCS 505/5d)
7	Sec. 5d. The Direct Child Welfare Service Employee License
8	Board.
9	(a) For purposes of this Section:
10	(1) "Board" means the Direct Child Welfare Service
11	Employee License Board.
12	(2) "Director" means the Director of Children and
13	Family Services.
14	(b) The Direct Child Welfare Service Employee License Board
15	is created within the Department of Children and Family
16	Services and shall consist of 9 members appointed by the

09900HB6233ham002 -2- LRB099 16688 SMS 47480 a

1 Director. The Director shall annually designate a chairperson and vice-chairperson of the Board. The membership of the Board 2 3 must be composed as follows: (i) 5 licensed professionals from 4 the field of human services with a human services degree or 5 equivalent course work as required by rule of the Department and who are in good standing within their profession, at least 6 2 of which must be employed in the private not-for-profit 7 sector and at least one of which in the public sector; (ii) 2 8 9 faculty members of an accredited university who have child 10 welfare experience and are in good standing within their 11 profession and (iii) 2 members of the general public who are not licensed under this Act or a similar rule and will 12 13 represent consumer interests.

In making the first appointments, the Director shall 14 15 appoint 3 members to serve for a term of one year, 3 members to 16 serve for a term of 2 years, and 3 members to serve for a term of 3 years, or until their successors are appointed and 17 18 qualified. Their successors shall be appointed to serve 3-year terms, or until their successors are appointed and qualified. 19 20 Appointments to fill unexpired vacancies shall be made in the 21 same manner as original appointments. No member may be 22 reappointed if a reappointment would cause that member to serve 23 on the Board for longer than 6 consecutive years. Board 24 membership must have reasonable representation from different 25 geographic areas of Illinois, and all members must be residents 26 of this State.

09900HB6233ham002 -3- LRB099 16688 SMS 47480 a

1 The Director may terminate the appointment of any member 2 for good cause, including but not limited to (i) unjustified absences from Board meetings or other failure to meet Board 3 4 responsibilities, (ii) failure to recuse himself or herself 5 when required by subsection (c) of this Section or Department 6 rule, or (iii) failure to maintain the professional position required by Department rule. No member of the Board may have a 7 8 pending or indicated report of child abuse or neglect or a 9 pending complaint or criminal conviction of any of the offenses 10 or any conditions set forth in subsection paragraph (b) of Section 4.2 of the Child Care Act of 1969. 11

The members of the Board shall receive no compensation for the performance of their duties as members, but each member shall be reimbursed for his or her reasonable and necessary expenses incurred in attending the meetings of the Board.

16 (c) The Board shall make recommendations to the Director licensure rules. Board members 17 regarding must recuse 18 themselves from sitting on any matter involving an employee of a child welfare agency at which the Board member is an employee 19 20 or contractual employee. The Board shall make a final 21 determination concerning revocation, suspension, or 22 reinstatement of an employee's direct child welfare service 23 license after a hearing conducted under the Department's rules. 24 Upon notification of the manner of the vote to all the members, 25 votes on a final determination may be cast in person, by 26 telephonic or electronic means, or by mail at the discretion of

09900HB6233ham002 -4- LRB099 16688 SMS 47480 a

1 the chairperson. A simple majority of the members appointed and serving is required when Board members vote by mail or by 2 telephonic or electronic means. A majority of the currently 3 4 appointed and serving Board members constitutes a quorum. A 5 majority of a quorum is required when a recommendation is voted 6 on during a Board meeting. A vacancy in the membership of the Board shall not impair the right of a quorum to perform all the 7 8 duties of the Board. Board members are not personally liable in any action based upon a disciplinary proceeding or otherwise 9 10 for any action taken in good faith as a member of the Board.

(d) The Director may assign Department employees to provide staffing services to the Board. The Department must promulgate any rules necessary to implement and administer the requirements of this Section.

15 (Source: P.A. 92-471, eff. 8-22-01; 92-651, eff. 7-11-02.)

Section 10. The Child Care Act of 1969 is amended by changing Section 4.2 as follows:

18 (225 ILCS 10/4.2) (from Ch. 23, par. 2214.2)

19 Sec. 4.2. <u>Criminal convictions or conditions barring</u>
20 licensure; waiver.

(a) No applicant may receive a license from the Department and no person may be employed by a licensed child care facility who refuses to authorize an investigation as required by Section 4.1. 09900HB6233ham002 -5- LRB099 16688 SMS 47480 a

1	(b) Non-waivable circumstances. No new applicant and, on
2	the date of licensure renewal, no person licensed on the
3	effective date of this amendatory Act of the 99th General
4	Assembly may operate or receive a license from the Department
5	to operate and no person may be employed by and no adult person
6	may reside in a child care facility licensed by the Department,
7	including a foster family home, if that person has a criminal
8	conviction or conditions or a pending criminal complaint that
9	would result in a condition or conviction as set forth in any
10	of the following:
11	(1) was convicted of any felony offense within 5 years
12	of application for license or employment;
13	(2) was convicted of a Class X felony;
14	(3) was convicted of a felony, including child
15	pornography, in which the victim was a child under the age
16	<u>of 18;</u>
17	(4) is currently on the Illinois State Police Sex
18	Offender Registry or the National Sex Offender Public
19	Website for an offense committed as an adult or was an
20	adult when named as a perpetrator or has a conviction as an
21	adult that would have been subject to the Sex Offender
22	Registration Act;
23	(5) is currently in the Murderer and Violent Offender
24	Against Youth Database as created in subsection (a) of
25	Section 85 of the Murderer and Violent Offender Against
26	Youth Registration Act;

1	(6) was adjudicated not guilty of an offense by reason
2	of insanity;
3	(7) was convicted of felony kidnapping, aggravated
4	<u>kidnaping, arson, rape, sexual assault, spousal abuse,</u>
5	domestic battery, aggravated domestic battery, or
6	homicide;
7	(8) for foster home applicants, was convicted of any
8	other felony involving violence, not including physical
9	assault or battery; or
10	(9) for applicants other than foster home applicants,
11	was convicted of any other felony involving violence or was
12	convicted of or has a pending complaint or charges for a
13	violent misdemeanor as an adult committed against a child,
14	including child abuse, child endangerment, or sexual
15	assault, or was convicted of or has a pending complaint or
16	charges for a misdemeanor involving child pornography.
17	(c) Waivable circumstances; authority to waive.
18	(1) No new applicant and, on the date of licensure
19	renewal, no person licensed on the effective date of this
20	amendatory Act of the 99th General Assembly, may operate or
21	receive a license from the Department to operate and no
22	person may be employed by and no adult person may reside in
23	a child care facility licensed by the Department, including
24	a foster family home, if that person has a criminal
25	conviction or a pending criminal complaint or charges that
26	would result in a conviction, for an offense other than an

offense listed in subsection (b) above, unless waived 1 2 pursuant to this subsection (c) and subsection (d). (2) All cases where an applicant for licensure, a 3 4 licensee, an employee of a facility licensed by the Department, or an adult person residing in a child care 5 facility licensed by the Department, including a foster 6 family home, was convicted of any felony other than a 7 felony listed in subsection (b) of this Section must be 8 9 reviewed and waived by the Director of the Department or 10 his or her designee. (3) All cases where an applicant for licensure, a 11 licensee, an employee of a facility licensed by the 12 Department, or an adult person residing in a child care 13 14 facility licensed by the Department, including a foster 15 family home, committed a sex offense as a minor and is on the Illinois State Police Sex Offender Registry must be 16 reviewed and waived by the Director of the Department or 17 his or her designee. 18 19 (4) All cases where an applicant for licensure, a 20 licensee, an employee of a facility licensed by the 21 Department, or an adult person residing in a child care facility licensed by the Department, including a foster 22 23 family home, was convicted of any misdemeanor or has a 24 pending criminal complaint that could result in a 25 misdemeanor conviction must be reviewed by the agency 26 seeking to grant, renew, employ, or issue the license. The

1	agency shall recommend whether the conviction should be
2	waived. This subsection does not apply to non-waivable
3	misdemeanors listed in paragraph (9) of subsection (b) of
4	this Section. The recommendation of the agency shall be
5	reviewed by the Director of the Department or his or her
6	designee for compliance with this subsection (c) and
7	subsection (d) of this Section, and a final determination
8	regarding waiver shall be made by the Director of the
9	Department.
10	(d) Provisions applicable to all waivers.
11	(1) All waiver reviews shall be in writing and based on
12	the guidelines set forth in this subsection (d). The
13	rationale for the decision shall be in writing and
14	maintained in the applicant's file.
15	(2) A person or entity who holds a license issued by
16	the Department of Children and Family Services, including a
17	foster family home license or a person currently employed
18	by a facility licensed by the Department, may appeal an
19	adverse waiver determination pursuant to subsection (c)
20	and this subsection (d) of this Section. All other
21	determinations under this Section are appealable only on
22	the basis that the individual is not the person named in
23	the criminal history report.
24	(3) The Department shall adopt rules governing
25	guidelines for granting a waiver, which shall include, but
26	not be limited to, consideration of the following factors,

1	and any consideration must include access and review of
2	underlying criminal conviction documents:
3	(A) the nature of the offense, including the age of
4	the offender when the offense was committed, the
5	relationship between the offender and the victim, the
6	physical or emotional harm caused to the victim, and
7	whether the offense involved a minor, a person
8	adjudicated to be a person with a disability under the
9	Probate Act of 1975, or a person 60 years of age or
10	<u>older;</u>
11	(B) the evidence of rehabilitation, including the
12	length of time that has passed since the offense was
13	committed; whether the individual completed any
14	sentence of incarceration and, if so, when; the
15	circumstances surrounding the commission of the
16	offense; any circumstances that would demonstrate a
17	low or high likelihood of recidivism; the number of
18	offenses for which the individual was convicted;
19	employment references; evidence of participation in
20	therapy or services aimed at rehabilitation; academic
21	transcripts; other information that speaks to the
22	individual's character;
23	(C) the relationship between the criminal offense
24	and the license or employment sought, including
25	capacity to care for children or have access to
26	children; the specific duties and responsibilities

related to the license or employment sought and the 1 bearing, if any, the offense has on his or her fitness 2 to perform these duties and responsibilities; 3 4 (D) the disclosure of the conviction, including 5 whether the applicant for licensure, licensee, employee of a facility licensed by the Department, or 6 adult person residing in a child care facility licensed 7 by the Department, including a foster family home, 8 9 disclosed whether he or she had a criminal background 10 and the circumstances of the conviction; and 11 (E) the existence of a supervisory or monitoring 12 plan that the Department has approved. 13 (e) If any felony criminal offense or complaint is pending, 14 the Director cannot issue a waiver until the complaint has been 15 resolved. 16 (b) In addition to the other provisions of this Section, no 17 applicant may receive a license from the Department and 18 person may be employed by a child care facility licensed by the 19 Department who has been declared a sexually dangerous person 20 under "An Act in relation to sexually dangerous persons, and 21 providing for their commitment, detention and supervision", 22 approved July 6, 1938, as amended, or convicted of committing 23 or attempting to commit any of the following offenses 24 stipulated under the Criminal Code of 1961 or the Criminal Code 25 of 2012: 26 (1) murder;

09900HB6233ham002 -11- LRB099 16688 SMS 47480 a

1	(1.1) solicitation of murder;
2	(1.2) solicitation of murder for hire;
3	(1.3) intentional homicide of an unborn child;
4	(1.4) voluntary manslaughter of an unborn child;
5	(1.5) involuntary manslaughter;
6	(1.6) reckless homicide;
7	(1.7) concealment of a homicidal death;
8	(1.8) involuntary manslaughter of an unborn child;
9	(1.9) reckless homicide of an unborn child;
10	(1.10) drug-induced homicide;
11	(2) a sex offense under Article 11, except offenses
12	described in Sections 11-7, 11-8, 11-12, 11-13, 11-35,
13	11-40, and $11-45$;
14	(3) kidnapping;
15	(3.1) aggravated unlawful restraint;
16	(3.2) forcible detention;
17	(3.3) harboring a runaway;
18	(3.4) aiding and abetting child abduction;
19	(4) aggravated kidnapping;
20	(5) child abduction;
21	(6) aggravated battery of a child as described in
22	Section 12-4.3 or subdivision (b)(1) of Section 12-3.05;
23	(7) criminal sexual assault;
	(8) aggravated criminal sexual assault;
24	(0) aggravacea eriminar sexuar assaure,
24 25	(8.1) predatory criminal sexual assault of a child;

09900HB6233ham002 -12- LRB099 16688 SMS 47480 a

1	(10) aggravated sexual abuse;
2	(11) heinous battery as described in Section 12-4.1 or
3	subdivision (a)(2) of Section 12-3.05;
4	(12) aggravated battery with a firearm as described in
5	Section 12 4.2 or subdivision (e)(1), (e)(2), (e)(3), or
6	(e)(4) of Section 12 3.05;
7	(13) tampering with food, drugs, or cosmetics;
8	(14) drug induced infliction of great bodily harm as
9	described in Section 12-4.7 or subdivision (g)(1) of
10	Section 12-3.05;
11	(15) hate crime;
12	(16) stalking;
13	(17) aggravated stalking;
14	(18) threatening public officials;
15	(19) home invasion;
16	(20) vehicular invasion;
17	(21) criminal transmission of HIV;
18	(22) criminal abuse or neglect of an elderly person or
19	person with a disability as described in Section 12 21 or
20	subsection (c) of Section 12-4.4a;
21	(23) child abandonment;
22	(24) endangering the life or health of a child;
23	(25) ritual mutilation;
24	(26) ritualized abuse of a child;
25	(27) an offense in any other jurisdiction the elements
26	of which are similar and bear a substantial relationship to

1	
1	any of the foregoing offenses.
2	(b-1) In addition to the other provisions of this Section,
3	beginning January 1, 2004, no new applicant and, on the date of
4	licensure renewal, no current licensee may operate or receive a
5	license from the Department to operate, no person may be
6	employed by, and no adult person may reside in a child care
7	facility licensed by the Department who has been convicted of
8	committing or attempting to commit any of the following
9	offenses or an offense in any other jurisdiction the elements
10	of which are similar and bear a substantial relationship to any
11	of the following offenses:
12	(I) BODILY HARM
13	(1) Felony aggravated assault.
14	(2) Vehicular endangerment.
15	(3) Felony domestic battery.
16	(4) Aggravated battery.
17	(5) Heinous battery.
17 18	

- (8) Aggravated battery of a senior citizen. 20
- 21 (9) Intimidation.
- (10) Compelling organization membership of persons. 22
- (11) Abuse and criminal neglect of a long term care 23
- 24 facility resident.

1	(12) Felony violation of an order of protection.
2	(II) OFFENSES AFFECTING PUBLIC HEALTH, SAFETY, AND DECENCY
3	(1) Felony unlawful use of weapons.
4	(2) Aggravated discharge of a firearm.
5	(3) Reckless discharge of a firearm.
6	(4) Unlawful use of metal piercing bullets.
7	(5) Unlawful sale or delivery of firearms on the
8	premises of any school.
9	(6) Disarming a police officer.
10	(7) Obstructing justice.
11	(8) Concealing or aiding a fugitive.
12	(9) Armed violence.
13	(10) Felony contributing to the criminal delinquency
14	of a juvenile.
15	(III) DRUG OFFENSES
16	(1) Possession of more than 30 grams of cannabis.
17	(2) Manufacture of more than 10 grams of cannabis.
18	(3) Cannabis trafficking.
19	(4) Delivery of cannabis on school grounds.
20	(5) Unauthorized production of more than 5 cannabis
21	sativa plants.
22	(6) Calculated criminal cannabis conspiracy.

1	(7) Unauthorized manufacture or delivery of controlled
2	substances.
3	(8) Controlled substance trafficking.
4	(9) Manufacture, distribution, or advertisement of
5	look alike substances.
6	(10) Calculated criminal drug conspiracy.
7	(11) Street gang criminal drug conspiracy.
8	(12) Permitting unlawful use of a building.
9	(13) Delivery of controlled, counterfeit, or
10	look-alike substances to persons under age 18, or at truck
11	stops, rest stops, or safety rest areas, or on school
12	property.
13	(14) Using, engaging, or employing persons under 18 to
14	deliver controlled, counterfeit, or look alike substances.
15	(15) Delivery of controlled substances.
16	(16) Sale or delivery of drug paraphernalia.
17	(17) Felony possession, sale, or exchange of
18	instruments adapted for use of a controlled substance,
19	methamphetamine, or cannabis by subcutaneous injection.
20	(18) Felony possession of a controlled substance.
21	(19) Any violation of the Methamphetamine Control and
22	Community Protection Act.
23	(b-1.5) In addition to any other provision of this Section,
24	for applicants with access to confidential financial
25	information or who submit documentation to support billing, no
26	applicant whose initial application was considered after the

09900HB6233ham002 -

effective date of this amendatory Act of the 97th General 1 Assembly may receive a license from the Department or a child 2 care facility licensed by the Department who has been convicted 3 4 of committing or attempting to commit any of the following 5 felony offenses: (1) financial institution fraud under Section 17 10.6 6 of the Criminal Code of 1961 or the Criminal Code of 2012; 7 (2) identity theft under Section 16 30 of the Criminal 8 Code of 1961 or the Criminal Code of 2012; 9 10 (3) financial exploitation of an elderly person or a person with a disability under Section 17-56 of the 11 Criminal Code of 1961 or the Criminal Code of 2012; 12 13 (4) computer tampering under Section 17-51 of the Criminal Code of 1961 or the Criminal Code of 2012; 14 15 (5) aggravated computer tampering under Section 17 52 of the Criminal Code of 1961 or the Criminal Code of 2012; 16 (6) computer fraud under Section 17 50 of the Criminal 17 Code of 1961 or the Criminal Code of 2012; 18 (7) deceptive practices under Section 17 1 of the 19 Criminal Code of 1961 or the Criminal Code of 2012; 20 (8) forgery under Section 17-3 of the Criminal Code of 21 1961 or the Criminal Code of 2012; 22 (9) State benefits fraud under Section 17-6 of the 23 Criminal Code of 1961 or the Criminal Code of 2012; 24 25 (10) mail fraud and wire fraud under Section 17 24 of the Criminal Code of 1961 or the Criminal Code of 2012; 26

(11) theft under paragraphs (1.1) through (11) of
 subsection (b) of Section 16-1 of the Criminal Code of 1961
 or the Criminal Code of 2012.

4 (b-2) Notwithstanding subsection (b-1), the Department may 5 make an exception and, for child care facilities other than foster family homes, issue a new child care facility license to 6 or renew the existing child care facility license of an 7 applicant, a person employed by a child care facility, or an 8 applicant who has an adult residing in a home child care 9 10 facility who was convicted of an offense described subsection (b-1), provided that all of the following 11 12 requirements are met:

13 (1) The relevant criminal offense occurred more than 5 14 years prior to the date of application or renewal, except 15 for drug offenses. The relevant drug offense must have 16 occurred more than 10 years prior to the date of 17 application or renewal, unless the applicant passed a drug 18 test, arranged and paid for by the child care facility, no 19 less than 5 years after the offense.

20 (2) The Department must conduct a background check and 21 assess all convictions and recommendations of the child 22 care facility to determine if hiring or licensing the 23 applicant is in accordance with Department administrative 24 rules and procedures.

25 (3) The applicant meets all other requirements and
 26 qualifications to be licensed as the pertinent type of

1	child care facility under this Act and the Department's
2	administrative rules.
3	(c) In addition to the other provisions of this Section, no
4	applicant may receive a license from the Department to operate
5	a foster family home, and no adult person may reside in a
6	foster family home licensed by the Department, who has been
7	convicted of committing or attempting to commit any of the
8	following offenses stipulated under the Criminal Code of 1961,
9	the Criminal Code of 2012, the Cannabis Control Act, the
10	Methamphetamine Control and Community Protection Act, and the
11	Illinois Controlled Substances Act:
12	(I) OFFENSES DIRECTED AGAINST THE PERSON
13	(A) KIDNAPPING AND RELATED OFFENSES
14	(1) Unlawful restraint.
15	(B) BODILY HARM
16	(2) Felony aggravated assault.
17	(3) Vehicular endangerment.
18	(4) Felony domestic battery.
19	(5) Aggravated battery.
20	(6) Heinous battery.
21	(7) Aggravated battery with a firearm.
22	(8) Aggravated battery of an unborn child.
23	(9) Aggravated battery of a senior citizen.

1	(10) Intimidation.
2	(11) Compelling organization membership of persons.
3	(12) Abuse and criminal neglect of a long term care
4	facility resident.
5	(13) Felony violation of an order of protection.
6	(II) OFFENSES DIRECTED AGAINST PROPERTY
7	(14) Felony theft.
8	(15) Robbery.
9	(16) Armed robbery.
10	(17) Aggravated robbery.
11	(18) Vehicular hijacking.
12	(19) Aggravated vehicular hijacking.
13	(20) Burglary.
14	(21) Possession of burglary tools.
15	(22) Residential burglary.
16	(23) Criminal fortification of a residence or
17	building.
18	(24) Arson.
19	(25) Aggravated arson.
20	(26) Possession of explosive or explosive incendiary
21	devices.

22 (III) OFFENSES AFFECTING PUBLIC HEALTH, SAFETY, AND DECENCY

09900HB6233ham002

-20- LRB099 16688 SMS 47480 a

1	(27) Felony unlawful use of weapons.
2	(28) Aggravated discharge of a firearm.
3	(29) Reckless discharge of a firearm.
4	(30) Unlawful use of metal piercing bullets.
5	(31) Unlawful sale or delivery of firearms on the
6	premises of any school.
7	(32) Disarming a police officer.
8	(33) Obstructing justice.
9	(34) Concealing or aiding a fugitive.
10	(35) Armed violence.
11	(36) Felony contributing to the criminal delinquency
12	of a juvenile.
13	(IV) DRUG OFFENSES
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13 14	(IV) DRUG OFFENSES (37) Possession of more than 30 grams of cannabis.
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14	(37) Possession of more than 30 grams of cannabis.
14 15	(37) Possession of more than 30 grams of cannabis. (38) Manufacture of more than 10 grams of cannabis.
14 15 16	(37) Possession of more than 30 grams of cannabis. (38) Manufacture of more than 10 grams of cannabis. (39) Cannabis trafficking.
14 15 16 17	(37) Possession of more than 30 grams of cannabis. (38) Manufacture of more than 10 grams of cannabis. (39) Cannabis trafficking. (40) Delivery of cannabis on school grounds.
14 15 16 17 18	(37) Possession of more than 30 grams of cannabis. (38) Manufacture of more than 10 grams of cannabis. (39) Cannabis trafficking. (40) Delivery of cannabis on school grounds. (41) Unauthorized production of more than 5 cannabis
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1	look-alike substances.
2	(46) Calculated criminal drug conspiracy.
3	(46.5) Streetgang criminal drug conspiracy.
4	(47) Permitting unlawful use of a building.
5	(48) Delivery of controlled, counterfeit, or
6	look alike substances to persons under age 18, or at truck
7	stops, rest stops, or safety rest areas, or on school
8	property.
9	(49) Using, engaging, or employing persons under 18 to
10	deliver controlled, counterfeit, or look-alike substances.
11	(50) Delivery of controlled substances.
12	(51) Sale or delivery of drug paraphernalia.
13	(52) Felony possession, sale, or exchange of
14	instruments adapted for use of a controlled substance,
15	methamphetamine, or cannabis by subcutaneous injection.
16	(53) Any violation of the Methamphetamine Control and
17	Community Protection Act.
18	(d) Notwithstanding subsection (c), the Department may
19	make an exception and issue a new foster family home license or
20	may renew an existing foster family home license of an
21	applicant who was convicted of an offense described in
22	subsection (c), provided all of the following requirements are
23	met:
24	(1) The relevant criminal offense or offenses occurred
25	more than 10 years prior to the date of application or
26	renewal.

1	(2) The applicant had previously disclosed the
2	conviction or convictions to the Department for purposes of
3	a background check.
4	(3) After the disclosure, the Department either placed
5	a child in the home or the foster family home license was
6	issued.
7	(4) During the background check, the Department had
8	assessed and waived the conviction in compliance with the
9	existing statutes and rules in effect at the time of the
10	hire or licensure.
11	(5) The applicant meets all other requirements and
12	qualifications to be licensed as a foster family home under
13	this Act and the Department's administrative rules.
14	(6) The applicant has a history of providing a safe,
15	stable home environment and appears able to continue to
16	provide a safe, stable home environment.
17	(e) In evaluating the exception pursuant to subsections
18	(b 2) and (d), the Department must carefully review any
19	relevant documents to determine whether the applicant, despite
20	the disqualifying convictions, poses a substantial risk to
21	State resources or clients. In making such a determination, the
22	following guidelines shall be used:
23	(1) the age of the applicant when the offense was
24	committed;
25	(2) the circumstances surrounding the offense;
26	(3) the length of time since the conviction;

1	(4) the specific duties and responsibilities
2	necessarily related to the license being applied for and
3	the bearing, if any, that the applicant's conviction
4	history may have on his or her fitness to perform these
5	duties and responsibilities;
6	(5) the applicant's employment references;
7	(6) the applicant's character references and any
8	certificates of achievement;
9	(7) an academic transcript showing educational
10	attainment since the disqualifying conviction;
11	(8) a Certificate of Relief from Disabilities or
12	Certificate of Good Conduct; and
13	(9) anything else that speaks to the applicant's
14	character.
15	(Source: P.A. 99-143, eff. 7-27-15.)".