

FIRST REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 669
102ND GENERAL ASSEMBLY

1706H.02C

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To repeal sections 43.539 and 43.540, RSMo, and to enact in lieu thereof two new sections relating to criminal background checks.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Sections 43.539 and 43.540, RSMo, are repealed and two new sections
2 enacted in lieu thereof, to be known as sections 43.539 and 43.540, to read as follows:

43.539. 1. As used in this section, the following terms mean:

2 (1) "Applicant", a person who:

3 (a) Is actively employed by or seeks employment with a qualified entity;

4 (b) Is actively licensed or seeks licensure with a qualified entity;

5 (c) Actively volunteers or seeks to volunteer with a qualified entity;

6 (d) Is actively contracted with or seeks to contract with a qualified entity; or

7 (e) Owns or operates a qualified entity;

8 (2) "Care", the provision of care, treatment, education, training, instruction,
9 supervision, or recreation to children, the elderly, or disabled persons;

10 (3) "Missouri criminal record review", a review of criminal history records and sex
11 offender registration records under sections 589.400 to 589.425 maintained by the Missouri
12 state highway patrol in the Missouri criminal records repository;

13 (4) "Missouri Rap Back program", any type of automatic notification made by the
14 Missouri state highway patrol to a qualified entity indicating that an applicant who is
15 employed, licensed, or otherwise under the purview of that entity has been arrested for a
16 reported criminal offense in Missouri as required under section 43.506;

17 (5) "National criminal record review", a review of the criminal history records
18 maintained by the Federal Bureau of Investigation;

EXPLANATION — Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

19 (6) "National Rap Back program", any type of automatic notification made by the
20 Federal Bureau of Investigation through the Missouri state highway patrol to a qualified
21 entity indicating that an applicant who is employed, licensed, or otherwise under the purview
22 of that entity has been arrested for a reported criminal offense outside the state of Missouri
23 and the fingerprints for that arrest were forwarded to the Federal Bureau of Investigation by
24 the arresting agency;

25 (7) "Patient or resident", a person who by reason of age, illness, disease, or physical
26 or mental infirmity receives or requires care or services furnished by an applicant, as defined
27 in this section, or who resides or boards in, or is otherwise kept, cared for, treated, or
28 accommodated in a facility as defined in section 198.006, for a period exceeding twenty-four
29 consecutive hours;

30 (8) "Qualified entity", a person, business, or organization that provides care, care
31 placement, or educational services for children, the elderly, or persons with disabilities as
32 patients or residents, including a business or organization that licenses or certifies others to
33 provide care or care placement services;

34 (9) "Youth services agency", any agency, school, or association that provides
35 programs, care, or treatment for or exercises supervision over minors.

36 2. The central repository shall have the authority to submit applicant fingerprints to
37 the National Rap Back program to be retained for the purpose of being searched against future
38 submissions to the National Rap Back program, including latent fingerprint searches.
39 Qualified entities may conduct Missouri and national criminal record reviews on applicants
40 and participate in Missouri and National Rap Back programs for the purpose of determining
41 suitability or fitness for a permit, license, or employment, and shall abide by the following
42 requirements:

43 (1) The qualified entity shall register with the Missouri state highway patrol prior to
44 submitting a request for screening under this section. As part of the registration, the qualified
45 entity shall indicate if it chooses to enroll applicants in the Missouri and National Rap Back
46 programs;

47 (2) Qualified entities shall notify applicants subject to a criminal record review under
48 this section that the applicant's fingerprints shall be retained by the state central repository and
49 the Federal Bureau of Investigation and shall be searched against other fingerprints on file,
50 including latent fingerprints;

51 (3) Qualified entities shall notify applicants subject to enrollment in the National Rap
52 Back program that the applicant's fingerprints, while retained, may continue to be compared
53 against other fingerprints submitted or retained by the Federal Bureau of Investigation,
54 including latent fingerprints;

55 (4) The criminal record review and Rap Back process described in this section shall
56 be voluntary and conform to the requirements established in the National Child Protection
57 Act of 1993, as amended, and other applicable state or federal law. As a part of the
58 registration, the qualified entity shall agree to comply with state and federal law and shall
59 indicate so by signing an agreement approved by the Missouri state highway patrol. The
60 Missouri state highway patrol may periodically audit qualified entities to ensure compliance
61 with federal law and this section;

62 (5) A qualified entity shall submit to the Missouri state highway patrol a request for
63 screening on applicants covered under this section using a completed fingerprint card;

64 (6) Each request shall be accompanied by a reasonable fee, as provided in section
65 43.530, plus the amount required, if any, by the Federal Bureau of Investigation for the
66 national criminal record review and enrollment in the National Rap Back program in
67 compliance with the National Child Protection Act of 1993, as amended, and other applicable
68 state or federal laws;

69 (7) The Missouri state highway patrol shall provide, directly to the qualified entity,
70 the applicant's state criminal history records that are not exempt from disclosure under
71 chapter 610 or otherwise confidential under law;

72 (8) The national criminal history data shall be available to qualified entities to use
73 only for the purpose of screening applicants as described under this section. The Missouri
74 state highway patrol shall provide the applicant's national criminal history record information
75 directly to the qualified entity;

76 (9) The determination whether the criminal history record shows that the applicant
77 has been convicted of or has a pending charge for any crime that bears upon the fitness of the
78 applicant to have responsibility for the safety and well-being of children, the elderly, or
79 disabled persons shall be made solely by the qualified entity. This section shall not require
80 the Missouri state highway patrol to make such a determination on behalf of any qualified
81 entity;

82 (10) The qualified entity shall notify the applicant, in writing, of his or her right to
83 obtain a copy of any criminal record review, including the criminal history records, if any,
84 contained in the report and of the applicant's right to challenge the accuracy and completeness
85 of any information contained in any such report and obtain a determination as to the validity
86 of such challenge before a final determination regarding the applicant is made by the qualified
87 entity reviewing the criminal history information. A qualified entity that is required by law to
88 apply screening criteria, including any right to contest or request an exemption from
89 disqualification, shall apply such screening criteria to the state and national criminal history
90 record information received from the Missouri state highway patrol for those applicants
91 subject to the required screening; and

92 (11) Failure to obtain the information authorized under this section, with respect to an
93 applicant, shall not be used as evidence in any negligence action against a qualified entity.
94 The state, any political subdivision of the state, or any agency, officer, or employee of the
95 state or a political subdivision shall not be liable for damages for providing the information
96 requested under this section.

97 3. The criminal record review shall include the submission of fingerprints to the
98 Missouri state highway patrol, who shall conduct a Missouri criminal record review,
99 including closed record information under section 610.120. The Missouri state highway
100 patrol shall also forward a copy of the applicant's fingerprints to the Federal Bureau of
101 Investigation for a national criminal record review.

102 4. The applicant subject to a criminal record review shall provide the following
103 information to the qualified entity:

104 (1) Consent to obtain the applicant's fingerprints, conduct the criminal record review,
105 and participate in the Missouri and National Rap Back programs;

106 (2) Consent to obtain the identifying information required to conduct the criminal
107 record review, which may include, but not be limited to:

108 (a) Name;

109 (b) Date of birth;

110 (c) Height;

111 (d) Weight;

112 (e) Eye color;

113 (f) Hair color;

114 (g) Gender;

115 (h) Race;

116 (i) Place of birth;

117 (j) Social Security number; and

118 (k) The applicant's photo.

119 5. Any information received by an authorized state agency or a qualified entity under
120 the provisions of this section shall be used solely for internal purposes in determining the
121 suitability of an applicant. The dissemination of criminal history information from the
122 Federal Bureau of Investigation beyond the authorized state agency or related governmental
123 entity is prohibited. All criminal record check information shall be confidential, and any
124 person who discloses the information beyond the scope allowed is guilty of a class A
125 misdemeanor.

126 6. A qualified entity enrolled in either the Missouri or National Rap Back program
127 shall be notified by the Missouri state highway patrol that a new arrest has been reported on
128 an applicant who is employed, licensed, or otherwise under the purview of the qualified

129 entity. Upon receiving the Rap Back notification, if the qualified entity deems that the
130 applicant is still serving in an active capacity, the entity may request and receive the
131 individual's updated criminal history record. This process shall only occur if:

132 (1) The entity has abided by all procedures and rules promulgated by the Missouri
133 state highway patrol and Federal Bureau of Investigation regarding the Missouri and National
134 Rap Back programs;

135 (2) The individual upon whom the Rap Back notification is being made has
136 previously had a Missouri and national criminal record review completed for the qualified
137 entity under this section [~~within the previous six years~~]; and

138 (3) The individual upon whom the Rap Back notification is being made is a current
139 employee, licensee, or otherwise still actively under the purview of the qualified entity.

140 7. The Missouri state highway patrol shall make available or approve the necessary
141 forms, procedures, and agreements necessary to implement the provisions of this section.

43.540. 1. As used in this section, the following terms mean:

2 (1) "Applicant", a person who:

3 (a) Is actively employed by or seeks employment with a qualified entity;

4 (b) Is actively licensed or seeks licensure with a qualified entity;

5 (c) Actively volunteers or seeks to volunteer with a qualified entity; or

6 (d) Is actively contracted with or seeks to contract with a qualified entity;

7 (2) "Missouri criminal record review", a review of criminal history records and sex
8 offender registration records pursuant to sections 589.400 to 589.425 maintained by the
9 Missouri state highway patrol in the Missouri criminal records repository;

10 (3) "Missouri Rap Back program", shall include any type of automatic notification
11 made by the Missouri state highway patrol to a qualified entity indicating that an applicant
12 who is employed, licensed, or otherwise under the purview of that entity has been arrested for
13 a reported criminal offense in Missouri as required under section 43.506;

14 (4) "National criminal record review", a review of the criminal history records
15 maintained by the Federal Bureau of Investigation;

16 (5) "National Rap Back program", shall include any type of automatic notification
17 made by the Federal Bureau of Investigation through the Missouri state highway patrol to a
18 qualified entity indicating that an applicant who is employed, licensed, or otherwise under the
19 purview of that entity has been arrested for a reported criminal offense outside the state of
20 Missouri and the fingerprints for that arrest were forwarded to the Federal Bureau of
21 Investigation by the arresting agency;

22 (6) "Qualified entity", an entity that is:

23 (a) An office or division of state, county, or municipal government, including a
24 political subdivision or a board or commission designated by statute or approved local
25 ordinance, to issue or renew a license, permit, certification, or registration of authority;

26 (b) An office or division of state, county, or municipal government, including a
27 political subdivision or a board or commission designated by statute or approved local
28 ordinance, to make fitness determinations on applications for state, county, or municipal
29 government employment; or

30 (c) Any entity that is authorized to obtain criminal history record information under
31 28 CFR 20.33.

32 2. The central repository shall have the authority to submit applicant fingerprints to
33 the National Rap Back program to be retained for the purpose of being searched against future
34 submissions to the National Rap Back program, including latent fingerprint searches.
35 Qualified entities may conduct Missouri and national criminal record reviews on applicants
36 and participate in Missouri and National Rap Back programs for the purpose of determining
37 suitability or fitness for a permit, license, or employment, and shall abide by the following
38 requirements:

39 (1) The qualified entity shall register with the Missouri state highway patrol prior to
40 submitting a request for screening under this section. As part of such registration, the
41 qualified entity shall indicate if it chooses to enroll their applicants in the Missouri and
42 National Rap Back programs;

43 (2) Qualified entities shall notify applicants subject to a criminal record review under
44 this section that the applicant's fingerprints shall be retained by the state central repository and
45 the Federal Bureau of Investigation and shall be searched against other fingerprints on file,
46 including latent fingerprints;

47 (3) Qualified entities shall notify applicants subject to enrollment in the National Rap
48 Back program that the applicant's fingerprints, while retained, may continue to be compared
49 against other fingerprints submitted or retained by the Federal Bureau of Investigation,
50 including latent fingerprints;

51 (4) The criminal record review and Rap Back process described in this section shall
52 be voluntary and conform to the requirements established in Pub. L. 92-544 and other
53 applicable state or federal law. As a part of the registration, the qualified entity shall agree to
54 comply with state and federal law and shall indicate so by signing an agreement approved by
55 the Missouri state highway patrol. The Missouri state highway patrol may periodically audit
56 qualified entities to ensure compliance with federal law and this section;

57 (5) A qualified entity shall submit to the Missouri state highway patrol a request for
58 screening on applicants covered under this section using a completed fingerprint card;

59 (6) Each request shall be accompanied by a reasonable fee, as provided in section
60 43.530, plus the amount required, if any, by the Federal Bureau of Investigation for the
61 national criminal record review and enrollment in the National Rap Back program in
62 compliance with applicable state or federal laws;

63 (7) The Missouri state highway patrol shall provide, directly to the qualified entity,
64 the applicant's state criminal history records that are not exempt from disclosure under
65 chapter 610 or are otherwise confidential under law;

66 (8) The national criminal history data shall be available to qualified entities to use
67 only for the purpose of screening applicants as described under this section. The Missouri
68 state highway patrol shall provide the applicant's national criminal history record information
69 directly to the qualified entity;

70 (9) This section shall not require the Missouri state highway patrol to make an
71 eligibility determination on behalf of any qualified entity;

72 (10) The qualified entity shall notify the applicant, in writing, of his or her right to
73 obtain a copy of any criminal record review, including the criminal history records, if any,
74 contained in the report, and of the applicant's right to challenge the accuracy and
75 completeness of any information contained in any such report and to obtain a determination
76 as to the validity of such challenge before a final determination regarding the applicant is
77 made by the qualified entity reviewing the criminal history information. A qualified entity
78 that is required by law to apply screening criteria, including any right to contest or request an
79 exemption from disqualification, shall apply such screening criteria to the state and national
80 criminal history record information received from the Missouri state highway patrol for those
81 applicants subject to the required screening; and

82 (11) Failure to obtain the information authorized under this section with respect to an
83 applicant shall not be used as evidence in any negligence action against a qualified entity.
84 The state, any political subdivision of the state, or any agency, officer, or employee of the
85 state or a political subdivision shall not be liable for damages for providing the information
86 requested under this section.

87 3. The criminal record review shall include the submission of fingerprints to the
88 Missouri state highway patrol, who shall conduct a Missouri criminal record review,
89 including closed record information under section 610.120. The Missouri state highway
90 patrol shall also forward a copy of the applicant's fingerprints to the Federal Bureau of
91 Investigation for a national criminal record review.

92 4. The applicant subject to a criminal record review shall provide the following
93 information to the qualified entity:

94 (1) Consent to obtain the applicant's fingerprints, conduct the criminal record review,
95 and participate in the Missouri and National Rap Back programs;

96 (2) Consent to obtain the identifying information required to conduct the criminal
97 record review, which may include, but not be limited to:

98 (a) Name;

99 (b) Date of birth;

100 (c) Height;

101 (d) Weight;

102 (e) Eye color;

103 (f) Hair color;

104 (g) Gender;

105 (h) Race;

106 (i) Place of birth;

107 (j) Social Security number; and

108 (k) The applicant's photo.

109 5. Any information received by an authorized state agency or a qualified entity
110 pursuant to the provisions of this section shall be used solely for internal purposes in
111 determining the suitability of an applicant. The dissemination of criminal history information
112 from the Federal Bureau of Investigation beyond the authorized state agency or related
113 governmental entity is prohibited. All criminal record check information shall be confidential
114 and any person who discloses the information beyond the scope allowed is guilty of a class A
115 misdemeanor.

116 6. A qualified entity enrolled in either the Missouri or National Rap Back programs
117 shall be notified by the Missouri state highway patrol that a new arrest has been reported on
118 an applicant who is employed, licensed, or otherwise under the purview of the qualified
119 entity. Upon receiving the Rap Back notification, if the qualified entity deems that the
120 applicant is still serving in an active capacity, the entity may request and receive the
121 individual's updated criminal history record. This process shall only occur if:

122 (1) The agency has abided by all procedures and rules promulgated by the Missouri
123 state highway patrol and Federal Bureau of Investigation regarding the Missouri and National
124 Rap Back programs;

125 (2) The individual upon whom the Rap Back notification is being made has
126 previously had a Missouri and national criminal record review completed for the qualified
127 entity under this section [~~within the previous six years~~]; and

128 (3) The individual upon whom the Rap Back notification is being made is a current
129 employee, licensee, or otherwise still actively under the purview of the qualified entity.

130 7. The highway patrol shall make available or approve the necessary forms,
131 procedures, and agreements necessary to implement the provisions of this section.

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