



99TH GENERAL ASSEMBLY

State of Illinois

2015 and 2016

HB6233

Introduced 2/11/2016, by Rep. Ed Sullivan

SYNOPSIS AS INTRODUCED:

20 ILCS 505/5d
225 ILCS 10/4.2

from Ch. 23, par. 2214.2

Amends the Child Care Act of 1969. Removes language concerning which specific offenses under the Criminal Code of 1961 or the Criminal Code of 2012 bars licensure or employment in facilities regulated under the Act and foster family homes. Removes language concerning granting exceptions for those offenses. Provides that no new applicant and, on the date of licensure renewal, no current licensee may operate or receive a license from the Department to operate and no person may be employed by and no adult person may reside in a child care facility licensed by the Department, including a foster family home, if that person: (1) has been convicted of any felony offense within 5 years of application or employment, (2) has been convicted of a Class X felony, (3) has been convicted of any felony in which the victim was a child under the age of 18, (4) is currently on the Illinois State Police Sex Offender Registry, (5) is currently on the Murderer and Violent Offender Against Youth Database, or (6) was adjudicated not guilty for an offense by reason of insanity. Provides for procedures for the Director of the Department of Children and Family Services to waive certain offenses and factors for the Director to consider. Provides that denials of waiver may be appealed pursuant to the Illinois Administrative Procedure Act. Amends the Children and Family Services Act to make a related change.

LRB099 16688 SMS 41026 b

1 AN ACT concerning regulation.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Children and Family Services Act is amended
5 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
17 Director. The Director shall annually designate a chairperson
18 and vice-chairperson of the Board. The membership of the Board
19 must be composed as follows: (i) 5 licensed professionals from
20 the field of human services with a human services degree or
21 equivalent course work as required by rule of the Department
22 and who are in good standing within their profession, at least
23 2 of which must be employed in the private not-for-profit

1 sector and at least one of which in the public sector; (ii) 2
2 faculty members of an accredited university who have child
3 welfare experience and are in good standing within their
4 profession and (iii) 2 members of the general public who are
5 not licensed under this Act or a similar rule and will
6 represent consumer interests.

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

20 The Director may terminate the appointment of any member
21 for good cause, including but not limited to (i) unjustified
22 absences from Board meetings or other failure to meet Board
23 responsibilities, (ii) failure to recuse himself or herself
24 when required by subsection (c) of this Section or Department
25 rule, or (iii) failure to maintain the professional position
26 required by Department rule. No member of the Board may have a

1 pending or indicated report of child abuse or neglect or a
2 pending complaint or criminal conviction of any of the offenses
3 or conditions set forth in subsection ~~paragraph~~ (b) of Section
4 4.2 of the Child Care Act of 1969.

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

9 (c) The Board shall make recommendations to the Director
10 regarding licensure rules. Board members must recuse
11 themselves from sitting on any matter involving an employee of
12 a child welfare agency at which the Board member is an employee
13 or contractual employee. The Board shall make a final
14 determination concerning revocation, suspension, or
15 reinstatement of an employee's direct child welfare service
16 license after a hearing conducted under the Department's rules.
17 Upon notification of the manner of the vote to all the members,
18 votes on a final determination may be cast in person, by
19 telephonic or electronic means, or by mail at the discretion of
20 the chairperson. A simple majority of the members appointed and
21 serving is required when Board members vote by mail or by
22 telephonic or electronic means. A majority of the currently
23 appointed and serving Board members constitutes a quorum. A
24 majority of a quorum is required when a recommendation is voted
25 on during a Board meeting. A vacancy in the membership of the
26 Board shall not impair the right of a quorum to perform all the

1 duties of the Board. Board members are not personally liable in
2 any action based upon a disciplinary proceeding or otherwise
3 for any action taken in good faith as a member of the Board.

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

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

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

11 (225 ILCS 10/4.2) (from Ch. 23, par. 2214.2)

12 Sec. 4.2. Criminal convictions or conditions barring
13 licensure; waiver.

14 (a) No applicant may receive a license from the Department
15 and no person may be employed by a licensed child care facility
16 who refuses to authorize an investigation as required by
17 Section 4.1.

18 (b) No new applicant and, on the date of licensure renewal,
19 no current licensee may operate or receive a license from the
20 Department to operate and no person may be employed by and no
21 adult person may reside in a child care facility licensed by
22 the Department, including a foster family home, if that person
23 has a criminal conviction or condition or a pending criminal
24 complaint that would result in a conviction as set forth in the

1 following:

2 (1) has been convicted of any felony offense within 5
3 years of application for license or employment;

4 (2) has been convicted of a Class X felony;

5 (3) has been convicted of any felony in which the
6 victim was a child under the age of 18;

7 (4) is currently on the Illinois State Police Sex
8 Offender Registry or listed on the National Sex Offender
9 Public Website and was an adult when named as a perpetrator
10 or has a conviction as an adult that would have been
11 subject to the Sex Offender Registration Act;

12 (5) is currently in the Murderer and Violent Offender
13 Against Youth Database as created in subsection (a) of
14 Section 85 of the Murderer and Violent Offender Against
15 Youth Registration Act; or

16 (6) was adjudicated not guilty of an offense by reason
17 of insanity.

18 (c) All other criminal convictions may be waived by the
19 Director or by his designee pursuant to this subsection (c).

20 All cases in which an applicant for licensure, a licensee,
21 an employee of a facility licensed by the Department, or an
22 adult person residing in a child care facility licensed by the
23 Department, including a foster family home, was convicted of
24 any misdemeanor, or any such case that is pending, must be
25 reviewed by the agency seeking to grant, renew, employ, or
26 issue the license. The review shall be in writing and based on

1 the guidelines delineated in subsection (d) of this Section.

2 All cases where an applicant for licensure, a licensee, an
3 employee of a facility licensed by the Department, or an adult
4 person residing in a child care facility licensed by the
5 Department, including a foster family home, was convicted of a
6 waivable felony must be reviewed by the Director of the
7 Department or his designee. The review shall be in writing and
8 based on the guidelines delineated in subsection (d).

9 All cases where an applicant for licensure, a licensee, an
10 employee of a facility licensed by the Department, or an adult
11 person residing in a child care facility licensed by the
12 Department, including a foster family home, committed a sex
13 offense as a minor and is on the Illinois State Police Sex
14 Offender Registry.

15 The decision of the Director is final. Denials of waivers
16 under this subsection (c) may be appealed pursuant to the
17 Illinois Administrative Procedure Act.

18 (d) The Department shall adopt rules governing guidelines
19 for granting a waiver, which shall include but is not limited
20 to consideration of the following factors:

21 (1) The nature of the offense, including the age of the
22 applicant for licensure, licensee, employee of a facility
23 licensed by the Department, or adult person residing in a
24 child care facility licensed by the Department, including a
25 foster family home, when the offense was committed, the
26 identity of and harm caused to the victim, and whether the

1 offense involved a minor;

2 (2) The evidence of rehabilitation, including the
3 length of time that has passed since the offense was
4 committed; whether the individual completed any sentence
5 of incarceration; the circumstances surrounding the
6 commission of the offense; any circumstances that would
7 demonstrate a low likelihood of recidivism; the number of
8 offenses for which the individual was convicted;
9 employment references; evidence of participation in
10 therapy or services aimed at rehabilitation; academic
11 transcripts; other information that speaks to the
12 individual's character;

13 (3) The relationship between the criminal offense and
14 the license or employment sought, including capacity to
15 care for children or have access to children; the specific
16 duties and responsibilities related to the license or
17 employment sought and the bearing, if any, the offense has
18 on his or her fitness to perform these duties and
19 responsibilities;

20 (4) The disclosure of the conviction, including
21 whether the applicant for licensure, licensee, employee of
22 a facility licensed by the Department, or adult person
23 residing in a child care facility licensed by the
24 Department, including a foster family home, disclosed
25 whether he or she had a criminal background and the
26 circumstances of the conviction; and

1 (5) The existence of a supervisory or monitoring plan
2 that the Department has approved.

3 (e) If any felony criminal offense or complaint is pending,
4 the Director cannot issue a waiver until the complaint has been
5 resolved. ~~(b) In addition to the other provisions of this~~
6 ~~Section, no applicant may receive a license from the Department~~
7 ~~and no person may be employed by a child care facility licensed~~
8 ~~by the Department who has been declared a sexually dangerous~~
9 ~~person under "An Act in relation to sexually dangerous persons,~~
10 ~~and providing for their commitment, detention and~~
11 ~~supervision", approved July 6, 1938, as amended, or convicted~~
12 ~~of committing or attempting to commit any of the following~~
13 ~~offenses stipulated under the Criminal Code of 1961 or the~~
14 ~~Criminal Code of 2012:~~

15 ~~(1) murder;~~

16 ~~(1.1) solicitation of murder;~~

17 ~~(1.2) solicitation of murder for hire;~~

18 ~~(1.3) intentional homicide of an unborn child;~~

19 ~~(1.4) voluntary manslaughter of an unborn child;~~

20 ~~(1.5) involuntary manslaughter;~~

21 ~~(1.6) reckless homicide;~~

22 ~~(1.7) concealment of a homicidal death;~~

23 ~~(1.8) involuntary manslaughter of an unborn child;~~

24 ~~(1.9) reckless homicide of an unborn child;~~

25 ~~(1.10) drug-induced homicide;~~

26 ~~(2) a sex offense under Article 11, except offenses~~

1 ~~described in Sections 11-7, 11-8, 11-12, 11-13, 11-35,~~
2 ~~11-40, and 11-45;~~

3 ~~(3) kidnapping;~~

4 ~~(3.1) aggravated unlawful restraint;~~

5 ~~(3.2) forcible detention;~~

6 ~~(3.3) harboring a runaway;~~

7 ~~(3.4) aiding and abetting child abduction;~~

8 ~~(4) aggravated kidnapping;~~

9 ~~(5) child abduction;~~

10 ~~(6) aggravated battery of a child as described in~~
11 ~~Section 12-4.3 or subdivision (b) (1) of Section 12-3.05;~~

12 ~~(7) criminal sexual assault;~~

13 ~~(8) aggravated criminal sexual assault;~~

14 ~~(8.1) predatory criminal sexual assault of a child;~~

15 ~~(9) criminal sexual abuse;~~

16 ~~(10) aggravated sexual abuse;~~

17 ~~(11) heinous battery as described in Section 12-4.1 or~~
18 ~~subdivision (a) (2) of Section 12-3.05;~~

19 ~~(12) aggravated battery with a firearm as described in~~
20 ~~Section 12-4.2 or subdivision (c) (1), (c) (2), (c) (3), or~~
21 ~~(c) (4) of Section 12-3.05;~~

22 ~~(13) tampering with food, drugs, or cosmetics;~~

23 ~~(14) drug induced infliction of great bodily harm as~~
24 ~~described in Section 12-4.7 or subdivision (g) (1) of~~
25 ~~Section 12-3.05;~~

26 ~~(15) hate crime;~~

1 ~~(16) stalking;~~
2 ~~(17) aggravated stalking;~~
3 ~~(18) threatening public officials;~~
4 ~~(19) home invasion;~~
5 ~~(20) vehicular invasion;~~
6 ~~(21) criminal transmission of HIV;~~
7 ~~(22) criminal abuse or neglect of an elderly person or~~
8 ~~person with a disability as described in Section 12-21 or~~
9 ~~subsection (c) of Section 12-4.4a;~~
10 ~~(23) child abandonment;~~
11 ~~(24) endangering the life or health of a child;~~
12 ~~(25) ritual mutilation;~~
13 ~~(26) ritualized abuse of a child;~~
14 ~~(27) an offense in any other jurisdiction the elements~~
15 ~~of which are similar and bear a substantial relationship to~~
16 ~~any of the foregoing offenses.~~
17 ~~(b 1) In addition to the other provisions of this Section,~~
18 ~~beginning January 1, 2004, no new applicant and, on the date of~~
19 ~~licensure renewal, no current licensee may operate or receive a~~
20 ~~license from the Department to operate, no person may be~~
21 ~~employed by, and no adult person may reside in a child care~~
22 ~~facility licensed by the Department who has been convicted of~~
23 ~~committing or attempting to commit any of the following~~
24 ~~offenses or an offense in any other jurisdiction the elements~~
25 ~~of which are similar and bear a substantial relationship to any~~
26 ~~of the following offenses:~~

1 ~~property.~~

2 ~~(14) Using, engaging, or employing persons under 18 to~~
3 ~~deliver controlled, counterfeit, or look-alike substances.~~

4 ~~(15) Delivery of controlled substances.~~

5 ~~(16) Sale or delivery of drug paraphernalia.~~

6 ~~(17) Felony possession, sale, or exchange of~~
7 ~~instruments adapted for use of a controlled substance,~~
8 ~~methamphetamine, or cannabis by subcutaneous injection.~~

9 ~~(18) Felony possession of a controlled substance.~~

10 ~~(19) Any violation of the Methamphetamine Control and~~
11 ~~Community Protection Act.~~

12 ~~(b-1.5) In addition to any other provision of this Section,~~
13 ~~for applicants with access to confidential financial~~
14 ~~information or who submit documentation to support billing, no~~
15 ~~applicant whose initial application was considered after the~~
16 ~~effective date of this amendatory Act of the 97th General~~
17 ~~Assembly may receive a license from the Department or a child~~
18 ~~care facility licensed by the Department who has been convicted~~
19 ~~of committing or attempting to commit any of the following~~
20 ~~felony offenses:~~

21 ~~(1) financial institution fraud under Section 17-10.6~~
22 ~~of the Criminal Code of 1961 or the Criminal Code of 2012;~~

23 ~~(2) identity theft under Section 16-30 of the Criminal~~
24 ~~Code of 1961 or the Criminal Code of 2012;~~

25 ~~(3) financial exploitation of an elderly person or a~~
26 ~~person with a disability under Section 17-56 of the~~

1 ~~Criminal Code of 1961 or the Criminal Code of 2012;~~

2 ~~(4) computer tampering under Section 17-51 of the~~
3 ~~Criminal Code of 1961 or the Criminal Code of 2012;~~

4 ~~(5) aggravated computer tampering under Section 17-52~~
5 ~~of the Criminal Code of 1961 or the Criminal Code of 2012;~~

6 ~~(6) computer fraud under Section 17-50 of the Criminal~~
7 ~~Code of 1961 or the Criminal Code of 2012;~~

8 ~~(7) deceptive practices under Section 17-1 of the~~
9 ~~Criminal Code of 1961 or the Criminal Code of 2012;~~

10 ~~(8) forgery under Section 17-3 of the Criminal Code of~~
11 ~~1961 or the Criminal Code of 2012;~~

12 ~~(9) State benefits fraud under Section 17-6 of the~~
13 ~~Criminal Code of 1961 or the Criminal Code of 2012;~~

14 ~~(10) mail fraud and wire fraud under Section 17-24 of~~
15 ~~the Criminal Code of 1961 or the Criminal Code of 2012;~~

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

19 ~~(b 2) Notwithstanding subsection (b 1), the Department may~~
20 ~~make an exception and, for child care facilities other than~~
21 ~~foster family homes, issue a new child care facility license to~~
22 ~~or renew the existing child care facility license of an~~
23 ~~applicant, a person employed by a child care facility, or an~~
24 ~~applicant who has an adult residing in a home child care~~
25 ~~facility who was convicted of an offense described in~~
26 ~~subsection (b 1), provided that all of the following~~

1 ~~requirements are met:~~

2 ~~(1) The relevant criminal offense occurred more than 5~~
3 ~~years prior to the date of application or renewal, except~~
4 ~~for drug offenses. The relevant drug offense must have~~
5 ~~occurred more than 10 years prior to the date of~~
6 ~~application or renewal, unless the applicant passed a drug~~
7 ~~test, arranged and paid for by the child care facility, no~~
8 ~~less than 5 years after the offense.~~

9 ~~(2) The Department must conduct a background check and~~
10 ~~assess all convictions and recommendations of the child~~
11 ~~care facility to determine if hiring or licensing the~~
12 ~~applicant is in accordance with Department administrative~~
13 ~~rules and procedures.~~

14 ~~(3) The applicant meets all other requirements and~~
15 ~~qualifications to be licensed as the pertinent type of~~
16 ~~child care facility under this Act and the Department's~~
17 ~~administrative rules.~~

18 ~~(c) In addition to the other provisions of this Section, no~~
19 ~~applicant may receive a license from the Department to operate~~
20 ~~a foster family home, and no adult person may reside in a~~
21 ~~foster family home licensed by the Department, who has been~~
22 ~~convicted of committing or attempting to commit any of the~~
23 ~~following offenses stipulated under the Criminal Code of 1961,~~
24 ~~the Criminal Code of 2012, the Cannabis Control Act, the~~
25 ~~Methamphetamine Control and Community Protection Act, and the~~
26 ~~Illinois Controlled Substances Act:~~

1 ~~(I) OFFENSES DIRECTED AGAINST THE PERSON~~

2 ~~(A) KIDNAPPING AND RELATED OFFENSES~~

3 ~~(1) Unlawful restraint.~~

4 ~~(B) BODILY HARM~~

5 ~~(2) Felony aggravated assault.~~

6 ~~(3) Vehicular endangerment.~~

7 ~~(4) Felony domestic battery.~~

8 ~~(5) Aggravated battery.~~

9 ~~(6) Heinous battery.~~

10 ~~(7) Aggravated battery with a firearm.~~

11 ~~(8) Aggravated battery of an unborn child.~~

12 ~~(9) Aggravated battery of a senior citizen.~~

13 ~~(10) Intimidation.~~

14 ~~(11) Compelling organization membership of persons.~~

15 ~~(12) Abuse and criminal neglect of a long term care~~
16 ~~facility resident.~~

17 ~~(13) Felony violation of an order of protection.~~

18 ~~(II) OFFENSES DIRECTED AGAINST PROPERTY~~

19 ~~(14) Felony theft.~~

20 ~~(15) Robbery.~~

21 ~~(16) Armed robbery.~~

- 1 ~~(17) Aggravated robbery.~~
- 2 ~~(18) Vehicular hijacking.~~
- 3 ~~(19) Aggravated vehicular hijacking.~~
- 4 ~~(20) Burglary.~~
- 5 ~~(21) Possession of burglary tools.~~
- 6 ~~(22) Residential burglary.~~
- 7 ~~(23) Criminal fortification of a residence or~~
8 ~~building.~~
- 9 ~~(24) Arson.~~
- 10 ~~(25) Aggravated arson.~~
- 11 ~~(26) Possession of explosive or explosive incendiary~~
12 ~~devices.~~

13 ~~(III) OFFENSES AFFECTING PUBLIC HEALTH, SAFETY, AND DECENCY~~

- 14 ~~(27) Felony unlawful use of weapons.~~
- 15 ~~(28) Aggravated discharge of a firearm.~~
- 16 ~~(29) Reckless discharge of a firearm.~~
- 17 ~~(30) Unlawful use of metal piercing bullets.~~
- 18 ~~(31) Unlawful sale or delivery of firearms on the~~
19 ~~premises of any school.~~
- 20 ~~(32) Disarming a police officer.~~
- 21 ~~(33) Obstructing justice.~~
- 22 ~~(34) Concealing or aiding a fugitive.~~
- 23 ~~(35) Armed violence.~~
- 24 ~~(36) Felony contributing to the criminal delinquency~~

1 ~~of a juvenile.~~

2 ~~(IV) DRUG OFFENSES~~

3 ~~(37) Possession of more than 30 grams of cannabis.~~

4 ~~(38) Manufacture of more than 10 grams of cannabis.~~

5 ~~(39) Cannabis trafficking.~~

6 ~~(40) Delivery of cannabis on school grounds.~~

7 ~~(41) Unauthorized production of more than 5 cannabis~~
8 ~~sativa plants.~~

9 ~~(42) Calculated criminal cannabis conspiracy.~~

10 ~~(43) Unauthorized manufacture or delivery of~~
11 ~~controlled substances.~~

12 ~~(44) Controlled substance trafficking.~~

13 ~~(45) Manufacture, distribution, or advertisement of~~
14 ~~look alike substances.~~

15 ~~(46) Calculated criminal drug conspiracy.~~

16 ~~(46.5) Streetgang criminal drug conspiracy.~~

17 ~~(47) Permitting unlawful use of a building.~~

18 ~~(48) Delivery of controlled, counterfeit, or~~
19 ~~look alike substances to persons under age 18, or at truck~~
20 ~~stops, rest stops, or safety rest areas, or on school~~
21 ~~property.~~

22 ~~(49) Using, engaging, or employing persons under 18 to~~
23 ~~deliver controlled, counterfeit, or look alike substances.~~

24 ~~(50) Delivery of controlled substances.~~

1 ~~(51) Sale or delivery of drug paraphernalia.~~

2 ~~(52) Felony possession, sale, or exchange of~~
3 ~~instruments adapted for use of a controlled substance,~~
4 ~~methamphetamine, or cannabis by subcutaneous injection.~~

5 ~~(53) Any violation of the Methamphetamine Control and~~
6 ~~Community Protection Act.~~

7 ~~(d) Notwithstanding subsection (c), the Department may~~
8 ~~make an exception and issue a new foster family home license or~~
9 ~~may renew an existing foster family home license of an~~
10 ~~applicant who was convicted of an offense described in~~
11 ~~subsection (c), provided all of the following requirements are~~
12 ~~met:~~

13 ~~(1) The relevant criminal offense or offenses occurred~~
14 ~~more than 10 years prior to the date of application or~~
15 ~~renewal.~~

16 ~~(2) The applicant had previously disclosed the~~
17 ~~conviction or convictions to the Department for purposes of~~
18 ~~a background check.~~

19 ~~(3) After the disclosure, the Department either placed~~
20 ~~a child in the home or the foster family home license was~~
21 ~~issued.~~

22 ~~(4) During the background check, the Department had~~
23 ~~assessed and waived the conviction in compliance with the~~
24 ~~existing statutes and rules in effect at the time of the~~
25 ~~hire or licensure.~~

26 ~~(5) The applicant meets all other requirements and~~

1 ~~qualifications to be licensed as a foster family home under~~
2 ~~this Act and the Department's administrative rules.~~

3 ~~(6) The applicant has a history of providing a safe,~~
4 ~~stable home environment and appears able to continue to~~
5 ~~provide a safe, stable home environment.~~

6 ~~(e) In evaluating the exception pursuant to subsections~~
7 ~~(b 2) and (d), the Department must carefully review any~~
8 ~~relevant documents to determine whether the applicant, despite~~
9 ~~the disqualifying convictions, poses a substantial risk to~~
10 ~~State resources or clients. In making such a determination, the~~
11 ~~following guidelines shall be used:~~

12 ~~(1) the age of the applicant when the offense was~~
13 ~~committed;~~

14 ~~(2) the circumstances surrounding the offense;~~

15 ~~(3) the length of time since the conviction;~~

16 ~~(4) the specific duties and responsibilities~~
17 ~~necessarily related to the license being applied for and~~
18 ~~the bearing, if any, that the applicant's conviction~~
19 ~~history may have on his or her fitness to perform these~~
20 ~~duties and responsibilities;~~

21 ~~(5) the applicant's employment references;~~

22 ~~(6) the applicant's character references and any~~
23 ~~certificates of achievement;~~

24 ~~(7) an academic transcript showing educational~~
25 ~~attainment since the disqualifying conviction;~~

26 ~~(8) a Certificate of Relief from Disabilities or~~

1 ~~Certificate of Good Conduct; and~~
2 ~~(9) anything else that speaks to the applicant's~~
3 ~~character.~~
4 (Source: P.A. 99-143, eff. 7-27-15.)