



## COLORADO

Department of Health Care  
Policy & Financing

1570 Grant Street  
Denver, CO 80203

### 2022 Background Check Workgroup Agenda

March 31st, 2022, 12 p.m. - 2 p.m.

April 1st, 2022, 12 p.m. - 2 p.m.

Google Meet Only

**If you wish to participate in some or all of the workgroup, please contact Jessica Corral by March 21<sup>st</sup> so you receive the pre-meeting resources and get added to the meeting invitation.**

Jessica Corral at 303-866-3504 or [jessica.corral@state.co.us](mailto:jessica.corral@state.co.us)

#### Video conference instructions:

- Click on <https://meet.google.com/vvp-vjkg-oqt>
- Click “Join Now” button  
If preferred, you can use your phone for audio. Follow the prompts on the screen.  
If preferred, you may turn camera access on/off with the video camera button.

#### Call-in instructions:

- Dial the Participant Access Number 1-909-683-0301
- Enter the PIN: 608 118 202#  
If you need to be called into the meeting to avoid long distance charges, please email or call Jessica Corral by 5pm Wednesday, March 30<sup>th</sup> to make this request.

For all participants: please use the microphone button / \*6 to mute your line if you are not speaking. If there is background noise the moderator may mute you or remove you from the meeting.

Reasonable accommodations will be provided for persons with disabilities when requested at least one week prior to the meeting. Please contact the following staff to submit a request: Jessica Corral or 504/ADA Coordinator [hcpf504ada@state.co.us](mailto:hcpf504ada@state.co.us)

#### Background

The Department convened the Background Check Workgroup due to process and policy inconsistencies and with support from Participant Directed Programs Policy Collaborative (PDPPC) stakeholders to determine areas of improvement.

The workgroup met from August 2020 to April 2021 and focused on three goals: 1. Review and update (as needed) the Criminal Barrier Crime List; 2. Review and update (as needed) the FMS background check process; and 3. Develop a protocol for member/AR responsibilities. It accomplished goal 1 and the updated list was made effective February 2021.

Due to challenges with having full stakeholder representation, the workgroup decided to conclude before making decisions on goals 2 and 3. In recent months, stakeholders have expressed concerns about the impact of the background check process on already challenging attendant recruitment efforts. With this feedback, the Department decided in February 2022 to revive the workgroup to address these concerns.



## Meeting Purpose

This workgroup will review the current CDASS background check policies and process, identify needed changes, and develop a survey to be mailed to CDASS members/Authorized Representatives. The survey is intended to provide these specific stakeholders the opportunity to contribute to the final decisions.

## Agenda Items

### 1. Introductions & Meeting Guidelines

- Identify yourself before speaking.
- Ask to be in the queue if you would like to speak/comment.
- Meeting discussion and comments should be specific to the meeting purpose.
- We commit to being productive, so we start and end on time.

### 2. Review of Available Resources & Research

- State and Federal Laws that Govern Employment of Individuals with Criminal Histories.
- Workforce Considerations.
- Other Participant-Directed Program Approaches in the U.S.

### 3. Criminal Barrier Crimes - List Review

- Does CDASS need a Criminal Barrier Crimes List?
- Should the List be changed?

### 4. Criminal Barrier Crimes - Process Review

- Can the CBI clarification process be adjusted to be easier/faster to complete?
- Should there be a formal except process managed to make a final hiring decision?

### 5. Background Check Process

- Should backgrounds (CBC & BON) be run again at certain points in time?
- Should attendants be grandfathered in if they have Barrier Crimes on a rerun record?
- Is there a need for employer training or resources that provide education on how to read a background check report?
- Should the process continue to exclude fingerprinting and national background checks?

### 6. Survey

- Develop the mailed survey that will be sent out via CDCO mid-April.

### 7. Review of Department Responsibilities

- Present final decisions with a stakeholder at the April/May PDPPC meeting.
- Modifications to vendor contracts (if needed).
- Review the need for updating mistreatment, abuse, neglect and exploitation procedures and reporting.

### 8. Close Meeting

