SEATA 2018
NASHVILLE, TENNESSEE

BACKSTAGE AT PUBLICATION 1075
A BEHIND THE SCENES LOOK AT FTI BACKGROUND CHECK IMPLEMENTATION
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• What Has Been Done

• Who Will Be Checked

• When Will Checks Be Done

• What Will Be Included

• Adverse Actions For Unsatisfactory Checks
WHAT HAS BEEN DONE

• Added Statutory Requirement for Background Checks, Including Fingerprints, effective May 11, 2017

• Adopted ADOR Policy Effective December 8, 2017

• Secured Agreements with Ala. Law Enforcement Agency to Conduct Checks, effective January 1, 2018
WHO WILL BE CHECKED

• Existing Employees with Access to FTI

• **ALL** New Employees Hired After the Full Implementation Date

• Vendor Employees with Access to FTI

• Other State Agency Employees with Access to FTI
WHEN WILL CHECKS BE DONE

• Existing Employees Completed by December 31, 2018

• New Employees Beginning January 1, 2019

• Existing Vendor Agreements - Completed by December 31, 2018

• New/Renewed Vendor Agreements after October 1, 2018 – Completed Prior to Commencement of Services

• Other Agency Employees Completed by October 1, 2018
WHAT WILL BE INCLUDED

- Alabama Law Enforcement Agency
- Federal Bureau of Investigations
- Inquiry of Local Authorities at Prior Residences / Schools
UNSATISFACTORY BACKGROUND CHECK

• Any Felony Convictions

• Misdemeanor Convictions Involving:
  ✓ Physical Threat of Harm to Another Person
  ✓ Misuse of Computers or Systems
  ✓ Theft, Identity Theft, or Fraud
  ✓ Misuse of FTI or Other Tax Information
  ✓ Impersonation of Law Enforcement

• Significant Arrests Without Convictions
ADVERSE ACTIONS FOR UNSATISFACTORY CHECKS

• Existing Employees - Barred from FTI Access

• New Employees - Barred from FTI Access and Possible Termination

• Vendor Employees - Barred from Access to FTI and Other Confidential Information

• Other Agency Employees - Barred from Access to FTI and Other Confidential Information