



30-minute Lunch & Learn Webinar Series

**Beyond the Basics:
Understanding
Comprehensive
Criminal Screening for
Enhanced Security**

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Legal Disclaimer

- The information and opinions expressed are for educational purposes only and are based on current practice, industry related knowledge and business expertise. The information provided shall not be construed as legal advice, express or implied.

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2025

The importance of comprehensive screening

States Redacting Personal data

Why is National Criminal data called “Pointer Data”?

Sex Offender Registry

What is Patriot Data?

Complexity of County and State records

Federal Criminal Data

Difference between a comprehensive and basic search

7-year standard reporting



Closing

Questions and Answers

sales@referenceservices.com

The Importance of Comprehensive Screening

- Protecting your organization from liability
- Maintaining a safe workplace or community
- Ensuring trust and integrity
- Mitigating risks associated with negligent hiring
- Complying with industry regulations



The Importance of Comprehensive Screening - Challenges

- There is an increasing complexity of criminal records and the need for thoroughness
 - Missing information in National and State data
 - Some States redacting data over Privacy concerns
 - editing documents to remove sensitive or private information before sharing them, ensuring that confidential data remains hidden from public view and complying with legal requirements.
 - DOB, SSN, etc.
 - RSI - Needs 3 personal identifiers to ensure accuracy

Negligent Hiring

CASES WELL OVER \$1 MILLION

- PBSA now reports that plaintiff lawyers are no longer simply asking whether your company ran a background check
- *They now want to know how “comprehensive” the background check was*
 - *There is an assumption that some type of background check was performed*

States Redacting PII

- **Michigan:** A rule redacting date of birth (DOB) information from court records is in effect.
- **Virginia:** Some courts provide only partial dates of birth, such as month and day only, or year only.
- **Kansas and South Carolina:** Some counties only return year of birth information in county check results.
- **California:** The court records of set-aside convictions will be sealed, retroactive to 1973.
- **Connecticut:** Pardoned convictions are eligible for “erasure”, and its new automatic record relief law will “erase” certain felonies and most misdemeanors.
- **Federal Courts:** Federal rules require redaction of certain personal information in court documents, including Social Security or taxpayer identification numbers, dates of birth, names of minor children, financial account information, and in criminal cases, home addresses.

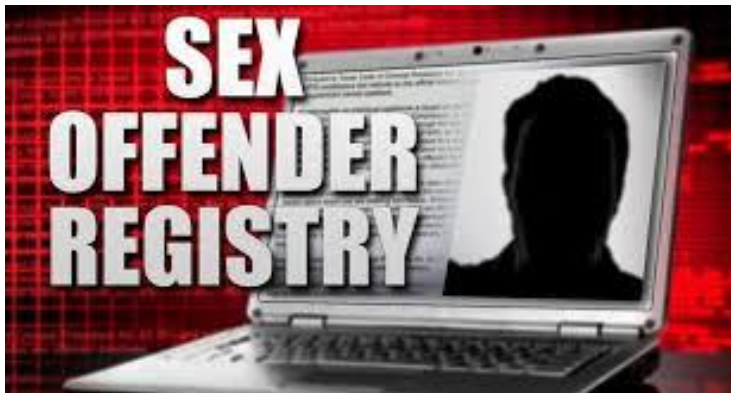
National Criminal Database Search

- A broad search across multiple jurisdictions
 - RSI has over 2200 databases in our Ncrim data
- Includes data from various sources (state repositories, courts, US Government, SOR, OIG, FBI, etc.)
- Acts as a starting point for identifying potential red flags
 - “Pointer Data”
 - By law, RSI cannot report from this data. We must verify at the county court level.
- Importance of verification as data can be incomplete or outdated



NatCrim: Sex Offender Registry Search

- Searches national and state sex offender registries
- Essential for protecting vulnerable populations
- Provides information on registered sex offenders in a specific area
- Important for positions that work with children, or elderly people



The [SafeHome.org](https://www.safehome.org) analysis indicates that **795,066** people are currently listed on sex offender registries across the U.S. as of August 2024.

The highest number on record!

NatCrim: Patriot Data Search (PS)

- Exclusions List – State and Federal level
- Medicaid / Medicare
- Department of Health & Human Services – OIG
 - LEIE – List of Excluded Individuals & Entities
- Office of Foreign Assets Control (OFAC)
- Office of Contracting and Procurement
- Tricare Sanctions, System of Awards Management (SAM)
- Various Financial list – Federal Reserve FDIC
- ATF, DEA, DOJ, FBI, FDA, etc.



Federal Criminal Records Search

- Search records from 94 Federal courts, which handle federal offenses
- Name Match only data
 - PACER Database – Public Access to Court Electronic Records
- Essential for roles involving federal regulations or security clearances
 - Anyone that handles money / financials on behalf of the organization
- Includes offenses prosecuted by the FBI - drug trafficking, money laundering, embezzlement, fraud, hospital/pharmacy theft, espionage, gang violence, etc.
- Needed for positions that require trust with federal agencies
- Required for banks under FDIC section 19 rule



100%

- # Records Search



County Criminal Records Search

- Direct searches at the county level for the most accurate and up-to-date information
- Essential for verifying potential hits from the national databases
- Provides detailed court records, including case dispositions
- Critical for identifying misdemeanors and felonies not always included in national databases
- Importance of using researchers that are familiar with the area



County Criminal Records Search

- 3143 counties & county-equivalent jurisdictions across the U.S.
- 70% of counties are “automated”
 - TAT – less 24 hrs.
- 30% must be searched at the local courts Public Access Terminals
 - CA, CT, GA, IL, KY, LA, MI, MN, MS, MT, NY, TN, TX, WY
 - TAT – 30 to 48 hrs. for clear reports
- TAT can be affected by weather events, technology, etc.
- RSI TAT average = 17.41 hrs.*
- RSI “Hit” rate = 18%* *October 2024 – March 2025



The Difference: Comprehensive vs. Basic Checks

How you package your criminal searches in critical

- Basic Checks:
 - Database gaps, lack of customization, higher risk
 - NCRim only (Not recommended)
 - Ncrim + Current County of residence
- Comprehensive Checks:
 - Human verification, accuracy, relevance, less risk
 - Ncrim + Counties of 7-year address history
 - National Federal
 - Supplement with Statewide, if required by regulations



7-year criminal conviction reporting

- Current Federal Rule
 - Convictions – Reportable Forever
 - Non-Convictions / Pending / Deferral – reportable 7 yrs from charge date or file date
- 9 states already impose a 7-year restriction
- Some records beyond 7 years are not complete or reliable
- County Criminal search is based on 7-year address history
- Your employees think the reporting limit is 7 years
- Employer's tolerance to types of risk is changing and inline with EEOC
- Most clients scope is 7 year

7-year criminal conviction reporting

- RSI will continue to report major felony convictions (Ex: Violence, Sex Crimes, etc.) under the federal law
 - Felonies for Life
- *Clients in Healthcare and Child Services will continue to see maximum reporting. ANY Client can choose to receive the maximum reporting standard if necessary.*
 - *Maximum reporting under federal and state law*
- Contact RSI Help Desk if you have a need for a different reporting Scope and we will add special instruction help@referenceservices.com

Key Takeaways



- ***Comprehensive screening is critical to*** protecting your organization from liability and maintaining a safe workplace or community
- National and State data can have missing records
- County Criminal data is the best reporting source
- Redacted PII creates reporting challenges
- Consider adding Federal Criminal search for comprehensive screening
- Go beyond the basics to ensure maximum reporting
- RSI follows the 7-year criminal reporting standard except for major offenses
- ***Reminder – check the RSI News and Announcement often for important updates***
- help@referenceservices.com



Thank you

sales@referenceservices.com