## Second Regular Session Seventy-first General Assembly STATE OF COLORADO

### **INTRODUCED**

LLS NO. 18-1067.01 Brita Darling x2241

**HOUSE BILL 18-1407** 

#### **HOUSE SPONSORSHIP**

Young and Rankin, Hamner

#### SENATE SPONSORSHIP

Lambert and Moreno, Lundberg

# House Committees Public Health Care & Human Services

#### **Senate Committees**

A BILL FOR AN ACT

CONCERNING INCREASING ACCESS TO SERVICES FOR PERSONS WITH

INTELLECTUAL AND DEVELOPMENTAL DISABILITIES THAT ARE

103 PROVIDED BY A STABLE WORKFORCE.

## **Bill Summary**

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <a href="http://leg.colorado.gov/">http://leg.colorado.gov/</a>.)

**Joint Budget Committee.** The bill requires the department of health care policy and financing (department) to seek federal approval for a 6.5% increase in the reimbursement rate for certain services specified in the bill that are delivered through the home- and community-based services intellectual and developmental disabilities, supported living

services, and children's extensive supports waivers.

Service agencies shall use 100% of the increased funding resulting from the increase in the reimbursement rate for compensation, as defined in the bill, for direct support professionals, as defined in the bill.

The bill requires service agencies to document the use of the increased funding for compensation using a reporting tool developed by the department and the service agencies. The department has access to the supporting documentation and may determine that a service agency is not using the increased funding as required.

If the department determines that a service agency does not use 100% of the increased funding resulting from the increase in the reimbursement rate for compensation for direct support professionals, the service agency may take action within a specific time frame to contest the determination or submit a corrective action plan to the department.

The department shall recoup from the service agency the amount of funding resulting from the reimbursement rate increase that is not used for compensation for direct support professionals.

Once sufficient data is available to assess the impact and outcomes of the reimbursement rate increase on persons with intellectual and developmental disabilities, the department shall include the impact and outcome data, including staff stability survey data, in its annual report to the general assembly concerning the waiting list for intellectual and developmental disability services.

The bill requires the department to initiate 300 nonemergency enrollments from the waiting list for the home- and community-based services developmental disabilities waiver in the 2018-19 state fiscal year.

The medical services board (board) in the department shall promulgate rules establishing additional criteria for reserve capacity enrollments based on the age and capacity of a person's parent or caregiver. As part of the rule-making process, the board shall solicit stakeholder feedback from persons with intellectual and developmental disabilities and their families. The department shall include in a monthly report the number of persons who were moved off the developmental disabilities waiting list for both nonemergency enrollments and reserve capacity enrollments.

Be it enacted by the General Assembly of the State of Colorado:

2 **SECTION 1. Legislative declaration.** (1) The general assembly

3 finds that:

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4 (a) Thousands of Coloradans with intellectual and developmental

5 disabilities spend years and even decades waiting for comprehensive

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1	services provided by the home- and community-based services for
2	developmental disabilities (HCBS-DD) waiver;
3	(b) Reducing and eliminating the waiting list for HCBS-DD
4	waiver services is a longstanding goal of the general assembly and the
5	intellectual and developmental disability community;
6	(c) Many persons on the waiting list for HCBS-DD waiver
7	services must experience a crisis before being offered services on an
8	emergency basis, creating undue hardship and strain on the person, his or
9	her caregivers, and the service system;
10	(d) In order to best serve these persons and others receiving
11	waiver services, Colorado must have a stable direct support workforce;
12	(e) Colorado and the nation are experiencing a shortage of direct
13	support professionals who provide support to persons with intellectual
14	and developmental disabilities in the community; and
15	(f) A stable direct support workforce is critical to ensuring
16	continuity of support and positive outcomes for persons with intellectual
17	and developmental disabilities.
18	(2) Therefore, the general assembly declares that a significant
19	investment is needed to ensure a stable workforce and access to services
20	for Coloradans with intellectual and developmental disabilities.
21	SECTION 2. In Colorado Revised Statutes, amend 25.5-6-406
22	as follows:
23	25.5-6-406. Appropriations - reimbursement for services -
24	direct support professionals - legislative declaration - definitions.
25	(1) To carry out duties and obligations pursuant to this part 4 and for the
26	administration and provision of services to eligible persons, all medicaid
27	funds appropriated pursuant to Title XIX of the federal "Social Security

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1 Act", as amended, for the provision of care for persons with 2 developmental disabilities and all other funds otherwise appropriated by 3 the general assembly as additional sources of program funding shall be 4 ARE available for the placement of eligible individuals PERSONS either in 5 intermediate care facilities for individuals PERSONS with intellectual 6 disabilities or alternatives to such placements. 7 (2) (a) (I) THE GENERAL ASSEMBLY FINDS AND DECLARES THAT: 8 (A) COLORADO'S SYSTEM OF HOME- AND COMMUNITY-BASED 9 SERVICES THAT SUPPORTS COLORADANS WITH INTELLECTUAL AND 10 DEVELOPMENTAL DISABILITIES HAS GROWN TO SERVE MORE THAN TWELVE 11 THOUSAND PERSONS AND THEIR FAMILIES; 12 (B) COSTS ASSOCIATED WITH PROVIDING THESE SERVICES 13 CONTINUE TO RISE WITH GROWTH IN DEMAND, INFLATION, INCREASED 14 REGULATION, RISING MINIMUM WAGES, RISING HEALTH CARE COSTS, AND 15 OTHER ECONOMIC FACTORS; 16 (C) REIMBURSEMENT RATES HAVE NOT KEPT PACE WITH THESE 17 RISING COSTS, RESULTING IN REDUCED ACCESS TO SERVICES FOR 18 COLORADANS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES; 19 (D) COLORADO NEEDS SIGNIFICANT INITIAL INVESTMENTS TO 20 ADDRESS THE MOST URGENT ISSUES CONCERNING SERVICES FOR PERSONS 21 WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES, AS WELL AS 22 FUTURE LONG-TERM PLANNING TO ADDRESS THE GROWING STRAIN ON THE 23 SYSTEM; 24 (E) ONE OF THE MOST URGENT ISSUES IS THE WORKFORCE CRISIS 25 AMONG DIRECT SUPPORT PROFESSIONALS, CHARACTERIZED BY 26 CHRONICALLY LOW WAGES, LIMITED BENEFITS, AND LACK OF CAREER

ADVANCEMENT OPPORTUNITIES FOR THESE CRITICAL WORKERS;

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1	(F) COLORADO IS EXPERIENCING A WORKFORCE CRISIS AMONG
2	DIRECT SUPPORT PROFESSIONALS BECAUSE REIMBURSEMENT RATES
3	CANNOT SUPPORT THE COMPENSATION NEEDED TO MATCH THE HIGH LEVEL
4	OF RESPONSIBILITY REQUIRED IN THESE JOBS;
5	(G) AGENCIES THAT SERVE PEOPLE WITH INTELLECTUAL AND
6	DEVELOPMENTAL DISABILITIES INCREASINGLY STRUGGLE TO RECRUIT AND
7	RETAIN DIRECT SUPPORT PROFESSIONALS TO MEET THE DEMAND FOR
8	SERVICES; AND
9	(H) HIGH TURNOVER AMONG DIRECT SUPPORT PROFESSIONALS
10	RESULTS IN REDUCED CONTINUITY OF SERVICES FOR PERSONS WITH
11	INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.
12	(II) THEREFORE, AS AN INITIAL INVESTMENT, COLORADO'S
13	REIMBURSEMENT RATES SHOULD BE INCREASED TO ALLOW FOR DIRECT
14	SUPPORT PROFESSIONAL COMPENSATION THAT BETTER REFLECTS MARKET
15	REALITIES AND THE HIGH LEVEL OF RESPONSIBILITY REQUIRED IN THESE
16	JOBS.
17	(b) As used in this subsection (2), unless the context
18	OTHERWISE REQUIRES:
19	(I) "COMPENSATION" MEANS ANY FORM OF MONETARY PAYMENT,
20	INCLUDING BONUSES, EMPLOYER-PAID HEALTH AND OTHER INSURANCE
21	PROGRAMS, PAID TIME OFF, PAYROLL TAXES, AND ALL OTHER FIXED AND
22	VARIABLE BENEFITS CONFERRED ON OR RECEIVED BY A DIRECT SUPPORT
23	PROFESSIONAL.
24	(II) "DIRECT SUPPORT PROFESSIONAL" MEANS A WORKER WHO
25	ASSISTS OR SUPERVISES A WORKER TO ASSIST A PERSON WITH
26	INTELLECTUAL AND DEVELOPMENTAL DISABILITIES TO LEAD A FULFILLING
27	LIFE IN THE COMMUNITY THROUGH A DIVERSE RANGE OF SERVICES,

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1	INCLUDING HELPING THE PERSON GET READY IN THE MORNING, TAKE
2	MEDICATION, GO TO WORK OR FIND WORK, AND PARTICIPATE IN SOCIAL
3	ACTIVITIES. "DIRECT SUPPORT PROFESSIONAL" INCLUDES ALL WORKERS
4	CATEGORIZED AS PROGRAM DIRECT SUPPORT PROFESSIONALS AND
5	EXCLUDES WORKERS CATEGORIZED AS ADMINISTRATIVE, AS DEFINED IN
6	STANDARDS ESTABLISHED BY THE FINANCIAL ACCOUNTING STANDARDS
7	Board.
8	(c) THE STATE DEPARTMENT SHALL IMMEDIATELY SEEK A SIX AND
9	ONE-HALF PERCENT INCREASE IN THE REIMBURSEMENT RATE FOR THE
10	FOLLOWING SERVICES DELIVERED THROUGH THE HOME- AND
11	COMMUNITY-BASED SERVICES FOR PERSONS WITH DEVELOPMENTAL
12	DISABILITIES, SUPPORTED LIVING SERVICES, AND CHILDREN'S EXTENSIVE
13	SUPPORTS WAIVERS:
14	(I) GROUP RESIDENTIAL SERVICES AND SUPPORTS;
15	(II) INDIVIDUAL RESIDENTIAL SERVICES AND SUPPORTS;
16	(III) SPECIALIZED HABILITATION;
17	(IV) RESPITE;
18	(V) HOMEMAKER BASIC;
19	(VI) HOMEMAKER ENHANCED;
20	(VII) PERSONAL CARE;
21	(VIII) PREVOCATIONAL SERVICES;
22	(IX) SUPPORTED COMMUNITY CONNECTIONS;
23	(X) MENTORSHIP;
24	(XI) SUPPORTED EMPLOYMENT- JOB DEVELOPMENT; AND
25	(XII) SUPPORTED EMPLOYMENT- JOB COACHING.
26	(d) THE STATE DEPARTMENT SHALL IMPLEMENT A CORRESPONDING
27	INCREASE IN SERVICE PLAN AUTHORIZATION LIMITS TO ACCOUNT FOR THIS

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INCREASE IN REIMBURSEMENT RATES.

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DEPARTMENT.

2	(e) SERVICE AGENCIES SHALL USE ONE HUNDRED PERCENT OF THE
3	FUNDING RESULTING FROM THE INCREASE IN THE REIMBURSEMENT RATE
4	PURSUANT TO SUBSECTION (2)(c) OF THIS SECTION TO INCREASE
5	COMPENSATION FOR DIRECT SUPPORT PROFESSIONALS ABOVE THE RATE OF
6	COMPENSATION THAT DIRECT SUPPORT PROFESSIONALS ARE RECEIVING AS
7	OF JUNE 30, 2018. THIS REQUIREMENT APPLIES TO FUNDS BILLED BY
8	COMMUNITY-CENTERED BOARDS IN THEIR ROLE AS ORGANIZED HEALTH
9	CARE DELIVERY SYSTEMS. SERVICE AGENCIES SHALL NOT USE FUNDING
10	RESULTING FROM THE REIMBURSEMENT RATE INCREASE FOR GENERAL AND
11	ADMINISTRATIVE EXPENSES, SUCH AS CHIEF EXECUTIVE OFFICER SALARIES,
12	HUMAN RESOURCES, INFORMATION TECHNOLOGY, OVERSIGHT, BUSINESS
13	MANAGEMENT, GENERAL RECORD KEEPING, BUDGETING AND FINANCE,
14	AND OTHER ACTIVITIES NOT IDENTIFIABLE TO A SINGLE PROGRAM.
15	(f) (I) SERVICE AGENCIES SHALL TRACK AND REPORT HOW THEY
16	USED THE FUNDING RESULTING FROM THE INCREASE IN THE
17	REIMBURSEMENT RATE PURSUANT TO SUBSECTION (2)(c) OF THIS SECTION
18	USING A REPORTING TOOL DEVELOPED BY THE STATE DEPARTMENT IN
19	COLLABORATION WITH SERVICE AGENCIES. ON OR BEFORE DECEMBER 31,

(II) SERVICE AGENCIES SHALL MAINTAIN ALL BOOKS, DOCUMENTS, PAPERS, ACCOUNTING RECORDS, AND OTHER EVIDENCE REQUIRED TO SUPPORT THE REPORTING OF PAYROLL INFORMATION FOR INCREASED COMPENSATION TO DIRECT SUPPORT PROFESSIONALS PURSUANT TO SUBSECTION (2)(f)(I) OF THIS SECTION FOR AT LEAST THREE YEARS FROM THE DATE OF REIMBURSEMENT FOR THE SERVICES INCLUDED IN THE

2019, SERVICE AGENCIES SHALL SUBMIT THE REPORT TO THE STATE

1	REPORT. SERVICE AGENCIES SHALL MAKE THE INFORMATION AND
2	MATERIALS AVAILABLE FOR INSPECTION BY THE STATE DEPARTMENT OR
3	ITS DESIGNEES AT ALL REASONABLE TIMES.
4	(g) IF A SERVICE AGENCY DOES NOT USE ONE HUNDRED PERCENT
5	OF THE FUNDING RESULTING FROM THE INCREASE IN THE REIMBURSEMENT
6	RATE PURSUANT TO SUBSECTION (2)(c) OF THIS SECTION TO INCREASE
7	COMPENSATION FOR DIRECT SUPPORT PROFESSIONALS, THE STATE
8	DEPARTMENT MAY RECOUP PART OR ALL OF THE FUNDING RESULTING
9	FROM THE INCREASE IN THE REIMBURSEMENT RATE AS PROVIDED IN
10	SUBSECTIONS (2)(h) AND (2)(i) OF THIS SECTION.
11	(h) IF THE STATE DEPARTMENT DETERMINES THAT THE SERVICE
12	AGENCY DID NOT USE THE FUNDING RESULTING FROM THE INCREASE IN THE
13	REIMBURSEMENT RATE PURSUANT TO SUBSECTION $(2)(c)$ OF THIS SECTION
14	AS REQUIRED, THE STATE DEPARTMENT SHALL NOTIFY THE SERVICE
15	AGENCY IN WRITING OF THE STATE DEPARTMENT'S DETERMINATION.
16	(i) THE SERVICE AGENCY HAS FORTY-FIVE DAYS AFTER RECEIVING
17	NOTICE OF THE DETERMINATION UNDER SUBSECTION (2)(h) OF THIS
18	SECTION TO:
19	(I) CHALLENGE THE DETERMINATION OF THE STATE DEPARTMENT;
20	(II) PROVIDE ADDITIONAL INFORMATION TO THE STATE
21	DEPARTMENT DEMONSTRATING COMPLIANCE; OR
22	(III) SUBMIT A PLAN OF CORRECTION TO THE STATE DEPARTMENT.
23	(j) THE STATE DEPARTMENT SHALL NOTIFY THE SERVICE AGENCY
24	IN WRITING OF ITS FINAL DETERMINATION AFTER AFFORDING THE SERVICE
25	AGENCY THE OPPORTUNITY TO TAKE THE ACTIONS SPECIFIED IN
26	SUBSECTION (2)(i) OF THIS SECTION.
27	(k) The state department shall recoup from a service

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- 2 INCREASE IN THE REIMBURSEMENT RATE PURSUANT TO SUBSECTION (2)(c)
- 3 OF THIS SECTION THAT THE SERVICE AGENCY RECEIVED BUT DID NOT USE
- 4 FOR COMPENSATION FOR DIRECT SUPPORT PROFESSIONALS IF:
- 5 (I) THE SERVICE AGENCY FAILS TO RESPOND TO A NOTICE OF
- 6 DETERMINATION OF THE STATE DEPARTMENT WITHIN THE TIME PROVIDED
- 7 IN SUBSECTION (2)(i) OF THIS SECTION;
- 8 (II) THE SERVICE AGENCY IS UNABLE TO PROVIDE
- 9 DOCUMENTATION OF COMPLIANCE; OR
- 10 (III) THE STATE DEPARTMENT DOES NOT ACCEPT THE PLAN OF
- 11 CORRECTION SUBMITTED BY THE SERVICE AGENCY PURSUANT TO
- 12 SUBSECTION (2)(i) OF THIS SECTION.
- 13 (1) THE STATE DEPARTMENT SHALL PARTICIPATE IN THE NATIONAL
- 14 CORE INDICATORS STAFF STABILITY SURVEY.
- 15 (m) ONCE THE STATE DEPARTMENT DETERMINES THAT A
- 16 SUFFICIENT QUANTITY AND QUALITY OF DATA EXISTS TO DETERMINE THE
- 17 IMPACT AND OUTCOMES, IF ANY, ATTRIBUTED TO THE INCREASE IN THE
- 18 REIMBURSEMENT RATE PURSUANT TO SUBSECTION (2)(c) OF THIS SECTION
- 19 ON PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES, THE
- 20 STATE DEPARTMENT SHALL INCLUDE IN ITS ANNUAL REPORT CONCERNING
- 21 THE WAITING LIST FOR SERVICES AND SUPPORTS FOR PERSONS WITH
- 22 INTELLECTUAL AND DEVELOPMENTAL DISABILITIES, REQUIRED PURSUANT
- TO SECTION 25.5-10-207.5, INFORMATION FROM THE NATIONAL CORE
- 24 INDICATORS DATA, OR ANOTHER COMPARABLE SOURCE, CONCERNING IN
- 25 WHAT WAYS OUTCOMES FOR PERSONS WITH INTELLECTUAL AND
- 26 DEVELOPMENTAL DISABILITIES CHANGED AS A RESULT OF THE INCREASE
- 27 IN REIMBURSEMENT RATES PURSUANT TO SUBSECTION (2)(c) OF THIS

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1	SECTION. THE REPORT MUST INCLUDE, IF AVAILABLE, MULTIYEAR
2	PERSONAL OUTCOME DATA SPECIFIC TO COLORADO AND COMPARISONS TO
3	OTHER STATES, AS APPROPRIATE, AS WELL AS DATA FROM THE NATIONAL
4	CORE INDICATORS STAFF STABILITY SURVEY.
5	SECTION 3. In Colorado Revised Statutes, 25.5-10-207.5,
6	amend (1)(a)(IV); and add (1)(a)(VI), (1)(a)(VII), (1)(a)(VIII), (6), (7),
7	and (8) as follows:
8	25.5-10-207.5. Strategic plan for services and supports - joint
9	hearing - appropriation - reporting - legislative declaration - rules.
10	(1) (a) The general assembly finds that:
11	(IV) The presence of a waiting list as long as fifteen years for
12	essential services and supports contradicts Colorado's commitment to
13	supporting persons in the least restrictive environment of their choosing;
14	and
15	(VI) THE WAITING LIST INCLUDES PERSONS WITH INTELLECTUAL
16	AND DEVELOPMENTAL DISABILITIES WHO ARE AT RISK OF EXPERIENCING
17	A CRISIS DUE TO THE ADVANCED AGE, REDUCED CAPACITY, AND ILLNESS
18	OF THEIR CAREGIVERS;
19	(VII) AFTER A LIFETIME OF PROVIDING CONTINUOUS SUPPORT,
20	THESE CAREGIVERS DESERVE THE COMFORT OF KNOWING THAT THEIR
21	LOVED ONE WILL HAVE NEEDED SERVICES AND SUPPORTS; AND
22	(VIII) PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL
23	DISABILITIES AND THEIR CAREGIVERS SHOULD NOT HAVE TO EXPERIENCE
24	A CRISIS BEFORE GETTING NEEDED ASSISTANCE, AS EACH CRISIS PUTS
25	UNDUE HARDSHIP AND STRAIN ON THE PERSON AND CAREGIVER, AND THE
26	SERVICES SYSTEM.
27	(6) (a) SUBJECT TO THE AVAILABILITY OF RESERVE CAPACITY

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1	ENROLLMENT, A PERSON WITH AN INTELLECTUAL AND DEVELOPMENTAL
2	DISABILITY WHO IS ON THE WAITING LIST FOR SERVICES AND WHO IS AT
3	RISK OF EXPERIENCING AN EMERGENCY DUE TO ANY OF THE CRITERIA
4	INCLUDED IN SUBSECTION $(6)(b)$ OF THIS SECTION AND WHO MEETS OTHER
5	APPLICABLE CRITERIA FOR ENROLLMENT ESTABLISHED BY THE STATE
6	BOARD SHALL BE OFFERED ENROLLMENT INTO THE HOME- AND
7	COMMUNITY-BASED SERVICES DEVELOPMENTAL DISABILITIES WAIVER
8	USING A PERSON-CENTERED TRANSITION PROCESS.
9	(b) No later than June 1, 2019, the state board shall
10	PROMULGATE RULES REGARDING THE CRITERIA FOR RESERVE CAPACITY
11	ENROLLMENTS FOR THOSE PERSONS DESCRIBED IN SUBSECTION (6)(a) OF
12	THIS SECTION, WHICH CRITERIA MUST INCLUDE BUT IS NOT LIMITED TO:
13	(I) THE AGE OF THE CUSTODIAL PARENT OR CAREGIVER;
14	(II) THE LOSS OF THE CUSTODIAL PARENT OR CAREGIVER;
15	(III) INCAPACITATION OF THE CUSTODIAL PARENT OR CAREGIVER;
16	(IV) ANY LIFE-THREATENING OR SERIOUS PERSISTENT ILLNESS OF
17	THE CUSTODIAL PARENT OR CAREGIVER; AND
18	(V) A THREAT TO HEALTH OR SAFETY THAT THE CUSTODIAL
19	PARENT OR CAREGIVER PLACES ON THE PERSON WITH INTELLECTUAL AND
20	DEVELOPMENTAL DISABILITIES.
21	(c) As part of the rule-making process for reserve
22	CAPACITY ENROLLMENT PURSUANT TO SUBSECTION (6)(b) OF THIS
23	SECTION, THE STATE BOARD SHALL SOLICIT FEEDBACK FROM PERSONS
24	WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES AND FAMILY
25	MEMBERS OF PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL
26	DISABILITIES.
27	(7) DURING THE STATE FISCAL YEAR BEGINNING JULY 1,2018, THE

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1	STATE DEPARTMENT SHALL INITIATE THREE HUNDRED NONEMERGENCY
2	ENROLLMENTS FROM THE WAITING LIST FOR THE HOME- AND
3	COMMUNITY-BASED SERVICES DEVELOPMENTAL DISABILITIES WAIVER.
4	(8) Beginning July 2018, and continuing monthly
5	THEREAFTER, THE STATE DEPARTMENT SHALL INCLUDE IN ITS MONTHLY
6	PREMIUMS, EXPENDITURES, AND CASELOAD REPORT THE NUMBER OF
7	PERSONS WHO WERE MOVED OFF THE DEVELOPMENTAL DISABILITIES
8	WAITING LIST, SPECIFYING THE ENROLLMENTS INITIATED UNDER THE
9	ORDER OF SELECTION AND THE ENROLLMENTS INITIATED UNDER THE
10	RESERVE CAPACITY CRITERIA.
11	SECTION 4. Safety clause. The general assembly hereby finds,
12	determines, and declares that this act is necessary for the immediate
13	preservation of the public peace, health, and safety.