

SENATE COMMITTEE OF REFERENCE REPORT

Chairman of Committee

March 17, 2016
Date

Committee on Finance.

After consideration on the merits, the Committee recommends the following:

SB16-077 be amended as follows, and as so amended, be referred to the Committee on Appropriations with favorable recommendation:

1 Amend printed bill, strike everything below the enacting clause and
2 substitute:

3 **"SECTION 1. Legislative declaration.** (1) The general
4 assembly hereby finds and declares that:

5 (a) The value of meaningful work has significance and importance
6 to all working-age individuals, including persons with disabilities, which
7 includes veterans with service-connected disabilities;

8 (b) Eighty-five percent of adults with intellectual and
9 developmental disabilities are either unemployed or underemployed due
10 to many employment barriers and disincentives, despite their ability,
11 desire, and willingness to work in the community;

12 (c) Public policy designed to increase competitive integrated
13 employment for persons with disabilities must address these barriers by
14 promoting best practices relating to youth transitions; employer
15 engagement; service system enhancements, including the adoption of
16 employment first policies; and training and supports for persons with
17 disabilities and those delivering services and support;

18 (d) The adoption of employment first policies is consistent with
19 the "Workforce Innovation and Opportunity Act" (WIOA); the Center for
20 Medicare and Medicaid Services' final federal rule setting forth
21 requirements for home- and community-based services; and the United
22 States Supreme Court's decision in *Olmstead v. L.C.* that requires that

1 persons with disabilities receive services in the most integrated setting
2 appropriate to the person's needs;

3 (e) Free-market principles can guide employers to use innovative
4 methods for employing persons with disabilities; and

5 (f) Nothing in this act requires any employer to give hiring
6 preferences to persons with disabilities; rather the intent is to strengthen
7 supports and relationships for employers to hire persons with disabilities.

8 (2) Therefore, the general assembly declares that developing and
9 implementing employment first policies will benefit persons with
10 disabilities and the state of Colorado by increasing:

11 (a) The number of people entering the workforce who contribute
12 to Colorado's tax base;

13 (b) The self-worth and dignity of people with disabilities who are
14 gainfully employed working alongside people without disabilities;

15 (c) Opportunities to do meaningful and gainful work, thereby
16 lessening dependence on Medicaid and other public assistance;

17 (d) Opportunities for postsecondary education, including college
18 and vocational training; and

19 (e) The effectiveness of the service systems currently serving
20 people with disabilities who are seeking meaningful employment.

21 **SECTION 2.** In Colorado Revised Statutes, **add** part 3 to article
22 84 of title 8 as follows:

23 **PART 3**

24 **EMPLOYMENT FIRST FOR**
25 **PERSONS WITH DISABILITIES**

26 **8-84-301. Definitions.** AS USED IN THIS PART 3, UNLESS THE
27 CONTEXT OTHERWISE REQUIRES:

28 (1) "AGENCY PARTNERS" MEANS THE DEPARTMENT, THE
29 DEPARTMENT OF HEALTH CARE POLICY AND FINANCING, THE DEPARTMENT
30 OF EDUCATION, THE DEPARTMENT OF HIGHER EDUCATION, AND THE
31 DEPARTMENT OF HUMAN SERVICES.

32 (2) "CAREER DEVELOPMENT PLANNING" MEANS A
33 PERSON-CENTERED PROCESS THAT IDENTIFIES THE INDIVIDUAL'S
34 EMPLOYMENT GOALS AND OBJECTIVES; THE SERVICES AND SUPPORTS
35 NEEDED TO ACHIEVE THOSE GOALS AND OBJECTIVES; THE PERSONS,
36 AGENCIES, AND PROVIDERS ASSIGNED TO ASSIST THE INDIVIDUAL IN
37 ATTAINING THE GOALS; AND THE OBSTACLES FACED BY THE INDIVIDUAL
38 WORKING IN COMPETITIVE INTEGRATED EMPLOYMENT. CAREER
39 DEVELOPMENT PLANNING REFLECTS A PRESUMPTION THAT ALL PERSONS
40 WITH DISABILITIES ARE CAPABLE OF WORKING IN A COMPETITIVE

1 INTEGRATED EMPLOYMENT SETTING.

2 (3) "COMPETITIVE INTEGRATED EMPLOYMENT" MEANS WORK PAID
3 DIRECTLY BY EMPLOYERS AT THE GREATER OF THE STATE OR FEDERAL
4 MINIMUM WAGE OR PREVAILING WAGE WITH COMMENSURATE BENEFITS,
5 OCCURRING IN A TYPICAL WORK SETTING WHERE THE EMPLOYEE WITH A
6 DISABILITY INTERACTS OR HAS THE OPPORTUNITY TO INTERACT
7 CONTINUOUSLY WITH COWORKERS WITHOUT DISABILITIES, NOT INCLUDING
8 SUPERVISORY PERSONNEL OR INDIVIDUALS WHO ARE PROVIDING SERVICES
9 TO THE EMPLOYEE WITH A DISABILITY, AND THE EMPLOYEE WITH A
10 DISABILITY HAS AN OPPORTUNITY FOR ADVANCEMENT OR JOB MOBILITY,
11 AND IS ENGAGED, PREFERABLY, IN FULL-TIME WORK.

12 (4) "DISCOVERY PROCESS" MEANS A PROCESS TO DISCOVER
13 ALREADY-EXISTING INFORMATION ABOUT A JOB SEEKER THAT IS BASED ON
14 INFORMATION OBTAINED FROM A PERSON'S ENTIRE LIFE AND NOT FROM
15 SHORT INSTANCES OF JOB PERFORMANCE. THE INFORMATION IS GATHERED
16 FROM THE JOB SEEKER AND OTHERS TO DETERMINE THE JOB SEEKER'S
17 INTERESTS, SKILLS, AND PREFERENCES RELATED TO POTENTIAL
18 EMPLOYMENT THAT GUIDE THE DEVELOPMENT OF A CUSTOMIZED JOB.

19 (5) "EMPLOYMENT FIRST" MEANS A FRAMEWORK FOR CHANGE IN
20 THE PROVISION OF SERVICES THAT IS CENTERED ON THE PREMISE THAT ALL
21 PERSONS, INCLUDING PERSONS WITH SIGNIFICANT DISABILITIES, ARE
22 CAPABLE OF FULL PARTICIPATION IN COMPETITIVE INTEGRATED
23 EMPLOYMENT AND COMMUNITY LIFE. UNDER THIS FRAMEWORK, IN
24 PROVIDING PUBLICLY FUNDED SERVICES, EMPLOYMENT IN THE GENERAL
25 WORKFORCE IS THE FIRST AND PREFERRED OUTCOME FOR ALL
26 WORKING-AGE PERSONS WITH DISABILITIES, REGARDLESS OF THE LEVEL OF
27 DISABILITY. PUBLICLY FUNDED AGENCIES AND SYSTEMS ALIGN POLICIES,
28 SERVICE DELIVERY PRACTICES, FUNDING, AND REIMBURSEMENT
29 STRUCTURES IN ORDER TO ACHIEVE COMPETITIVE INTEGRATED
30 EMPLOYMENT.

31 (6) "EMPLOYMENT FIRST ADVISORY PARTNERSHIP" OR
32 "PARTNERSHIP" MEANS THE PARTNERSHIP DESCRIBED IN SECTION
33 8-84-303.

34 (7) "PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL
35 DISABILITIES" HAS THE SAME MEANING AS "PERSON WITH AN
36 INTELLECTUAL AND DEVELOPMENTAL DISABILITY" AS SET FORTH IN
37 SECTION 25.5-10-202, C.R.S.

38 (8) "STATE EMPLOYMENT LEADERSHIP NETWORK" MEANS THE
39 JOINT PARTNERSHIP BETWEEN THE NATIONAL ASSOCIATION OF STATE
40 DIRECTORS OF DEVELOPMENTAL DISABILITIES SERVICES AND THE

1 INSTITUTE FOR COMMUNITY INCLUSION AT THE UNIVERSITY OF
2 MASSACHUSETTS BOSTON OR ANOTHER SIMILAR ORGANIZATION THAT
3 FACILITATES COLLABORATION WITH OTHER STATES TO SHARE EFFECTIVE
4 SOLUTIONS TO INCREASE EMPLOYMENT OUTCOMES FOR PERSONS WITH
5 DISABILITIES.

6 **8-84-302. Duties of the department.** (1) PURSUANT TO ITS
7 STATUTORY AUTHORITY AND AVAILABLE APPROPRIATIONS, THE
8 DEPARTMENT SHALL:

9 (a) DEVELOP PRACTICES THAT REFLECT A PRESUMPTION THAT ALL
10 PERSONS WITH DISABILITIES ARE CAPABLE OF WORKING IN COMPETITIVE
11 INTEGRATED EMPLOYMENT IF THEY CHOOSE TO DO SO, AND ENSURE THAT
12 OPTIONS FOR COMPETITIVE INTEGRATED EMPLOYMENT WITH APPROPRIATE
13 SUPPORTS ARE EXPLORED BEFORE CONSIDERATION OF SEGREGATED
14 ACTIVITIES;

15 (b) PROMOTE YOUTH TRANSITIONS THAT FOCUS ON
16 PUBLIC-PRIVATE COLLABORATION, AND EMPLOYER ENGAGEMENT THAT
17 EMPHASIZES FREE-MARKET SOLUTIONS;

18 (c) PROVIDE DEPARTMENT INPUT AND ASSISTANCE TO THE
19 EMPLOYMENT FIRST ADVISORY PARTNERSHIP DESCRIBED IN SECTION
20 8-84-303 IN CARRYING OUT ITS DUTIES; AND

21 (d) PRESENT THE REPORT AND RECOMMENDATIONS OF THE
22 EMPLOYMENT FIRST ADVISORY PARTNERSHIP TO THE DEPARTMENT'S
23 LEGISLATIVE COMMITTEE OF REFERENCE PURSUANT TO SECTION 8-84-303
24 (7).

25 **8-84-303. Employment first advisory partnership -**
26 **memorandum of understanding - reporting - repeal.** (1) THE
27 EMPLOYMENT FIRST ADVISORY PARTNERSHIP IS HEREBY ESTABLISHED AS
28 A PARTNERSHIP OF EXISTING ENTITIES INCLUDING THE STATE
29 REHABILITATION COUNCIL, ESTABLISHED BY THE DEPARTMENT, THE STATE
30 WORK FORCE DEVELOPMENT COUNCIL, CREATED IN ARTICLE 46.3 OF TITLE
31 24, C.R.S., AND THE EMPLOYMENT FIRST STATE LEADERSHIP MENTORING
32 PROGRAM CORE STATE ADVISORY GROUP, ESTABLISHED BY THE
33 DEPARTMENT. THE PARTNERSHIP SHALL ALSO CONSULT WITH THE STATE
34 LEADERSHIP EMPLOYMENT NETWORK FOR BEST PRACTICES IN DEVELOPING
35 EMPLOYMENT FIRST POLICIES AND INCREASING COMPETITIVE INTEGRATED
36 EMPLOYMENT FOR PERSONS WITH DISABILITIES. THE STATE
37 REHABILITATION COUNCIL SHALL SERVE AS THE LEAD AGENCY TO
38 COORDINATE CROSS-DEPARTMENTAL AND INTER-AGENCY COLLABORATION
39 WITHIN THE DEPARTMENT AND AMONG THE AGENCY PARTNERS AND TO
40 MAKE RECOMMENDATIONS TO THE GENERAL ASSEMBLY AND AGENCY

1 PARTNERS RELATING TO EMPLOYMENT FIRST POLICIES.

2 (2) ON OR BEFORE AUGUST 1, 2016, EACH AGENCY PARTNER
3 SHALL IDENTIFY THE STAFF MEMBER OR MEMBERS WITHIN THE AGENCY
4 CHARGED WITH PROVIDING AGENCY INPUT AND ASSISTANCE RELATING TO
5 THE MEMORANDUM OF UNDERSTANDING PURSUANT TO SUBSECTION (3) OF
6 THIS SECTION AND THE DUTIES OF THE PARTNERSHIP SET FORTH IN SECTION
7 8-84-304.

8 (3) ON OR BEFORE SEPTEMBER 1, 2016, THE STATE
9 REHABILITATION COUNCIL SHALL CONVENE A MEETING OR MEETINGS OF
10 THE PARTNERSHIP AND AGENCY PARTNERS TO DEVELOP A MEMORANDUM
11 OF UNDERSTANDING FOR THE PARTNERSHIP RELATING TO THE DUTIES OF
12 THE PARTNERSHIP SET FORTH IN SECTION 8-84-304. AT A MINIMUM, THE
13 MEMORANDUM OF UNDERSTANDING SHALL INCLUDE THE RESPONSIBILITIES
14 OF EACH MEMBER OF THE PARTNERSHIP AND EACH AGENCY PARTNER AND
15 A PLAN FOR COMPLETING THE WORK OF THE PARTNERSHIP, INCLUDING
16 TIME FRAMES.

17 (4) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT, THROUGH
18 THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP, EMPLOYMENT FIRST
19 POLICIES ARE CONSIDERED AND RECOMMENDED THAT REFLECT NOT ONLY
20 THE PERSPECTIVE OF THE AGENCY PARTNERS BUT ALSO PERSONS WITH
21 DISABILITIES, ADVOCATES, SERVICE PROVIDERS, EMPLOYERS, AND
22 MEMBERS OF THE COMMUNITY. THEREFORE, UNLESS PROVIDED THROUGH
23 THE MEMBERSHIP OF THE PARTNERSHIP, THE PARTNERSHIP SHALL SEEK
24 STAKEHOLDER PARTICIPATION FROM, AT A MINIMUM:

25 (a) REPRESENTATIVES OF A NATIONAL ASSOCIATION OF PERSONS
26 SUPPORTING THE IMPLEMENTATION OF EMPLOYMENT FIRST POLICIES;

27 (b) ADVOCATES FOR PERSONS WITH INTELLECTUAL AND
28 DEVELOPMENTAL DISABILITIES;

29 (c) PERSONS WITH DISABILITIES WHO HAVE SECURED OR ARE
30 SEEKING COMPETITIVE INTEGRATED EMPLOYMENT; AND

31 (d) MEMBERS OF THE COMMUNITY WHO ARE NOT CONNECTED TO
32 ANY SERVICE AGENCY.

33 (5) AT ITS DISCRETION, THE PARTNERSHIP MAY FORM SUBGROUPS
34 COMPRISED OF MEMBERS AND STAKEHOLDERS TO CONSIDER SPECIFIC
35 ISSUES RELATING TO THE STRATEGIC PLAN AND THE RECOMMENDATIONS
36 OF THE PARTNERSHIP.

37 (6) THE PARTNERSHIP SHALL MEET AS OFTEN AS NECESSARY TO
38 COMPLETE ITS DUTIES BUT SHALL MEET AT LEAST ONCE EVERY QUARTER.

39 (7) (a) THE AGENCY PARTNERS SHALL PRESENT THE STRATEGIC
40 PLAN AND RECOMMENDATIONS DEVELOPED PURSUANT TO SECTION

1 8-84-304 TO THE LEGISLATIVE COMMITTEES OF REFERENCE FOR THE
2 AGENCY PARTNERS AS PART OF EACH AGENCY'S ANNUAL PRESENTATION
3 MADE PURSUANT TO SECTION 2-7-103, C.R.S., DURING THE INTERIM
4 BETWEEN NOVEMBER 1, 2017, AND THE START OF THE 2018 REGULAR
5 LEGISLATIVE SESSION. THEREAFTER, EACH AGENCY PARTNER SHALL
6 INFORM THE LEGISLATIVE COMMITTEE OF REFERENCE OF REVISIONS TO THE
7 STRATEGIC PLAN AND THE IMPLEMENTATION OF EMPLOYMENT FIRST
8 POLICIES.

9 (b) AFTER THE PRESENTATION OF THE STRATEGIC PLAN, THE
10 EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL CONTINUE TO MEET,
11 AS NECESSARY, TO ISSUE ADDITIONAL REPORTS, IF DESIRABLE; TO
12 CONSIDER REVISIONS TO THE PLAN; AND TO PROVIDE ADVICE AND
13 EXPERTISE RELATING TO THE SUBSEQUENT IMPLEMENTATION OF THE PLAN.

14 (8)(a) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2021.

15 (b) PRIOR TO REPEAL OF THE EMPLOYMENT FIRST ADVISORY
16 PARTNERSHIP, THE DEPARTMENT OF REGULATORY AGENCIES SHALL
17 CONDUCT A SUNSET REVIEW PURSUANT TO THE PROVISIONS OF SECTION
18 2-3-1203, C.R.S.

19 **8-84-304. Duties of the employment first advisory partnership**

20 - **strategic plan.** (1) AFTER CONSIDERING THE DUTIES SET FORTH IN
21 SUBSECTION (2) OF THIS SECTION, THE EMPLOYMENT FIRST ADVISORY
22 PARTNERSHIP SHALL DEVELOP A STRATEGIC PLAN TO EXPAND
23 COMPETITIVE INTEGRATED EMPLOYMENT OUTCOMES FOR PERSONS WITH
24 DISABILITIES THROUGH EMPLOYMENT FIRST POLICIES AND PRACTICES. THE
25 STRATEGIC PLAN MUST INCLUDE RECOMMENDATIONS TO THE GENERAL
26 ASSEMBLY AND THE RELEVANT POLICY-MAKING BOARDS CONCERNING ANY
27 CHANGES TO STATE STATUTES OR RULES NECESSARY TO IMPLEMENT THE
28 STRATEGIC PLAN, ALONG WITH A FISCAL ANALYSIS OF IMPLEMENTATION
29 COSTS, WHERE PRACTICABLE.

30 (2) IN DEVELOPING THE STRATEGIC PLAN TO EXPAND COMPETITIVE
31 INTEGRATED EMPLOYMENT OUTCOMES FOR PERSONS WITH DISABILITIES
32 THROUGH EMPLOYMENT FIRST POLICIES AND PRACTICES, AND IN
33 FORMULATING THE RECOMMENDATIONS OF THE EMPLOYMENT FIRST
34 ADVISORY PARTNERSHIP, THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP
35 SHALL:

36 (a) MAKE RECOMMENDATIONS TO ENSURE THAT, IN PROVIDING
37 PUBLICLY FUNDED SERVICES, COMPETITIVE INTEGRATED EMPLOYMENT IS
38 THE PRIMARY OBJECTIVE AND PREFERRED OUTCOME FOR ALL
39 WORKING-AGE PERSONS WITH DISABILITIES, REGARDLESS OF THE LEVEL OF
40 DISABILITY;

1 (b) IDENTIFY THE BARRIERS TO COMPETITIVE INTEGRATED
2 EMPLOYMENT FOR PERSONS WITH DISABILITIES, INCLUDING POLICY,
3 PROCEDURAL, FINANCIAL, EDUCATIONAL, TRANSPORTATION, SERVICE
4 DELIVERY, AND OTHER BARRIERS;

5 (c) IDENTIFY UNNECESSARY, INEFFICIENT, OR CONFLICTING
6 AGENCY RULES AND REGULATIONS THAT MAKE IT MORE DIFFICULT FOR
7 EMPLOYERS TO HIRE PERSONS WITH DISABILITIES;

8 (d) IDENTIFY TRAINING AND KNOWLEDGE GAPS AMONG AGENCY
9 STAFF, AGENCY VENDORS, AND INDIVIDUALS WITH DISABILITIES AND THEIR
10 FAMILIES, THAT MAY CREATE OBSTACLES AND PERCEIVED OBSTACLES FOR
11 INDIVIDUALS WITH DISABILITIES, INCLUDING SIGNIFICANT DISABILITIES,
12 FROM PARTICIPATING IN COMPETITIVE INTEGRATED EMPLOYMENT;

13 (e) IDENTIFY THE DATA AVAILABLE AND THE GAPS IN DATA
14 COLLECTION THAT PROHIBIT THE MEASUREMENT OF COLORADO'S
15 PROGRESS TOWARDS COMPLIANCE WITH THE UNITED STATES SUPREME
16 COURT'S DECISION IN *OLMSTEAD V. L.C.*; AND

17 (f) MAKE RECOMMENDATIONS RELATING TO PRE-VOCATIONAL
18 SERVICES TO ENSURE THAT, IN COMPLIANCE WITH FEDERAL LAW, THE
19 SERVICES ARE TIME LIMITED AND REASONABLY LEAD TO COMPETITIVE
20 INTEGRATED EMPLOYMENT. THE EMPLOYMENT FIRST ADVISORY
21 PARTNERSHIP'S CONSIDERATION SHALL INCLUDE THE AVERAGE TIME
22 CURRENTLY SPENT IN PRE-EMPLOYMENT SERVICES BY PERSONS THROUGH
23 THE HOME- AND COMMUNITY-BASED SERVICES INTELLECTUAL AND
24 DEVELOPMENTAL DISABILITIES WAIVER COMBINED WITH THE TIME
25 PREVIOUSLY SPENT IN SHELTERED WORKSHOPS.

26 (3) THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP MAY
27 CONSIDER EMPLOYMENT FIRST ISSUES AND MAKE RECOMMENDATIONS ON
28 ISSUES THAT ARE NOT DESCRIBED IN SUBSECTION (2) OF THIS SECTION,
29 WHICH ISSUES MAY INCLUDE CAREER DEVELOPMENT PLANNING AND
30 DISCOVERY PROCESS. THE PARTNERSHIP MAY ALSO PRIORITIZE ITS WORK
31 ON THE ISSUES, INCLUDING DECIDING NOT TO PURSUE AN ISSUE, IN ORDER
32 TO ACHIEVE AN EFFICIENT USE OF THE EMPLOYMENT FIRST ADVISORY
33 PARTNERSHIP'S TIME AND RESOURCES.

34 **SECTION 3.** In Colorado Revised Statutes, 2-3-1203, **add** (3)
35 (hh.5) (II) as follows:

36 **2-3-1203. Sunset review of advisory committees.** (3) The
37 following dates are the dates on which the statutory authorization for the
38 designated advisory committee is scheduled for repeal:

39 (hh.5) September 1, 2021:

40 (II) THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP IN THE

1 DEPARTMENT OF LABOR AND EMPLOYMENT DESCRIBED IN SECTION
2 8-84-303, C.R.S.;

3 **SECTION 4.** In Colorado Revised Statutes, 25.5-10-202, **add**
4 (5.5) as follows:

5 **25.5-10-202. Definitions.** As used in this article, unless the
6 context otherwise requires:

7 (5.5) "COMPETITIVE INTEGRATED EMPLOYMENT" HAS THE SAME
8 MEANING AS SET FORTH IN SECTION 8-84-301, C.R.S.

9 **SECTION 5.** In Colorado Revised Statutes, 25.5-10-204, **amend**
10 (1) (e) and (1) (f); and **add** (1) (g) as follows:

11 **25.5-10-204. Duties of the executive director - state board**
12 **rules.** (1) In order to implement the provisions of this article, the
13 executive director shall, subject to available appropriations, carry out the
14 following duties:

15 (e) Implement the provision of home- and community-based
16 services to eligible persons with intellectual and developmental
17 disabilities and pursue other medicaid-funded services determined by the
18 state department to be appropriate for persons with intellectual and
19 developmental disabilities, pursuant to part 4 of article 6 of this title and
20 subject to available appropriations; **and**

21 (f) Promote effective coordination with agencies serving persons
22 with intellectual and developmental disabilities in order to improve
23 continuity of services and supports for persons facing life transitions from
24 toddler to preschool, school to adult life, and work to retirement; **AND**

25 (g) FACILITATE EMPLOYMENT FIRST POLICIES AND PRACTICES BY:

26 (I) PROVIDING STATE DEPARTMENT INPUT AND ASSISTANCE TO THE
27 EMPLOYMENT FIRST ADVISORY PARTNERSHIP DESCRIBED IN SECTION
28 8-84-303, C.R.S., IN CARRYING OUT ITS DUTIES;

29 (II) ESTABLISHING ANNUAL REPORTING OF THE NUMBER OF
30 INDIVIDUALS EMPLOYED, NUMBER OF INDIVIDUALS EMPLOYED IN
31 COMPETITIVE INTEGRATED EMPLOYMENT, WAGES PER HOUR EARNED, AND
32 HOURS WORKED PER WEEK FOR INDIVIDUALS SERVED BY THE DIVISION;

33 (III) MAINTAINING COLORADO'S MEMBERSHIP IN THE STATE
34 EMPLOYMENT LEADERSHIP NETWORK THAT WAS FOUNDED AS A JOINT
35 PARTNERSHIP BETWEEN THE NATIONAL ASSOCIATION OF STATE DIRECTORS
36 OF DEVELOPMENTAL DISABILITIES SERVICES AND THE INSTITUTE FOR
37 COMMUNITY INCLUSION AT THE UNIVERSITY OF MASSACHUSETTS BOSTON
38 OR ANOTHER SIMILAR ORGANIZATION THAT FACILITATES COLLABORATION
39 WITH OTHER STATES TO SHARE EFFECTIVE SOLUTIONS TO INCREASE
40 EMPLOYMENT OUTCOMES FOR PERSONS WITH DISABILITIES; **AND**

1 (IV) PRESENTING THE REPORT AND RECOMMENDATIONS OF THE
2 EMPLOYMENT FIRST ADVISORY PARTNERSHIP TO THE STATE DEPARTMENT'S
3 LEGISLATIVE COMMITTEE OF REFERENCE PURSUANT TO SECTION 8-84-303
4 (7), C.R.S.

5 **SECTION 6.** In Colorado Revised Statutes, 22-2-112, **add** (1) (s)
6 as follows:

7 **22-2-112. Commissioner - duties.** (1) Subject to the supervision
8 of the state board, the commissioner has the following duties:

9 (s) TO FACILITATE EMPLOYMENT FIRST POLICIES AND PRACTICES
10 BY:

11 (I) PROVIDING INPUT AND ASSISTANCE TO THE EMPLOYMENT FIRST
12 ADVISORY PARTNERSHIP DESCRIBED IN SECTION 8-84-303, C.R.S., IN
13 CARRYING OUT ITS DUTIES; AND

14 (II) PRESENTING THE REPORT AND RECOMMENDATIONS OF THE
15 EMPLOYMENT FIRST ADVISORY PARTNERSHIP TO THE DEPARTMENT'S
16 LEGISLATIVE COMMITTEE OF REFERENCE PURSUANT TO SECTION 8-84-303
17 (7), C.R.S.

18 **SECTION 7.** In Colorado Revised Statutes, **add** 23-1-109.8 as
19 follows:

20 **23-1-109.8. Duties and powers of the commission with regard**
21 **to employment first policies.** (1) THE COMMISSION SHALL FACILITATE
22 EMPLOYMENT FIRST POLICIES AND PRACTICES BY PROVIDING DEPARTMENT
23 INPUT AND ASSISTANCE TO THE EMPLOYMENT FIRST ADVISORY
24 PARTNERSHIP DESCRIBED IN SECTION 8-84-303, C.R.S., IN CARRYING OUT
25 ITS DUTIES.

26 (2) THE DEPARTMENT SHALL PRESENT THE REPORT AND
27 RECOMMENDATIONS OF THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP
28 TO THE DEPARTMENT'S LEGISLATIVE COMMITTEE OF REFERENCE PURSUANT
29 TO SECTION 8-84-303 (7), C.R.S.

30 **SECTION 8.** In Colorado Revised Statutes, 27-10.5-103, **amend**
31 (1) (b) and (1) (c); and **add** (1) (d) as follows:

32 **27-10.5-103. Duties of the executive director - rules.** (1) In
33 order to implement the provisions of this article, the executive director
34 shall carry out the following duties, subject to available appropriations:

35 (b) Conduct appropriate part C child find activities as described
36 in section 27-10.5-704. Part C child find activities conducted by the
37 department shall include, but need not be limited to, case management,
38 referral, transitions, and public education outreach and awareness of early
39 intervention services; ~~and~~

40 (c) Operate regional centers pursuant to part 3 of this article; AND

1 (d) FACILITATE EMPLOYMENT FIRST POLICIES AND PRACTICES BY:

2 (I) PROVIDING DEPARTMENT INPUT AND ASSISTANCE TO THE
3 EMPLOYMENT FIRST ADVISORY PARTNERSHIP ESTABLISHED IN PART 3 OF
4 ARTICLE 84 OF TITLE 8, C.R.S., IN CARRYING OUT ITS DUTIES; AND

5 (II) PRESENTING THE REPORT AND RECOMMENDATIONS OF THE
6 EMPLOYMENT FIRST ADVISORY PARTNERSHIP TO THE DEPARTMENT'S
7 LEGISLATIVE COMMITTEE OF REFERENCE PURSUANT TO SECTION 8-84-303
8 (7), C.R.S.

9 **SECTION 9. Effective date.** This act takes effect July 1, 2016.

10 **SECTION 10. Safety clause.** The general assembly hereby finds,
11 determines, and declares that this act is necessary for the immediate
12 preservation of the public peace, health, and safety."

13 Page 1, strike line 104 and substitute "CONNECTION THEREWITH,
14 ADVANCING AN".

** ** ** ** **