

SB077\_L.004

## SENATE COMMITTEE OF REFERENCE AMENDMENT

Committee on Finance.SB16-077 be amended as follows:

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

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

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

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

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

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

37 (c) Opportunities to do meaningful and gainful work, thereby

1 lessening dependence on Medicaid and other public assistance;  
2 (d) Opportunities for postsecondary education, including college  
3 and vocational training; and  
4 (e) The effectiveness of the service systems currently serving  
5 people with disabilities who are seeking meaningful employment.

6 **SECTION 2.** In Colorado Revised Statutes, add part 3 to article  
7 84 of title 8 as follows:

8 PART 3  
9 EMPLOYMENT FIRST FOR  
10 PERSONS WITH DISABILITIES

11 **8-84-301. Definitions.** AS USED IN THIS PART 3, UNLESS THE  
12 CONTEXT OTHERWISE REQUIRES:

13 (1) "AGENCY PARTNERS" MEANS THE DEPARTMENT, THE  
14 DEPARTMENT OF HEALTH CARE POLICY AND FINANCING, THE DEPARTMENT  
15 OF EDUCATION, THE DEPARTMENT OF HIGHER EDUCATION, AND THE  
16 DEPARTMENT OF HUMAN SERVICES.

17 (2) "CAREER DEVELOPMENT PLANNING" MEANS A  
18 PERSON-CENTERED PROCESS THAT IDENTIFIES THE INDIVIDUAL'S  
19 EMPLOYMENT GOALS AND OBJECTIVES; THE SERVICES AND SUPPORTS  
20 NEEDED TO ACHIEVE THOSE GOALS AND OBJECTIVES; THE PERSONS,  
21 AGENCIES, AND PROVIDERS ASSIGNED TO ASSIST THE INDIVIDUAL IN  
22 ATTAINING THE GOALS; AND THE OBSTACLES FACED BY THE INDIVIDUAL  
23 WORKING IN COMPETITIVE INTEGRATED EMPLOYMENT. CAREER  
24 DEVELOPMENT PLANNING REFLECTS A PRESUMPTION THAT ALL PERSONS  
25 WITH DISABILITIES ARE CAPABLE OF WORKING IN A COMPETITIVE  
26 INTEGRATED EMPLOYMENT SETTING.

27 (3) "COMPETITIVE INTEGRATED EMPLOYMENT" MEANS WORK PAID  
28 DIRECTLY BY EMPLOYERS AT THE GREATER OF THE STATE OR FEDERAL  
29 MINIMUM WAGE OR PREVAILING WAGE WITH COMMENSURATE BENEFITS,  
30 OCCURRING IN A TYPICAL WORK SETTING WHERE THE EMPLOYEE WITH A  
31 DISABILITY INTERACTS OR HAS THE OPPORTUNITY TO INTERACT  
32 CONTINUOUSLY WITH COWORKERS WITHOUT DISABILITIES, NOT INCLUDING  
33 SUPERVISORY PERSONNEL OR INDIVIDUALS WHO ARE PROVIDING SERVICES  
34 TO THE EMPLOYEE WITH A DISABILITY, AND THE EMPLOYEE WITH A  
35 DISABILITY HAS AN OPPORTUNITY FOR ADVANCEMENT OR JOB MOBILITY,  
36 AND IS ENGAGED, PREFERABLY, IN FULL-TIME WORK.

37 (4) "DISCOVERY PROCESS" MEANS A PROCESS TO DISCOVER  
38 ALREADY-EXISTING INFORMATION ABOUT A JOB SEEKER THAT IS BASED ON  
39 INFORMATION OBTAINED FROM A PERSON'S ENTIRE LIFE AND NOT FROM  
40 SHORT INSTANCES OF JOB PERFORMANCE. THE INFORMATION IS GATHERED  
41 FROM THE JOB SEEKER AND OTHERS TO DETERMINE THE JOB SEEKER'S

1 INTERESTS, SKILLS, AND PREFERENCES RELATED TO POTENTIAL  
2 EMPLOYMENT THAT GUIDE THE DEVELOPMENT OF A CUSTOMIZED JOB.

3 (5) "EMPLOYMENT FIRST" MEANS A FRAMEWORK FOR CHANGE IN  
4 THE PROVISION OF SERVICES THAT IS CENTERED ON THE PREMISE THAT ALL  
5 PERSONS, INCLUDING PERSONS WITH SIGNIFICANT DISABILITIES, ARE  
6 CAPABLE OF FULL PARTICIPATION IN COMPETITIVE INTEGRATED  
7 EMPLOYMENT AND COMMUNITY LIFE. UNDER THIS FRAMEWORK, IN  
8 PROVIDING PUBLICLY FUNDED SERVICES, EMPLOYMENT IN THE GENERAL  
9 WORKFORCE IS THE FIRST AND PREFERRED OUTCOME FOR ALL  
10 WORKING-AGE PERSONS WITH DISABILITIES, REGARDLESS OF THE LEVEL OF  
11 DISABILITY. PUBLICLY FUNDED AGENCIES AND SYSTEMS ALIGN POLICIES,  
12 SERVICE DELIVERY PRACTICES, FUNDING, AND REIMBURSEMENT  
13 STRUCTURES IN ORDER TO ACHIEVE COMPETITIVE INTEGRATED  
14 EMPLOYMENT.

15 (6) "EMPLOYMENT FIRST ADVISORY PARTNERSHIP" OR  
16 "PARTNERSHIP" MEANS THE PARTNERSHIP DESCRIBED IN SECTION  
17 8-84-303.

18 (7) "PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL  
19 DISABILITIES" HAS THE SAME MEANING AS "PERSON WITH AN  
20 INTELLECTUAL AND DEVELOPMENTAL DISABILITY" AS SET FORTH IN  
21 SECTION 25.5-10-202, C.R.S.

22 (8) "STATE EMPLOYMENT LEADERSHIP NETWORK" MEANS THE  
23 JOINT PARTNERSHIP BETWEEN THE NATIONAL ASSOCIATION OF STATE  
24 DIRECTORS OF DEVELOPMENTAL DISABILITIES SERVICES AND THE  
25 INSTITUTE FOR COMMUNITY INCLUSION AT THE UNIVERSITY OF  
26 MASSACHUSETTS BOSTON OR ANOTHER SIMILAR ORGANIZATION THAT  
27 FACILITATES COLLABORATION WITH OTHER STATES TO SHARE EFFECTIVE  
28 SOLUTIONS TO INCREASE EMPLOYMENT OUTCOMES FOR PERSONS WITH  
29 DISABILITIES.

30 **8-84-302. Duties of the department.** (1) PURSUANT TO ITS  
31 STATUTORY AUTHORITY AND AVAILABLE APPROPRIATIONS, THE  
32 DEPARTMENT SHALL:

33 (a) DEVELOP PRACTICES THAT REFLECT A PRESUMPTION THAT ALL  
34 PERSONS WITH DISABILITIES ARE CAPABLE OF WORKING IN COMPETITIVE  
35 INTEGRATED EMPLOYMENT IF THEY CHOOSE TO DO SO, AND ENSURE THAT  
36 OPTIONS FOR COMPETITIVE INTEGRATED EMPLOYMENT WITH APPROPRIATE  
37 SUPPORTS ARE EXPLORED BEFORE CONSIDERATION OF SEGREGATED  
38 ACTIVITIES;

39 (b) PROMOTE YOUTH TRANSITIONS THAT FOCUS ON  
40 PUBLIC-PRIVATE COLLABORATION, AND EMPLOYER ENGAGEMENT THAT  
41 EMPHASIZES FREE-MARKET SOLUTIONS;

1 (c) PROVIDE DEPARTMENT INPUT AND ASSISTANCE TO THE  
2 EMPLOYMENT FIRST ADVISORY PARTNERSHIP DESCRIBED IN SECTION  
3 8-84-303 IN CARRYING OUT ITS DUTIES; AND

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

8 **8-84-303. Employment first advisory partnership -**  
9 **memorandum of understanding - reporting - repeal.** (1) THE  
10 EMPLOYMENT FIRST ADVISORY PARTNERSHIP IS HEREBY ESTABLISHED AS  
11 A PARTNERSHIP OF EXISTING ENTITIES INCLUDING THE STATE  
12 REHABILITATION COUNCIL, ESTABLISHED BY THE DEPARTMENT, THE STATE  
13 WORK FORCE DEVELOPMENT COUNCIL, CREATED IN ARTICLE 46.3 OF TITLE  
14 24, C.R.S., AND THE EMPLOYMENT FIRST STATE LEADERSHIP MENTORING  
15 PROGRAM CORE STATE ADVISORY GROUP, ESTABLISHED BY THE  
16 DEPARTMENT. THE PARTNERSHIP SHALL ALSO CONSULT WITH THE STATE  
17 LEADERSHIP EMPLOYMENT NETWORK FOR BEST PRACTICES IN DEVELOPING  
18 EMPLOYMENT FIRST POLICIES AND INCREASING COMPETITIVE INTEGRATED  
19 EMPLOYMENT FOR PERSONS WITH DISABILITIES. THE STATE  
20 REHABILITATION COUNCIL SHALL SERVE AS THE LEAD AGENCY TO  
21 COORDINATE CROSS-DEPARTMENTAL AND INTER-AGENCY COLLABORATION  
22 WITHIN THE DEPARTMENT AND AMONG THE AGENCY PARTNERS AND TO  
23 MAKE RECOMMENDATIONS TO THE GENERAL ASSEMBLY AND AGENCY  
24 PARTNERS RELATING TO EMPLOYMENT FIRST POLICIES.

25 (2) ON OR BEFORE AUGUST 1, 2016, EACH AGENCY PARTNER  
26 SHALL IDENTIFY THE STAFF MEMBER OR MEMBERS WITHIN THE AGENCY  
27 CHARGED WITH PROVIDING AGENCY INPUT AND ASSISTANCE RELATING TO  
28 THE MEMORANDUM OF UNDERSTANDING PURSUANT TO SUBSECTION (3) OF  
29 THIS SECTION AND THE DUTIES OF THE PARTNERSHIP SET FORTH IN SECTION  
30 8-84-304.

31 (3) ON OR BEFORE SEPTEMBER 1, 2016, THE STATE  
32 REHABILITATION COUNCIL SHALL CONVENE A MEETING OR MEETINGS OF  
33 THE PARTNERSHIP AND AGENCY PARTNERS TO DEVELOP A MEMORANDUM  
34 OF UNDERSTANDING FOR THE PARTNERSHIP RELATING TO THE DUTIES OF  
35 THE PARTNERSHIP SET FORTH IN SECTION 8-84-304. AT A MINIMUM, THE  
36 MEMORANDUM OF UNDERSTANDING SHALL INCLUDE THE RESPONSIBILITIES  
37 OF EACH MEMBER OF THE PARTNERSHIP AND EACH AGENCY PARTNER AND  
38 A PLAN FOR COMPLETING THE WORK OF THE PARTNERSHIP, INCLUDING  
39 TIME FRAMES.

40 (4) IT IS THE INTENT OF THE GENERAL ASSEMBLY THAT, THROUGH  
41 THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP, EMPLOYMENT FIRST

1 POLICIES ARE CONSIDERED AND RECOMMENDED THAT REFLECT NOT ONLY  
2 THE PERSPECTIVE OF THE AGENCY PARTNERS BUT ALSO PERSONS WITH  
3 DISABILITIES, ADVOCATES, SERVICE PROVIDERS, EMPLOYERS, AND  
4 MEMBERS OF THE COMMUNITY. THEREFORE, UNLESS PROVIDED THROUGH  
5 THE MEMBERSHIP OF THE PARTNERSHIP, THE PARTNERSHIP SHALL SEEK  
6 STAKEHOLDER PARTICIPATION FROM, AT A MINIMUM:

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

9 (b) ADVOCATES FOR PERSONS WITH INTELLECTUAL AND  
10 DEVELOPMENTAL DISABILITIES;

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

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

15 (5) AT ITS DISCRETION, THE PARTNERSHIP MAY FORM SUBGROUPS  
16 COMPRISED OF MEMBERS AND STAKEHOLDERS TO CONSIDER SPECIFIC  
17 ISSUES RELATING TO THE STRATEGIC PLAN AND THE RECOMMENDATIONS  
18 OF THE PARTNERSHIP.

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

21 (7) (a) THE AGENCY PARTNERS SHALL PRESENT THE STRATEGIC  
22 PLAN AND RECOMMENDATIONS DEVELOPED PURSUANT TO SECTION  
23 8-84-304 TO THE LEGISLATIVE COMMITTEES OF REFERENCE FOR THE  
24 AGENCY PARTNERS AS PART OF EACH AGENCY'S ANNUAL PRESENTATION  
25 MADE PURSUANT TO SECTION 2-7-103, C.R.S., DURING THE INTERIM  
26 BETWEEN NOVEMBER 1, 2017, AND THE START OF THE 2018 REGULAR  
27 LEGISLATIVE SESSION. THEREAFTER, EACH AGENCY PARTNER SHALL  
28 INFORM THE LEGISLATIVE COMMITTEE OF REFERENCE OF REVISIONS TO THE  
29 STRATEGIC PLAN AND THE IMPLEMENTATION OF EMPLOYMENT FIRST  
30 POLICIES.

31 (b) AFTER THE PRESENTATION OF THE STRATEGIC PLAN, THE  
32 EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL CONTINUE TO MEET,  
33 AS NECESSARY, TO ISSUE ADDITIONAL REPORTS, IF DESIRABLE; TO  
34 CONSIDER REVISIONS TO THE PLAN; AND TO PROVIDE ADVICE AND  
35 EXPERTISE RELATING TO THE SUBSEQUENT IMPLEMENTATION OF THE PLAN.

36 (8) (a) THIS SECTION IS REPEALED, EFFECTIVE SEPTEMBER 1, 2026.

37 (b) PRIOR TO REPEAL OF THE EMPLOYMENT FIRST ADVISORY  
38 PARTNERSHIP, THE DEPARTMENT OF REGULATORY AGENCIES SHALL  
39 CONDUCT A SUNSET REVIEW OF THE ADVISORY GROUP PURSUANT TO THE  
40 PROVISIONS OF SECTION 2-3-1203, C.R.S.

41 **8-84-304. Duties of the employment first advisory partnership**



1 - **strategic plan.** (1) AFTER CONSIDERING THE DUTIES SET FORTH IN  
2 SUBSECTION (2) OF THIS SECTION, THE EMPLOYMENT FIRST ADVISORY  
3 PARTNERSHIP SHALL DEVELOP A STRATEGIC PLAN TO EXPAND  
4 COMPETITIVE INTEGRATED EMPLOYMENT OUTCOMES FOR PERSONS WITH  
5 DISABILITIES THROUGH EMPLOYMENT FIRST POLICIES AND PRACTICES. THE  
6 STRATEGIC PLAN MUST INCLUDE RECOMMENDATIONS TO THE GENERAL  
7 ASSEMBLY AND THE RELEVANT POLICY-MAKING BOARDS CONCERNING ANY  
8 CHANGES TO STATE STATUTES OR RULES NECESSARY TO IMPLEMENT THE  
9 STRATEGIC PLAN, ALONG WITH A FISCAL ANALYSIS OF IMPLEMENTATION  
10 COSTS, WHERE PRACTICABLE.

11 (2) IN DEVELOPING THE STRATEGIC PLAN TO EXPAND COMPETITIVE  
12 INTEGRATED EMPLOYMENT OUTCOMES FOR PERSONS WITH DISABILITIES  
13 THROUGH EMPLOYMENT FIRST POLICIES AND PRACTICES, AND IN  
14 FORMULATING THE RECOMMENDATIONS OF THE EMPLOYMENT FIRST  
15 ADVISORY PARTNERSHIP, THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP  
16 SHALL:

17 (a) MAKE RECOMMENDATIONS TO ENSURE THAT, IN PROVIDING  
18 PUBLICLY FUNDED SERVICES, COMPETITIVE INTEGRATED EMPLOYMENT IS  
19 THE PRIMARY OBJECTIVE AND PREFERRED OUTCOME FOR ALL  
20 WORKING-AGE PERSONS WITH DISABILITIES, REGARDLESS OF THE LEVEL OF  
21 DISABILITY;

22 (b) IDENTIFY THE BARRIERS TO COMPETITIVE INTEGRATED  
23 EMPLOYMENT FOR PERSONS WITH DISABILITIES, INCLUDING POLICY,  
24 PROCEDURAL, FINANCIAL, EDUCATIONAL, TRANSPORTATION, SERVICE  
25 DELIVERY, AND OTHER BARRIERS;

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

29 (d) IDENTIFY TRAINING AND KNOWLEDGE GAPS AMONG AGENCY  
30 STAFF, AGENCY VENDORS, AND INDIVIDUALS WITH DISABILITIES AND THEIR  
31 FAMILIES, THAT MAY CREATE OBSTACLES AND PERCEIVED OBSTACLES FOR  
32 INDIVIDUALS WITH DISABILITIES, INCLUDING SIGNIFICANT DISABILITIES,  
33 FROM PARTICIPATING IN COMPETITIVE INTEGRATED EMPLOYMENT;

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

38 (f) MAKE RECOMMENDATIONS RELATING TO PRE-VOCATIONAL  
39 SERVICES TO ENSURE THAT, IN COMPLIANCE WITH FEDERAL LAW, THE  
40 SERVICES ARE TIME LIMITED AND REASONABLY LEAD TO COMPETITIVE  
41 INTEGRATED EMPLOYMENT. THE EMPLOYMENT FIRST ADVISORY

1 PARTNERSHIP'S CONSIDERATION SHALL INCLUDE THE AVERAGE TIME  
2 CURRENTLY SPENT IN PRE-EMPLOYMENT SERVICES BY PERSONS THROUGH  
3 THE HOME- AND COMMUNITY-BASED SERVICES INTELLECTUAL AND  
4 DEVELOPMENTAL DISABILITIES WAIVER COMBINED WITH THE TIME  
5 PREVIOUSLY SPENT IN SHELTERED WORKSHOPS.

6 (3) THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP MAY  
7 CONSIDER EMPLOYMENT FIRST ISSUES AND MAKE RECOMMENDATIONS ON  
8 ISSUES THAT ARE NOT DESCRIBED IN SUBSECTION (2) OF THIS SECTION,  
9 WHICH ISSUES MAY INCLUDE CAREER DEVELOPMENT PLANNING AND  
10 DISCOVERY PROCESS. THE PARTNERSHIP MAY ALSO PRIORITIZE ITS WORK  
11 ON THE ISSUES, INCLUDING DECIDING NOT TO PURSUE AN ISSUE, IN ORDER  
12 TO ACHIEVE AN EFFICIENT USE OF THE EMPLOYMENT FIRST ADVISORY  
13 PARTNERSHIP'S TIME AND RESOURCES.

14 **SECTION 3.** In Colorado Revised Statutes, 2-3-1203, **add** (3)  
15 (mm) (II) as follows:

16 **2-3-1203. Sunset review of advisory committees.** (3) The  
17 following dates are the dates on which the statutory authorization for the  
18 designated advisory committee is scheduled for repeal:

19 (mm) September 1, 2026:

20 (II) THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP IN THE  
21 DEPARTMENT OF LABOR AND EMPLOYMENT DESCRIBED IN SECTION  
22 8-84-303, C.R.S.;

23 **SECTION 4.** In Colorado Revised Statutes, 25.5-10-202, **add**  
24 (5.5) as follows:

25 **25.5-10-202. Definitions.** As used in this article, unless the  
26 context otherwise requires:

27 (5.5) "COMPETITIVE INTEGRATED EMPLOYMENT" HAS THE SAME  
28 MEANING AS SET FORTH IN SECTION 8-84-301, C.R.S.

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

31 **25.5-10-204. Duties of the executive director - state board**  
32 **rules.** (1) In order to implement the provisions of this article, the  
33 executive director shall, subject to available appropriations, carry out the  
34 following duties:

35 (e) Implement the provision of home- and community-based  
36 services to eligible persons with intellectual and developmental  
37 disabilities and pursue other medicaid-funded services determined by the  
38 state department to be appropriate for persons with intellectual and  
39 developmental disabilities, pursuant to part 4 of article 6 of this title and  
40 subject to available appropriations; and

41 (f) Promote effective coordination with agencies serving persons

1 with intellectual and developmental disabilities in order to improve  
2 continuity of services and supports for persons facing life transitions from  
3 toddler to preschool, school to adult life, and work to retirement; AND

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

5 (I) PROVIDING STATE DEPARTMENT INPUT AND ASSISTANCE TO THE  
6 EMPLOYMENT FIRST ADVISORY PARTNERSHIP DESCRIBED IN SECTION  
7 8-84-303, C.R.S., IN CARRYING OUT ITS DUTIES;

8 (II) ESTABLISHING ANNUAL REPORTING OF THE NUMBER OF  
9 INDIVIDUALS EMPLOYED, NUMBER OF INDIVIDUALS EMPLOYED IN  
10 COMPETITIVE INTEGRATED EMPLOYMENT, WAGES PER HOUR EARNED, AND  
11 HOURS WORKED PER WEEK FOR INDIVIDUALS SERVED BY THE DIVISION;

12 (III) MAINTAINING COLORADO'S MEMBERSHIP IN THE STATE  
13 EMPLOYMENT LEADERSHIP NETWORK THAT WAS FOUNDED AS A JOINT  
14 PARTNERSHIP BETWEEN THE NATIONAL ASSOCIATION OF STATE DIRECTORS  
15 OF DEVELOPMENTAL DISABILITIES SERVICES AND THE INSTITUTE FOR  
16 COMMUNITY INCLUSION AT THE UNIVERSITY OF MASSACHUSETTS BOSTON  
17 OR ANOTHER SIMILAR ORGANIZATION THAT FACILITATES COLLABORATION  
18 WITH OTHER STATES TO SHARE EFFECTIVE SOLUTIONS TO INCREASE  
19 EMPLOYMENT OUTCOMES FOR PERSONS WITH DISABILITIES; AND

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

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

26 **22-2-112. Commissioner - duties.** (1) Subject to the supervision  
27 of the state board, the commissioner has the following duties:

28 (s) TO FACILITATE EMPLOYMENT FIRST POLICIES AND PRACTICES  
29 BY:

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

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

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

39 **23-1-109.8. Duties and powers of the commission with regard**  
40 **to employment first policies.** (1) THE COMMISSION SHALL FACILITATE  
41 EMPLOYMENT FIRST POLICIES AND PRACTICES BY PROVIDING DEPARTMENT



1 INPUT AND ASSISTANCE TO THE EMPLOYMENT FIRST ADVISORY  
2 PARTNERSHIP DESCRIBED IN SECTION 8-84-303, C.R.S., IN CARRYING OUT  
3 ITS DUTIES.

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

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

10 **27-10.5-103. Duties of the executive director - rules.** (1) In  
11 order to implement the provisions of this article, the executive director  
12 shall carry out the following duties, subject to available appropriations:

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

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

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

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

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

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

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

31 Page 1, strike line 104 and substitute "CONNECTION THEREWITH,  
32 ADVANCING AN".

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