



INFORMATIONAL MEMO

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| Title: Home and Community-Based Services (HCBS) 2025 Base Wage Compliance Reminder | Topic: HCBS Provider Reporting Compliance |
| Audience: HCBS Waiver Providers | Sub-Topic: N/A |
| Supersedes Number: N/A | Division: Benefits and Services |
| Effective Date: Aug. 1, 2025 | Office: Office of Community Living |
| Expiration Date: Aug. 1, 2026 | Program Area: N/A |
| Key Words: Home and Community-Based Services, HCBS, Base Wage, Wage Attestation, Wage Reporting, Wage Compliance, Workforce Reporting | |
| Legal Authority: 10 C.C.R. 2505-10 Section 8.7418 | |
| Memo Author: Jasvinder Dhesi | |
| Informational Memo Number: HCPF IM 25-021 | |
| Issue Date: Aug. 5, 2025 | |
| Approved By: Candace Bailey | |

HCPF Memo Series can be accessed online: <https://www.colorado.gov/hcpf/memo-series>

Purpose and Audience:

The purpose of this Informational Memo is to remind HCBS Providers that both the 2025 Workforce Report and 2025 Base Wage Attestation Form are due no later than Aug. 31, 2025.

Information:

All Direct Care Workers (DCWs), whether employees or independent contractors, who provide any of the base wage qualifying services, are required to be paid at a minimum the \$17.00 per hour outside of Denver or \$18.81 within Denver in alignment with the Denver minimum wage increase. Home and Community-Based Services (HCBS) providers are required to complete the 2025 Workforce Report and 2025 Base Wage Attestation Form to demonstrate their compliance with Base Wage Reporting, no later than Aug. 31, 2025, per 10 CCR 2505-10 8.7418. Base Wage qualifying services can be found on the [Direct Care Workforce Base Wage](#) page. A link to the 2025 Workforce Report and instructions for submission was emailed to the email address on

file in the Provider Web Portal on July 1, 2025. For questions about the attestation process, reporting requirements, or assistance with accessing the reporting link and attestation form, contact HCPF_BaseWage@state.co.us.

For non-compliant providers, the suspension of claim payments may be imposed as early as Sept. 15, 2025. Once attestation form submission compliance is achieved, suspended payments will be released.

Attachment(s):

None

HCPF Contact:

Please contact:

HCPF_BaseWage@state.co.us