



POLICY MEMO

Title: Removal of Individual Supported Employment Services from Service Plan Authorization Limits (SPAL) in the Supported Living Services (SLS) Waiver	Topic: Supported Employment
Audience: Case Management Agencies, Current and potential SLS Providers, SLS Waiver Members, Families, Advocates & Stakeholders	Sub-Topic: HCBS
Supersedes Number: N/A	Division: HCBS Benefits Division
Effective Date: July 1, 2023	Office: Office of Community Living
Expiration Date: July 1, 2026	Program Area: SPAL, Supported Employment
Key Words: Service Plan Authorization Limit (SPAL), Supported Employment, Supported Living Services, SLS	
Legal Authority: Sections 25.5-1-301 through 25.5-1-303, C.R.S. (2022); Section 25.5-6-413, C.R.S. (2021)	
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Purpose and Audience:

The purpose of this Policy Memo is to inform case managers, members, providers, and stakeholders about changes to the Service Plan Authorization Limit (SPAL) within the Home and Community-Based Services (HCBS) Supported Living Services (HCBS-SLS) Waiver regarding certain Supported Employment services. Specifically, individual Supported Employment services are no longer subject to the SPAL as of July 1, 2023.

Information:

Background

The Colorado Legislature passed Senate Bill 21-039 to end subminimum wage practices in Colorado and address some of the systematic barriers to employment faced by adults with intellectual and developmental disabilities. This legislation directed the Department of Health Care Policy & Financing (HCPF) to remove individual Supported Employment services from the Service Plan Authorization Limit (SPAL) in the Supported Living Services HCBS-SLS Waiver.

Impacted Services

HCPF has made changes to rules and systems so that as of July 1, 2023, individual Supported Employment services will no longer be subject to a member's Service Plan Authorization Limit (SPAL). As reflected in [10 CCR 2505-10 Section 8.500.102.B](#) the specific services subject to this change are:

- Individual Job Coaching
- Individual Job Development
- Job Placement
- Workplace Assistance
- Benefits Planning

The change was effective on July 1, 2023, for all SLS Waiver members, regardless of Service Plan Certification start/end dates.

Other Limitations

This change does not affect the Total Plan Spending or overall limits within the HCBS-SLS Waiver. In other words, SPAL-impacted services, such as Day Habilitation or Behavioral services, along with services not subject to the SPAL (e.g., Dental, Vision, Non-Medical Transportation, Assistive Technology, etc., and now individual employment services) all need to remain under the overall SLS service limit.

Additionally, the specific unit limitations for Supported Employment services and Benefits Planning still apply.

Information for Case Managers

After July 1, 2023, Case Managers can check the Bridge to determine how a member's SPAL and Total Plan Spending amounts may be impacted by the individual Supported Employment services being removed from the SPAL.

If a revision needs to be made to an existing Service Plan to increase Individual Supported Employment services beyond the SPAL, a new line item will need to be created in the Bridge, rather than adding units to an existing line. The Bridge applies policy rules based on the date that the line item was created, so the service/line item would need to reflect a date after July 1, 2023, for the new policy to apply.

If there are members who were previously unable to access Supported Employment (SE) services due to prioritizing other service needs, or if the current authorized amount of SE services is not meeting the member's employment-related needs, contact those members/teams to explore available options.

Information for Members

If you have been interested in getting a job but have not because there was not enough space in your Service Plan, talk to your Case Manager about options that may be available to you.

If you currently have a job, you may be able to get more support to reach your career goals. For example, this change could help you get the support you need to work more hours. If you or your family are privately paying for all or some of your support at work, you may be able to access your waiver instead. If you want to add individual employment services to your plan, ask your Case Manager and team to reevaluate support/needs.

Definition(s):

None

Attachment(s):

None

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