

SB 21-039: Phase Out Subminimum Wage Employment in Colorado
Timeline of Implementation Benchmarks

Date	Action
July 1, 2021	Close the front door on new 14(c) certificates. No new SMW hires under existing certificates.
April 1, 2022	Employment First Advisory Partnership submits recommendations on employment barriers to General Assembly.
June 30, 2022	Existing SMW employers submit initial transition plans to CDLE (plans updated annually).
January 1, 2023	HCPF submits request to the Centers for Medicare and Medicaid Services to expand Medicaid Buy-In program to the Developmental Disabilities waiver.
July 1, 2023	Presumed effective date of Medicaid Buy-In for DD waiver (not listed in bill).
July 1, 2023	Effective date of 2 new Medicaid waiver services: Supervision and Benefits Counseling.
July 1, 2023	Effective date for removing 1:1 job coaching and job development from the Service Plan Authorization Limit (SPAL).
July 1, 2025	Full elimination of SMW employment for people with disabilities.

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