

Date: November 3, 2025 Time: 10:00am

Location: Commissioners Conference Room Second Floor – County Administration Building

BOARD OF SOCIAL SERVICES MINUTES

This meeting was recorded, broadcast online and archived.

Introduction and Announcements

- Commissioner John Kefalas, Commissioner Jody Shadduck-McNally, Commissioner Kristin Stephens, County Manager Lorenda Volker, Human Services Director Heather O’Hayre, Division Managers Jill Maasch, Thad Paul, Vanessa Fewell, and Lori Metz, Deputy Division Manager Nance Kelly, Policy Analyst Hannah Ditzenberger, and Business Operations Coordinator Kalene Rowley.
- Commissioner Kristin Stephens: Called the meeting to order as Chair of the Board of Social Services (BoSS).
- Commissioner John Kefalas: Requested more details about what is happening with community partners on the ground to address current circumstances, in addition to the planned federal updates.

Vroom Mathematica Study in TANF

- Division Manager Vanessa Fewell: Provided an overview of Vroom, a free resource created by the Bezos Family Foundation, which shares science-based tips for early childhood development (ages 0-5) with parents and caregivers.
 - The resource is universal, not just for the TANF population.
 - The partnership with Mathematica has been successful, with the team invited to present at conferences.
- Deputy Division Manager Nance Kelly: Detailed the Vroom app and its application in the Colorado Works (TANF) program.
 - Resource Details: It can be accessed via a phone app, website, or weekly text tips in 15+ languages.
 - Purpose: Promotes healthy parent-child interaction, builds brain power in children aged 0-5, and encourages curiosity and resilience.

- Colorado Works/TANF Goal: The research aimed to see the impact of Vroom on families and if its introduction could increase engagement with the Colorado Works program, viewing TANF as a whole-family well-being program (two-generational approach).
- Pilot Design & Outcomes (Late Fall 2023 - Summer 2024):
 - The coach-led introduction group (asked to create an action step on their plan) reported that learning about Vroom improved their overall TANF experience.
 - Participants in the action group had modestly higher rates of attending a subsequent case management session with their coach.
- Impact on Coaches: Coaches reported Vroom helped shift the tone of mandatory meetings from compliance to collaboration, built trust with parents, and normalized conversations, making coaches appear more as allies.
- TANF Lever Survey: Larimer County's rate for participants feeling "Colorado Works helped my children" is 96%, significantly higher than the state's 88%.
- Commissioner John Kefalas: Asked how long Vroom has been used and the frequency of the tips.
 - Nance Kelly: The formal study ran from late fall 2023 into the summer of 2024. Tips are available daily on the app/website, or as multiple tips on a weekly basis via text.
- Commissioner Jody Shadduck-McNally: Inquired about the long-term future of the program and studies showing its impact on children's school success.
 - Nance Kelly: The action step is still active, and coaches continue to introduce it. The program is free for anyone at vroom.org. Positive research suggests that children engaging in Vroom activities tend to do better in school by developing early critical thinking skills.
- Commissioner John Kefalas: Asked if the Nurse Family Partnership and Grand Family Coalition are aware of the app and if a comparable version exists for caretakers of older adults.
 - Director Heather O'Hayre: Indicated the department will share the resource with the Public Health Department and Early Childhood Council. A comparable resource for older adults is unknown.

Federal Updates (Government Shutdown and H.R.1)

- Policy Analyst Hannah Ditzenberger: Provided an update on the federal government shutdown, noting it was on day 34.
 - Programs Not Affected: Mandatory programs like Title 4E, Medicaid, CHIP+, and Child Support will not be directly impacted.
 - Programs Not Yet Affected: TANF, Title 4B, and CCAP are safe as long as the shutdown does not exceed three months.
 - SNAP Suspension: The Food and Nutrition Services (FNS) directed states to suspend all SNAP benefits for November. State notices went out on October 22nd.
 - Local Data: 8,817 households in Larimer County received benefits, and 2,500 households had a zero balance by the end of October.
- Director Heather O'Hayre: Added details on the emergency response and legal action.
 - JBC Funding: The Joint Budget Committee approved \$10 million for food banks across the country, with an estimated \$650,000 for the Larimer County area, which could translate to \$1.7 to \$1.8 million in purchasing power, but is still significantly less than the \$6.5 million in monthly SNAP benefits.
 - Court Order: Two federal judges ruled the suspension unlawful and ordered FNS to provide a plan to restore funding by November 3rd, with a judge ordering benefits to be released as early as Wednesday.
- Commissioner Jody Shadduck-McNally: Expressed concern about the system disruption causing "unintentional gaps" and asked for the process for confused/newly qualified recipients to get answers.
- Division Manager Vanessa Fewell: Detailed the department's response to mitigate the confusion and gaps.
 - Zero Balance Report: Specialists are performing reverse outreach by calling the 2,500 "zero balance" households directly to provide specific food resources and encourage them to continue applying and submitting redetermination paperwork.
- Commissioner John Kefalas: Followed up on community partner outreach and economic impact.
 - Partner Coordination: Outreach is primarily handled through the Feeding Colorado network, led by Food Bank of the Rockies, with Larimer County's food bank as the local hub. Director Heather O'Hayre indicated they would convene a meeting of local partners if SNAP benefits are not resolved by Wednesday.

- Demographics & Economic Impact: Approximately 50% of the 34,000 SNAP recipients are children. It is known that \$6.5 million in SNAP benefits comes to the county each month (over \$19.3 million in the last quarter), but the full economic impact has not been quantified.
- Payment Issue: The discussion covered the legal battle between full payments (the full monthly benefit) versus partial/prorated payments (from the date benefits are restored), which is central to the federal lawsuits.
- Commissioner Jody Shadduck-McNally: Voiced distress over the "rippling consequences" (e.g., inability to pay for medication or transportation) and the crucial need to plan for children during the upcoming holidays, who will not receive school meals.
 - Director Heather O'Hayre: Reassured the board that if no resolution is found by Wednesday, a quick plan will be developed and a convening with community partners will be held to ensure people know how to access food.
- Commissioner Kristin Stephens: Expressed concern about the holidays and ensuring children are not hungry, and asked how the Board of County Commissioners (BoCC) can support the Human Services team, including help with messaging and connecting resources.
- Director Heather O'Hayre:
 - Shared a breaking update that there will only be partial SNAP payments for the current month, calling it a "whole new ball game."
 - Expressed shock that food assistance is considered a "discretionary program" given its fundamental importance in Maslow's hierarchy of needs.
 - Noted the potential for a cascading effect as prioritizing food spending may lead to non-payment of other bills (e.g., eviction, electricity).
 - Thanked the team for their reverse calling/outreach to food providers and for having a plan.
- Breakdown of Larimer County SNAP recipients:
 - Children: 16,264
 - Older Adults (over age 60): 3,253
 - Adults with Disabilities: 4,879

High-Level Summary of HR1 Changes (SNAP and Medicaid):

- Policy Analyst Hannah Ditzenberger summarized the high-level changes effective over the next couple of years:
 - SNAP Work Requirements: Expanded to include able-bodied adults up to age 64 (previously 54), with some exceptions.
 - Eligibility Limits: Limited to US citizens or lawful permanent residents for both SNAP and Medicaid.
 - SNAP-Ed Elimination: Eliminates the nutrition education program.
 - Cost Shifting to States (SNAP):
 - Reduces the federal administrative match from 50% to 25%, effective October 2026. Colorado expects to lose approximately \$50 million.
 - Requires states to pay a portion of benefit costs based on payment error rates, effective October 2027. Colorado is estimated to lose approximately \$125 to \$160 million if the error rate remains consistent.
 - Medicaid Changes:
 - Requires eligibility redeterminations every six months (instead of 12 months), which doubles administrative work and client burden for the expansion population.
 - Includes an activity/work requirement for individuals aged 19 to 64, with exceptions.

Detailed Changes to SNAP Immigration Eligibility:

- Director Heather O'Hayre:
 - The provision to remove certain refugee and humanitarian immigrant populations was effective July 4th (date the bill was signed).
 - The refined eligible group includes: US citizens/nationals, lawful permanent residents, Cuban and Haitian entrants, or those under the compact of free association.
 - Populations removed include: other legal immigrant populations who are not citizens, refugees/asylees from different countries, and human trafficking survivors.
 - The 120-day "hold harmless" period expired on Saturday, November 1st.
 - Impacted households will continue to receive benefits until their next scheduled redetermination or if they report a change (income, address).

- The county is still awaiting detailed guidance from the state (CDHS) on proactive identification of impacted households and changes to the CBMS system.
- Estimated Colorado impact: 4,000 people will no longer be eligible for food assistance. (Larimer County has a much smaller population).

Support for Eligibility Technicians:

- Commissioner John Kefalas: Asked about the additional support and comfort being provided to eligibility technicians who are navigating these changes.
- Director Heather O'Hayre:
 - The team continues to use "hope language" and focus on pathways and support.
 - The "reverse outreach" process is helpful for staff, as it allows them to offer tangible resources beyond just a website or food bank number.
 - Management is relied upon to recognize and address signs of burnout, ensure training is available, and acknowledge that staff are the "face of this for our customers."

Detailed Changes to SNAP Work Requirements:

- Director Heather O'Hayre:
 - Expanded Age Range: Able-bodied adults aged 19 to 64 (previously up to 54).
 - Parent Exemption Change: Parents were previously exempted if they had children under 18; the new rule changes the exemption to children under age 14. This means parents with children aged 15-18 will now have work requirements.
 - Removal of Exemptions: Exemptions were removed for individuals who are unhoused and former foster youth.
 - Larimer County Impact: Approximately 4,200 individuals will have new work requirements, including 968 individuals previously exempted due to homeless status.
- Commissioner Kristin Stephens: Asked for clarification on waivers for disabilities/mental health issues.
- Division Manager Vanessa Fewell: Confirmed that disability waivers will still be in place and the process to obtain them will remain the same. The challenge is figuring out how to move individuals losing a homelessness waiver to a different waiver (e.g., for mental health) through community partners.

- Commissioner Kristin Stephens: Followed up on workforce development efforts for the newly required population.
- Division Manager Vanessa Fewell:
 - Staff are working with community partners (Denver Rescue Mission, Community Justice Centers) to support customers with benefits applications and finding other waivers.
 - Partnering internally with the Economic and Workforce Development division (Marcy) to create a pipeline from benefits to workforce support, including resume writing, interview support, and co-enrolling in the Workforce Innovation and Opportunity Act (WIOA) program.
 - Training and volunteer hours can count towards the work requirement, up to a point.
 - The estimate stands: approximately 4,200 people will not receive a waiver and will need to meet work requirements.
- Commissioner Jody Shadduck-McNally:
 - Question 1 (Job Loss): Asked if there is a period of forgiveness for someone who loses a job during the HR1 transition.
 - Division Manager Vanessa Fewell: Confirmed there is a 90-day window where they can continue to receive benefits while actively searching for a job, volunteering, or attending training.
 - Question 2 (Homelessness with Children): Asked if an adult who is homeless and losing benefits would still qualify if they have children.
 - Division Manager Vanessa Fewell: Explained that the exemption is now for parents with a child under age 14. If their child is 14 or older, the parent would have to meet the work requirement, but the child's eligibility would be separate.

Payment Error Rate and Cost Shifting:

- Director Heather O'Hayre:
 - The measurement period for the state's SNAP payment error rate—which determines cost-sharing—started on October 1st of 2025.
 - The federal administrative match will drop from 50% to 25% of the administrative budget.
 - The Governor's budget request includes some of this cost shifting. A work session will be scheduled in a couple of weeks to digest the budget impacts.

- The Governor's goal is to reduce Colorado's payment error rate from the current 9.97% to 5.99% by October 1, 2026.
- Division Manager Vanessa Fewell: Described the statewide work groups to address the error rate:
 - Work Streams: County Support, Data and Evaluation, Quality Control/Quality Assurance.
 - Root Causes of Errors: Client errors (largest number, due to program complexity), administrative/county errors, and system errors.
 - Federal Methodology: FNS has given a "very clear no" to changing the methodology or the 1% sample size, which involves an intensive investigation and reprocessing of cases.
 - County vs. State Administration: County-administered states tend to have higher error rates but also provide the highest level of access to the program, resulting in larger caseloads.

Medicaid Work Requirements:

- Director Heather O'Hayre:
 - The new work requirements and the move to six-month redeterminations apply only to the Medicaid expansion population (up to 138% of the Federal Poverty Level, generally adults without children).
 - Larimer County Impact: This change will double the redeterminations for this subset from 27,000 to 54,000 per year but is not the entire 70,000+ Medicaid population.
 - Crucial Distinction: Unlike SNAP (where benefits are received for 90 days before meeting work requirements), Medicaid will require the individual to be eligible before accessing the program. The strategy will be to move clients into other programs like TANF or SNAP first to provide employment and training resources, and then add Medicaid later.

Client Scenarios:

- Thad Paul, Division Manager for Children, Youth & Family (CYF): Presented a case scenario of a single mother with children (age 4 and 14) to illustrate how the loss of social benefits programs (SNAP, Medicaid) increases the risk for child

maltreatment/neglect by removing "risk mitigators." Losing Medicaid could shift the cost of therapeutic interventions for families back to Child Welfare Services.

- Vanessa Fewell, Division Manager for Benefits & Community Support (BCS) : Presented a case scenario of a two-parent household with one child (age 4) applying for Medicaid. This illustrates the unknowns regarding how work requirements will apply to two-parent households and the difficulty in securing employment without access to child care (CCAP). The protocol would be to get them into SNAP or TANF first to access employment resources before applying for Medicaid.
- The meeting was formally adjourned by the Chair.

A woman with long dark hair, wearing a light-colored top, is sitting at a desk and looking down at a young child. The child, who has curly hair and is wearing a white ruffled shirt, is also looking down at a spiral-bound notebook on the desk. The woman's hand is near the notebook, and she appears to be guiding the child. A laptop is open on the desk to the right. The background is a plain wall with a window on the left.

BOARD OF SOCIAL SERVICES

November 3, 2025

BOARD OF SOCIAL SERVICES **AGENDA**

- **Vroom Mathematica Study in TANF**
- **Federal Updates**
 - Federal Shutdown updates
 - Continued discussion on the impacts of H.R. 1
- **Additional agenda items**



Colorado Works x Vroom

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Partnering to Empower Parents

What is Vroom?

Vroom is a resource created by the Bezos Family Foundation which seeks to bring the science behind early childhood development to parents and caregivers through tips they can use in everyday life.



Why Colorado Works?

Colorado Works, the name for Colorado's Temporary Assistance for Needy Families (TANF) program, serves families throughout Larimer county in creating both economic stability and family wellbeing.

The large number of families with young children in the household created an opportunity to evaluate whether Vroom could be effectively integrated into the services provided to families, and whether doing so would improve outcomes related to engagement with Vroom and with the Colorado Works program itself.

Introducing Vroom



Intentionally introduce Vroom and Action Step

TANF coach introduces the participant to Vroom and invites them to set a related parenting goal using the program's web-based platform, *My Journey to Success*, which involves learning more about Vroom and how to use it ("Action Step")



Offer information about Vroom

TANF coach mentions Vroom to the participant and lets them know they can learn more about it using *My Journey to Success*

Action Step in “My Journey to Success”

Free, fun activities from Vroom®

Description

The time you spend with your child can help their brain grow strong. Even a few minutes count! Positive, supportive experiences with adults help your child's brain grow strong and flexible. Vroom helps you do more with your shared everyday moments. Free, science-based Vroom Tips™ help you give your child a great start in life today-and an even better future.

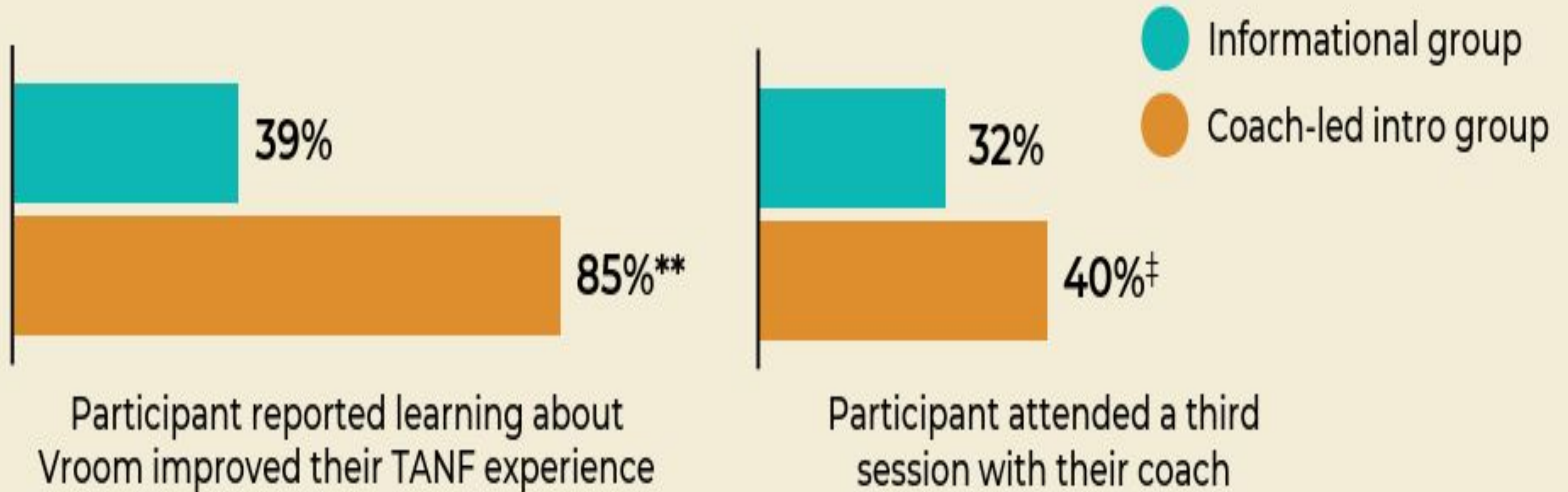
Instructions

With Vroom, it's easy to be a brain-builder. Whether you use the Vroom website, app, Vroom by Text™, or even print at home tip sheets, Vroom Tips can always be there when you need them. 1,000+ Vroom Tips, and the brain science behind them, are right at your fingertips!

This inspiring video introduces you to families using Vroom.



What we found



Stars indicate whether the difference between the two groups is statistically significant from zero where $0.01 \leq p < 0.05$ (**) using a two-tailed test. Double cross (‡) indicates that the impact is very likely to be positive and small based on a Bayesian analysis but is not statistically significant.

Coaching Impacts

“As a Child Development major, a parent of two grown children, and with experience working with families in Head Start, Parent Participation Preschools, and Public Elementary Schools, I can attest to the importance of early childhood as it relates to brain development, building self-esteem, and nurturing a passion for lifelong learning. Vroom empowers parents by providing simple, practical ideas to ignite curiosity, creativity, and happiness in their children. These activities strengthen the critical bond between parents and their children building trust, connection, and collective well-being. To promote this important program and receive enthusiastic feedback from engaged parents is literally a privilege and an honor for me as a Coach.”

- Kimberly Leslie (Colorado Works Case Manager)

“It helps strengthen the relationship when they realize that we are invested in the well-being and future of their children.”

- Carl Wieder (Colorado Works Case Manager)

“Introducing Vroom to parents was especially rewarding because I had used the app with my own daughter when she was under five. As a full-time working parent, I often felt guilty about not having enough time with her, but Vroom helped me see that small, everyday moments like car rides or grocery trips are powerful opportunities to teach and connect. It also helped build rapport between parents and case managers, starting conversations about their child’s development, and showed that we genuinely care. Most parents love talking about their kids, and Vroom helped us begin on a positive, strength-based note.”

- Jessica Bermejo (Lead Case Manager)

Client Satisfaction with Colorado Works



Over 4 in 5

Said Colorado Works met or
exceeded expectations.
(84%, compared to 77% statewide)

“Colorado Works added financial stability to my life”

Larimer County – 88% | State – 79%

“The time and effort was worth it”

Larimer County – 87% | State – 80%

“Colorado Works... helped my children”

Larimer County – 96% | State – 88%

*Data and graphic from the 2024-2025 Larimer County Annual Report -Colorado Works Leavers Survey prepared by Public Consulting Group



FEDERAL UPDATES **SHUTDOWN**

FEDERAL SHUTDOWN IMPACTS TO SNAP - 34 DAYS

- **Midnight on October 1st - the shutdown started**
- **October 10th - Food and Nutrition Services (USDA) directed states to suspend all SNAP benefits for November**
(<https://drive.google.com/file/d/16KycPC5NPcffOqVbymdC6NxNhPRDEvtO/view>)
- **October 22nd - Changes made to CBMS and notices mailed out to recipients**
- **October 30th - The Joint Budget Committee approved emergency funding (\$10 million) to be distributed across the state to food banks (\$650,000 to Larimer area)**
- **Two pending lawsuits claiming suspension of benefits is unlawful**
 - **October 31st - two separate judges rules that suspension of benefits could be unlawful and ordered FNS to provide a plan by November 3rd**
- **Larimer County - Q3 (July-Sept) 18,817 households (approximately 34,000 individuals) received SNAP benefits**
 - **2,500 households had a zero balance at the end of October**
- **Federal shutdown also creating significant delays in states receiving the necessary guidance regarding H.R. 1 provisions set for November 1, 2025**



FEDERAL UPDATES **H.R. 1**

Federal Updates

H.R. 1 WORK SESSION ON OCTOBER 8, 2025 - BROADCAST AND PACKET

H.R. 1: CHANGES TO SNAP

- **Work Requirements for able-bodied adults up to age 64 (previously 54)**
- **Limits SNAP eligibility to U.S. citizens or lawful permanent residents**
- **Eliminates SNAP-Ed**
- **Costs Shifted to States:**
 - Reduces the federal administrative match for the program from 50% to 25%. CO expects to lose approximately \$50 million. Effective October 2026.
 - Requires states to pay a portion of SNAP benefit costs based on a state's SNAP Payment Error Rates. Effective October 2027. (estimated to be \$125-160 million for Colorado)

H.R. 1: CHANGES TO MEDICAID

- **Limits eligibility to U.S. citizens or lawful permanent residents after a 5 year waiting period**
- **Medicaid eligibility redeterminations every 6 months (compared to 12)**
- **Activity requirements for individuals aged 19 to 64 with some exceptions**
- **Additional administrative work**
- **Limits on provider taxes**

H.R. 1 - SNAP

Changes:

- H.R. 1 removes refugees and certain other humanitarian immigrant populations from SNAP eligibility
- Effective July 4, 2025 but guidance needed from FNS
- Guidance received by CDHS on October 31, 2025

- Only U.S. citizens, U.S. nationals, lawful permanent residents, Cuban and Haitian entrants, and Compact of Free Association citizens are now eligible for SNAP.
- State agencies are required to immediately apply the new eligibility requirements - 120 hold harmless period ends November 1, 2025.
- For households impacted by these changes that are already receiving SNAP benefits, their eligibility will be reviewed to these requirements at their recertification or when changes are reported; not liable for benefits received up to recertification.
- Additional guidance from CDHS to counties will be required and changes to CBMS.
- An estimated 4,000 people in Colorado will lose SNAP eligibility due to these changes - legal immigrants who are not citizens, refugees, asylees, human trafficking survivors.

H.R. 1 - SNAP

Changes:

- Expanded work requirements to include able-bodied adults age 19 to 64 years old (previously 54)
- Parents with children under age 14 are exempt (previously 18)
- Now applies to certain vulnerable populations including unhoused individuals and former foster youth

- State agencies are required to immediately apply the new eligibility requirements - 120 hold harmless period ends November 1, 2025.
- For households impacted by these changes that are already receiving SNAP benefits, their eligibility will be reviewed to these requirements at their recertification or when changes are reported; not liable for benefits received up to recertification.
- Additional guidance from CDHS to counties will be required and changes to CBMS.
- An estimated 4,000 people in Colorado will lose SNAP eligibility due to these changes - legal immigrants who are not citizens, refugees, asylees, human trafficking survivors.

H.R. 1 - SNAP

Changes:

- Limits the automatic application of the Standard Utility Allowance based on receipt of \$20 or more from Low Income Home Energy Assistance Program (LIHEAP)
- Households can no longer include internet service costs when calculating their utility deductions

- State agencies are required to immediately apply the new eligibility requirements - 120 hold harmless period ends November 1, 2025.
- Counties and CDHS developed a strategy that was implemented throughout October and through November 3, 2025 - an emergency fix was built into CBMS.
- This new requirement should be implemented based on CBMS functionality effective November 1st forward.
- Crucial because the error rate measurement period started on October 1st.

H.R. 1 - SNAP

Cost Shifting Changes:

- After October 2026, the federal government will only pay 25% of the administrative cost; states/counties will pay 75%
- States will be required to pay a portion of the SNAP benefit costs, dependent on Payment Error Rates (PER)

- Based on Colorado's current error rate (9.97%) - benefits cost share would require Colorado to pay 10% or est. \$125-160 million.
- Governor's goal to have PER below 5.99% by October 1, 2026 for no cost share.
- PER Project with several work streams:
 - County Support
 - Data and Evaluation
 - Technology
 - CDHS Quality Assurance
 - State Level Coordination
- Evaluating root cause analysis of errors; learning from other states; exploring new functionality in CBMS; standardizing training for counties; increasing alignment with the review methodology of FNS.

H.R. 1 - MEDICAID

Changes:

- Medicaid eligibility redeterminations every 6 months (compared to 12)
- Activity requirements for individuals aged 19 to 64 with some exceptions
- Additional administrative work

SFY24 (7/1/23-6/30-24)

*last available HCPF factsheet

19.03%

of the county population is enrolled in Health First Colorado

70,947

Average number of Health First Colorado members enrolled per month

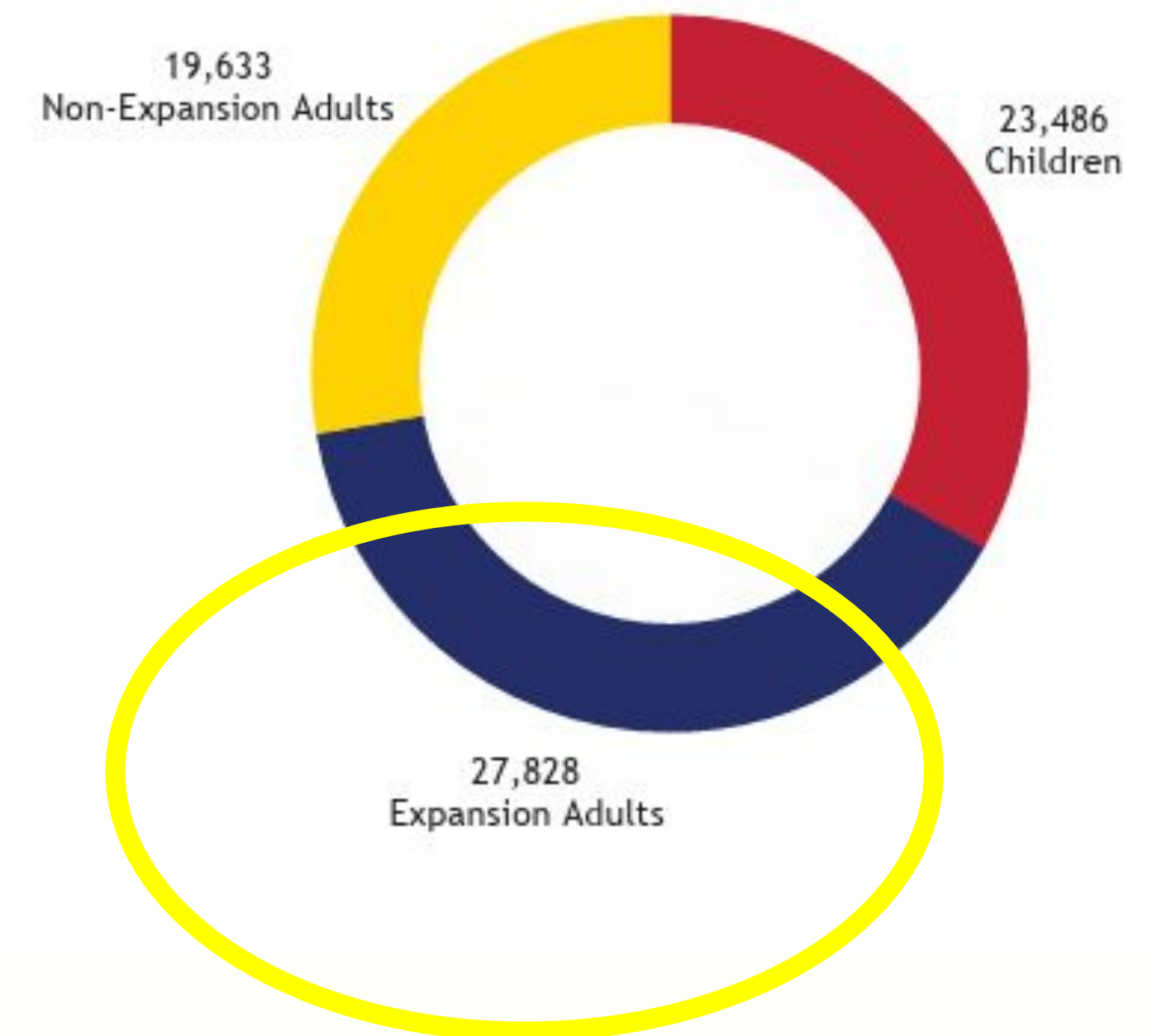
27,828

of these members were Affordable Care Act (ACA) Expansion Adults & Parents

3,490

Average number of Child Health Plan Plus (CHP +) members enrolled per month

Health First Colorado Population



Expansion group = the population of low-income adults who became eligible for Medicaid coverage after state expanded eligibility to include all adults with incomes up to 138% of the Federal Poverty Level; many were not previously eligible, such as adults without children.

CUSTOMER SCENARIOS - #1



Single mother with two children (ages 4 and 14yo) who becomes involved in child welfare:

- **Access to SNAP, Medicaid, TANF, child support, other programs or resources**
- **SNAP and Medicaid work requirements due to age of oldest child**
- **Access to child care if CCAP is still on a freeze?**
- **Impact to child welfare treatment services if Medicaid or other benefits are lost**
- **Apply again when requirements are met**

CUSTOMER SCENARIOS - #2



Two parent household with one child (age 4) who applies for Medicaid and not yet meeting work requirements:

- **Screen for eligibility for SNAP, TANF, child support, other programs or resources**
- **Unclear how Medicaid work requirements would apply to two parent households and age of child**
- **Access to child care if CCAP is still on a freeze?**
- **Case management employment resources if eligible for TANF or SNAP? Community resources?**
- **Recommend returning to reapply when meeting requirements**

CUSTOMER SCENARIOS - #3



Foster Youth in Transition or Former Foster Youth (age 19-24yo):

- **Still involved with child welfare case managers**
- **Screen for eligibility for SNAP, other programs or resources**
- **Would continue to receive foster youth Medicaid**
- **Unclear how SNAP work requirements would apply based on Colorado's current policies**
- **Case management employment resources if eligible for SNAP? Community resources?**
- **Recommend returning to reapply when meeting requirements**

CUSTOMER SCENARIOS - #4



A 61yo woman contacts the Office on Aging requesting help navigating resources for medical care and food support:

- **Screen for eligibility for OOA resources, SNAP, Medicaid, other programs or resources**
- **If she is not working or volunteering at least 80 hours in the prior month, will not meet the Medicaid work requirements**
- **Case management employment resources if eligible for SNAP? Community resources?**
- **Recommend returning to reapply when meeting requirements**

CUSTOMER SCENARIOS - #5



An adult male in his thirties who is unhoused seeks assistance for food and other resources:

- **Screen for eligibility to SNAP, Medicaid, other programs for resources**
- **Would be required to meet Medicaid work requirements (employment or volunteering) within the last month**
- **Case management employment resources if eligible for TANF or SNAP? Community resources?**
- **Recommend returning to reapply when meeting requirements**

Federal Updates

WHAT ARE WE DOING? OUR WORK

- **Governor's budget released October 31st**
- **Understanding and Planning for Impact**
 - Ongoing discussions with state departments
 - Reviewing Governor's proposed budget
 - Planning for upcoming state legislative session
- **Planning the local workgroup with APHSA**
- **Planning with National Associations**
 - NACo, NACHSA, APHSA biweekly implementation calls
- **Monitoring Additional Federal Action**
 - President's proposed budget includes additional significant cuts to Human Services programs
 - H.R. 3156 - drastic changes to TANF
- **Resources:**
 - [Federal Updates Tracker](#)
 - [Special Session Overview](#)



A high-angle, top-down photograph of a diverse group of people standing in a circle, with their hands stacked on top of each other in the center. The group includes individuals of various ethnicities and ages. One person on the left wears a vibrant, multi-colored headscarf. The clothing is casual, featuring striped shirts, jeans, and t-shirts. The background is a plain, light-colored floor. The overall mood is one of unity, collaboration, and shared achievement.

THANK YOU