

**RECOMMENDATIONS FOR 2000**

**STUDY OF CHILD CARE  
IN COLORADO**

**Report to the  
Colorado General Assembly**

**Research Publication No. 459  
November 1999**

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November 1999

To Members of the Sixty-second General Assembly:

Submitted herewith is the final report of the Study of Child Care in Colorado. The interim committee was created pursuant to Senate Joint Resolution 99-034 to study the safety and quality of child care in Colorado.

At its meeting on November 15, 1999, the Legislative Council reviewed the report of this committee. A motion to forward this report and the bills therein for consideration in the 2000 session was approved.

Respectfully submitted,

/s/    Senator Ray Powers  
Chairman  
Legislative Council

RP/JB/pw

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# **STUDY OF CHILD CARE IN COLORADO**

## **Members of the Committee**

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# EXECUTIVE SUMMARY

## **Committee Charge**

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The Interim Committee to Study Child Care in Colorado was created pursuant to Senate Joint Resolution 99-034 and charged with studying a variety of issues relating to child care. These issues included overall quality of child care in the state and recommendations for expected outcomes, quality of the workforce, licensing and regulation of child care providers, use of federal funds, and methods of facilitating the establishment of child care facilities in the workplace.

## **Committee Activities**

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The committee held eight meetings and received testimony on a variety of child care-related issues. The committee's initial meetings were dedicated to providing members with an overview of child care in Colorado. State departments providing testimony included the Departments of Human Services, Education, Public Health and Environment, Local Affairs, and Revenue. Panel presentations, comprised of many individuals, organizations, and representatives of local governments, were heard. Topics of discussion included the quality, cost and economic impact of child care, licensing and regulatory issues, family child care homes, child care centers, funding, training and continuing education for child care workers, staffing, compensation and benefits, and parent issues. Additionally, a presentation was given by the National Conference of State Legislatures on child care in other states.

The committee devoted an entire day to hear testimony from all 12 pilot sites participating in the Consolidated Child Care Program. Topics of discussion included the effects of waivers, the Colorado Preschool Program, the Colorado Child Care Assistance Program, professional development, the use of county budgets and multiple funding sources and financing structures, infant and toddler care, child care resource and referral, and the importance of partnerships and local decision making.

Testimony was also heard on private sector quality child care, enterprise zones, and the role of family development centers in child care. Lastly, the committee invited nine children to the Capitol to talk with them and hear about their child care experiences.

## **Committee Recommendations**

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As a result of committee discussion and deliberation, the committee recommends ten bills for consideration in the 2000 legislative session.

**Bill A — Concerning Inspections of Child Care Facilities.** The bill directs the Department of Human Services to respond to serious complaints lodged against a child care facility within 48 hours. The bill increases the number of child care facility inspectors by 12 for FY 2000-01.

**Bill B — Concerning the Colorado Preschool Program.** The bill increases the number of children who may participate in the Colorado Preschool Program by 1,000 children per year for five years, beginning in FY 2000-01; authorizes the use of two positions by one child to allow that child to attend preschool for a full day; and eliminates the requirement that children participating in the Colorado Preschool Program be a certain age.

**Bill C — Concerning Consolidated Child Care Services.** The bill includes a number of provisions pertaining to the consolidated child care pilot site agencies. Pilot site agencies are required to develop early childhood training plans, and are authorized to receive grants awarded by the Youth Crime Prevention and Intervention Program Board. The bill requires the Department of Human Services to establish a working group of pilot site agencies to develop models to improve outcome-based licensing, monitoring, and provider support. Lastly, the bill establishes a voluntary multi-tiered child care credentialing system in the Department of Human Services to be used in the pilot site agencies.

**Bill D — Concerning the Creation of a Sales and Use Tax Exemption for Certain Items Acquired for use in Licensed Child Care Facilities.** The bill creates a sales and use tax exemption for certain supplies and equipment to be used by licensed child care centers and licensed family child care homes, effective on or after July 1, 2000.

**Bill E — Concerning Eligibility for the Colorado Child Care Assistance Program.** The bill requires counties to provide child care assistance to recipients whose incomes are up to 150 percent of the federal poverty level. Additionally, the bill permits counties to provide child care assistance to recipients whose incomes fall into a range between 150 percent of the federal poverty level and 85 percent of the state's median income.

**Bill F — Concerning Tax Credits for the Promotion of Child Care.** The bill creates two nonrefundable income tax credits for employers and raises the amount that a taxpayer can claim under the existing tax credit.

**Bill G — Concerning a State Income Tax Credit for Certain Employees of Child Care Facilities.** The bill creates a three-tiered refundable state income tax credit for certain child care employees based upon the claimant's level of education. Additionally, the bill sets conditions and restrictions for claiming the tax credit.

***Bill H — Concerning the Creation of an Interdisciplinary Child Care Commission.*** The bill creates a 17-member child care commission and specifies the appointing authorities. The bill lists the duties and reporting requirements of the commission.

***Bill I — Concerning Child Care.*** The bill allows a county to transfer a portion of the county's Colorado Works Block Grant to programs funded by Title XX of the federal Social Security Act for child care. Bill I directs the Department of Human Services to develop a statewide system of child care resource and referral services promoting the availability of quality child care. The bill also includes technical changes to existing statutes.

***Bill J — Concerning Criminal History Records Checks on Behalf of Certain Entities Engaged in Child Care Services.*** The bill clarifies that the Colorado Bureau of Investigation is required to access federal criminal history records when conducting a criminal history records check on behalf of an entity that provides child care services.



# STATUTORY AUTHORITY AND RESPONSIBILITIES

The Interim Committee to Study Child Care in Colorado was created by Senate Joint Resolution 99-034. The committee was comprised of 11 members of the General Assembly; five from the Senate and six from the House of Representatives. The committee was directed to study a variety of issues relating to child care, including:

- the overall quality of child care in Colorado and recommendations for expected outcomes;
- the quality of the workforce that provides child care;
- licensing requirements for, and flexibility needs of, child care providers;
- alternative approaches to regulating the provision of child care;
- options for use of federal funds received by the state Department of Human Services for child care quality initiatives; and
- methods of encouraging or facilitating the location of child care facilities in workplaces.

# COMMITTEE ACTIVITIES

## **State Oversight of Child Care**

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***Licensing and inspections of child care facilities.*** The committee heard testimony on licensing requirements and the inspection process for child care facilities in the state from the Department of Human Services, the Department of Public Health and Environment, and owners/operators of licensed family child care homes and child care centers. The Division of Child Care in the Department of Human Services provided information on the state's child care regulatory model and the process applicants must go through to be licensed. The Department of Public Health and Environment provided information on the rules and regulations governing the sanitation of child care centers in the state.

Representatives of private child care providers, including large companies such as Children's World Learning Centers and Creme de la Creme Preschool, gave the perspective of those working under the existing regulatory framework. Several family child care home providers also presented testimony about the licensing process. Issues that were highlighted included the high number of children in unlicensed care, the need to educate providers about the licensing system and the benefit of being licensed, frequency of inspections, cumbersome rules, and the Division of Child Care licensing staff workload.

***Accreditation, training and credentialing.*** The committee discussed accreditation of child care facilities, training, and credentialing of workers in the child care profession. A representative of the Colorado Early Childhood Professional Development Council provided information on the issues involved in a training system and credentialing system. Individual providers also spoke of their efforts to be accredited, availability and accessibility of early childhood development classes, and the pros and cons of a credentialing system.

***The Colorado Child Care Assistance Program and Colorado Preschool Program.*** The committee heard testimony and reviewed the current status of the Colorado Child Care Assistance Program and the Colorado Preschool Program. Both state programs attempt to respond to the needs of low-income and at-risk children. The Colorado Child Care Assistance program provides subsidized child care to families who fall under certain poverty guidelines, while the Colorado Preschool Program offers at-risk children the opportunity to attend preschool. The committee heard from a variety of interested persons about the statewide need and demand for these services.

***Criminal background checks.*** Representatives from the Department of Public Safety provided information to the committee on criminal background checks for child care workers. Under the current system, the Colorado Bureau of Investigation (CBI) conducts a background check for a fee. A criminal background check must be conducted on all child care center workers over the age of 18, and all family members over the age of 18 in a family child care home. The CBI coordinates its work with the Department of Human Services.

***Recommendations.*** In response to issues raised concerning the oversight of child care facilities, the committee recommends Bills A, H, I, and J.

- Bill A increases the number of child care facility inspectors in the Department of Human Services by 12 and requires the department to respond to serious complaints against a facility within 48 hours.
- Bill H creates an interdisciplinary child care commission to continue studying child care issues in the state.
- Bill I allows a county to transfer a portion of its Colorado Works Block Grant to programs funded by Title XX of the federal Social Security Act in order to fund various programs for the improvement of child care; directs the Department of Human Services to develop a statewide system of child care resource and referral services; and makes several technical corrections to existing child care statutes.
- Bill J requires the Colorado Bureau of Investigation to access federal criminal history records when conducting background checks on child care workers.

### **Consolidated Child Care Pilot Program**

***Counties in the pilot program.*** The committee spent an entire day hearing the concerns and successes of the 12 Consolidated Child Care Pilot Program sites in the state. The program brings together the public and private sector in a collaborative effort to respond to child care needs in local communities. Representatives of the pilot programs brought forth a variety of issues, including the continued need for flexibility and waivers, pay and turnover issues in the work force, professional development of child care workers, the need for additional infant and toddler care slots, and the importance of partnerships and local decision making.

***Recommendations.*** In an effort to foster the continued success of the Consolidated Child Care Pilot Program, the committee recommends Bill C. The bill requires pilot sites to develop early childhood training plans, and to work in conjunction with the Department of Human Services in developing models for licensing, monitoring, and provider support. The bill also urges counties to assess the success of the pilot programs and allows pilot site agencies to receive grants awarded by the Youth Crime Prevention and Intervention Program Board. Lastly, the bill establishes a voluntary credentialing system to be used by the pilot site agencies and administered by the Department of Human Services.

### **Quality and Affordability of Child Care**

***Defining quality.*** Defining what constitutes quality child care was a topic of frequent discussion. In holding a dialogue with various stakeholders (including parents, providers, and state and county officials), the committee heard testimony on what a quality

child care system entailed. A safe, nurturing environment for children, well-trained staff, low staff turnover, well-informed parents, adequate funding for classroom resources, and social and educational opportunities for children were identified as paramount for quality child care. Testimony from representatives of child advocacy organizations, such as the Colorado Children's Campaign, the Colorado Early Childhood Summit, and Educare, stressed how crucial early childhood development is to a child's later years and described the correlation between quality child care and early educational opportunities with later success in school and work.

***Public - private initiatives.*** The committee heard testimony on the role that public-private partnerships can play in ensuring quality child care in the state. Representatives of Educare testified on several occasions, and spoke on Educare's efforts to create and implement a parent/public education campaign, provide one-time classroom improvements, and train teachers and improve early-learning programs in pilot sites in the state with \$10 million in private funds. Pilot site agencies participating in the Consolidated Child Care Program also noted the importance of coordination between public and private entities to improve child care.

***Family development centers.*** Representatives from several centers made a presentation on the role and work of the centers, emphasizing their role in assisting families with child care. Family development centers provide an array of services and, in particular, attempt to reach low-income families. Examples of services provided by the centers include parenting classes, adult literacy classes, mental health services, substance abuse counseling, home visitations, child care resource and referral, and evening and week-end child care.

***Parental concerns.*** The committee heard testimony from parents regarding child care. Issues of concern raised by parents included the lack of child care close to home and/or at their place of work, affordability, inadequate number of slots for infants and toddlers, safety, quality, and lack of child care for school-age children needing after school supervision.

***Recommendations.*** The committee recommends Bills B and E. Bill B increases the number of children who may participate in the Colorado Preschool Program (CPP) by 1,000 children per year for five years, beginning in FY 2000-01. The bill also allows a single child to enroll in the program using two positions, thus allowing that child to attend a full day of preschool. Bill E requires counties to provide child care assistance to families whose incomes are less than 150 percent of the federal poverty level. It also allows counties increased flexibility in offering assistance to families with incomes up to 85 percent of the state's median income.

## **Work Force Issues**

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***Pay and benefits for employees.*** The committee heard testimony from a range of child care providers and representatives of child care associations on low wages paid to child care workers and the lack of benefits in the profession as a whole (health and life insurance, sick leave, and vacation).

***Employee turnover and quality of the work force.*** In conjunction with committee discussion about pay and benefits for child care workers, there was also discussion about the high rate of turnover in the child care profession. Providers expressed frustration at their attempts to find and retain quality workers. The current economy offers potential workers other job alternatives for higher pay. The committee discussed the need to train and keep high-quality people in the child care field.

***Grant programs and tax credits.*** The committee learned about the variety of ways in which the state and local communities are responding to child care issues through grant programs and tax credits. The Department of Local Affairs provided information on the Community Development Block Grant Program and gave an overview of grant funding through the Youth Crime Prevention and Intervention Program. The committee heard testimony from the United Way of Colorado about how enterprise zone status has allowed low income families to receive subsidized child care. The Department of Revenue provided data on the number of income tax returns claiming child care tax credits.

***Recommendations.*** The committee recommends Bills D, F, and G. Bill D creates a sales and use tax exemption for specific supplies and equipment used by licensed child care centers and family child care homes. Bill F provides a new tax credit for employers whose benefit plans offer child care and for employers who subsidize employee child care costs. The bill also raises the existing tax credit for a monetary or in-kind contribution to promote child care. Bill G establishes a three-tiered refundable income tax credit for certain classifications of child care workers.

## **Other Issues Discussed**

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***Overview of child care in other states.*** The National Conference of State Legislatures provided an overview of child care issues in other states. The presentation included a discussion on the need for quality child care, training and education for workers, reimbursement rates for providers, licensing and regulatory models across the states, national statistics ranking the states in child care categories, and the general state of child care nationwide.

***Funding for child care.*** The committee requested a briefing on funding issues involved in child care programs. Both the Department of Human Services and Joint Budget Committee staff gave overviews on funding sources and the current funding levels for child care programs. There was detailed discussion on the potential use of Temporary Assistance to Needy Families (TANF) funds for child care and the status of unspent TANF funds.

***Children's panels.*** The committee heard testimony from two panels of children in child care situations. One panel was comprised of children ages four and five who were attending a child care center; the second panel included children ages eight and nine who were receiving before and after school child care. All the children were asked to describe their day in child care (what they liked to do, what they liked to eat, what they did not like to do, etc.).

# SUMMARY OF RECOMMENDATIONS

As a result of the committee's activities, the following bills are recommended to the Colorado General Assembly.

## **Bill A — Increasing the Number of Child Care Inspectors and Specifying a Time Frame Within Which Child Care Facility Inspectors are to Respond to Complaints Lodged with the Department of Human Services**

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The committee heard testimony from the Department of Human Services, representatives of the child care profession, and advocates for quality child care on the state's child care facilities licensing and regulatory program. Additionally, the committee heard testimony from Joint Budget Committee staff on FY 1999-00 funding requests and funding decisions for child care facility inspectors in the department.

Bill A requires the Department of Human Services to respond and conduct an on-site investigation to serious complaints about a licensed child care facility within 48 hours of receipt. Additionally, the bill increases the number of child care facility inspectors by 12 in the Department of Human Services for FY 2000-01. Bill A is assessed at having a fiscal impact of \$955,314 federal funds in both FY 2000-01 and FY 2001-02.

## **Bill B — The Colorado Preschool Program**

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The committee heard testimony from the Department of Education on the Early Childhood Leadership Team, the Consolidated Child Care Pilot Program, the Colorado Preschool Program, and the Out of School Time Programs for school-age child care. Additionally, the committee devoted a day to hear testimony from the 12 consolidated child care pilot program sites on local collaborative efforts to provide child care.

Bill B increases the number of children who may participate in the Colorado Preschool Program (CPP) by 1,000 children per year for five years, beginning in FY 2000-01. The bill further provides that a single child may enroll in the program using two positions, thus allowing that child to attend a full day of preschool. The bill eliminates the age requirement for children participating in the CPP, thus allowing children under the age of four to participate in the program. [NOTE: Current law restricts the number of children in the CPP to 9,050 for FY 1999-00.] Bill B is assessed at having a fiscal impact of \$2,497,500 General Fund in FY 2000-01, and \$4,995,000 in FY 2001-02.

## **Bill C — Consolidated Child Care Services**

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The committee heard testimony from all 12 community consolidated child care pilot site agencies. Bill C includes the following provisions:

- *Early Childhood Training Plans* – Requires community consolidated child care pilot site agencies to identify and develop early childhood training plans based upon community needs and available resources; specifies that the plans shall include principal elements of recent credentialing models for early childhood educators when state moneys are a source of funding to the pilot site agency; and requires the plans to be administered through the Department of Education or a not-for-profit association whose primary interest is the education of young children.
- *Outcome-Based Models* – Directs the Department of Human Services to establish a working group representative of the 12 original pilot site agencies to develop up to four models for improved outcome-based licensing, monitoring, and provider support; allows any of the pilot site agencies to implement one of the models; and directs the working group to evaluate the models after three years and to recommend which model or combination of models would be best for statewide implementation.
- *Funding* – Allows pilot sites to receive grants awarded by the Youth Crime Prevention and Intervention Program Board.
- *Assessment* – Urges counties, in cooperation with non-profit and not-for-profit organizations, to assess the success of pilot programs; authorizes counties to match private contributions to the pilot programs with the county block grant moneys received pursuant to the Colorado Works Program.
- *Child Care Credentialing System* – Establishes a voluntary multi-tiered child care credentialing system in the Department of Human Services to be used in the pilot site agencies; requires the department to contract with an entity to administer the system; specifies that the entity shall collect fees to offset the costs of administering the system; and prohibits the General Assembly from appropriating state General Fund moneys for implementation or operation of the system.

Bill C is assessed at having a fiscal impact of \$559,903 federal funds in FY 2000-01 and \$502,438 federal funds in FY 2001-02. Federal Child Care Development Fund moneys are available to fund the bill's requirements.



## **Bill D — Creation of a Sales and Use Tax Exemption for Certain Items Acquired for Use in Licensed Child Care Facilities**

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The committee heard testimony from representatives of the child care profession on the business aspects of operating family child care homes and child care centers. Topics of discussion included the cost of doing business, the amount charged for child care services, compensation and benefits packages, staff turnover, staff training, and the creation of incentives to encourage persons to remain in the child care profession. To this end, the committee is recommending three tax-related bills: Bill D, Bill F, and Bill G.

Bill D creates a sales and use tax exemption for certain supplies and equipment to be used by licensed child care centers and licensed family child care homes, effective on or after July 1, 2000. Bill D is anticipated to reduce General Fund revenues by \$601,000 in FY 2000-01 and \$620,000 in FY 2001-02. The cost to implement the bill is estimated at \$7,594 General Fund in FY 2000-01 and \$4,785 in FY 2001-02.

## **Bill E — Eligibility for the Colorado Child Care Assistance Program**

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The committee heard testimony about the Colorado Child Care Assistance Program, eligibility for the program, and the program's relationship to the Colorado Works Program. Current state law requires counties to provide child care assistance to families whose incomes are up to 130 percent of the federal poverty level, and allows counties to provide child care assistance to families transitioning off the Colorado Works Program or any other families whose incomes are below 185 percent of the federal poverty level.

Bill E requires counties to provide child care assistance to families whose incomes are up to 150 percent of the federal poverty level, and allows counties to provide child care assistance to families whose incomes fall into a range between 150 percent of the federal poverty level and the higher level of 85 percent of the state's median income. Lastly, the bill requires counties to phase out child care assistance over a period of six months for those families who have met or exceed the eligibility limits. Bill E is assessed at having a conditional fiscal impact in both FY 2000-01 and FY 2001-02.

## **Bill F — Tax Credits for the Promotion of Child Care**

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Bill F creates the following two nonrefundable income tax credits.

- A \$500 tax credit for employers who offer child care as part of a cafeteria benefits plan for employees. Permits the unused portion of the credit to be carried forward for the next five years.
- Employers who subsidize employees' child care costs are eligible for a tax credit equal to 40 percent of the total subsidy provided to the employees. Permits the unused portion of the credit to be carried forward for the next five years.

The bill also raises the amount that a taxpayer can claim under the existing tax credit for a monetary or in-kind contribution to promote child care from 25 percent of the total value of the contribution to 40 percent of the total value. Current tax credit language that prevents an employer from contributing to a child care facility in which the employer or a relative has a financial interest is deleted. Bill F is anticipated to reduce General Fund revenues \$23,733,871 in FY 1999-00; \$47,593,987 in FY 2000-01; and \$47,871,728 in FY 2001-02. No costs will be incurred to implement the bill.

### **Bill G — Creation of a State Income Tax Credit for Certain Employees of Child Care Facilities**

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Bill G creates a three-tiered refundable state income tax credit for certain employees of child care centers and family child care homes based upon the claimant's level of education. It specifies that a person can claim the tax credit if they have been employed at the same facility for at least six months of the taxable year, and restricts eligibility for the tax credit to individuals with federal adjusted gross income of \$25,000 or less. Bill G is anticipated to reduce General Fund revenues by \$1,720,481 in both FY 2000-01 and FY 2001-02. The cost to implement the bill is estimated at \$94,076 General Fund in FY 2000-01 and \$9,376 General Fund in FY 2001-02.

### **Bill H — Creation of an Interdisciplinary Child Care Commission**

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Over the course of the interim, the committee set aside time to discuss how best to fulfill its charge and focus the scope of its study. It was noted that due to the many issues surrounding child care and early childhood development and education, the General Assembly may need to pursue ongoing study of these topics.

Bill H creates a child care commission consisting of no more than 17 members, 11 of whom shall be appointed by the Governor, 3 of whom shall be appointed by the Speaker of the House, and 3 of whom shall be appointed by the President of the Senate. The bill lists the duties and reporting requirements of the commission. The commission is repealed effective July 1, 2004. Bill H is assessed at having a fiscal impact of \$4,560 General Fund in both FY 2000-01 and FY 2001-02.

### **Bill I — Child Care**

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Bill I includes the following provisions:

- allows a county to transfer a portion of the county's Colorado Works Block Grant to programs funded by Title XX of the federal Social Security Act in order to fund various programs for the improvement of child care;

- directs the Department of Human Services to develop a statewide system of child care resource and referral services promoting the availability of quality child care, and directs the executive director of the department to designate a public or private entity to administer the system;
- authorizes the State Board of Human Services to correct rule problems regarding new categories of child care facilities; and
- exempts out-of-state workers working in Colorado at children's resident camps (less than 90 days) from the state Central Registry review.

Bill I is assessed at having no fiscal impact.

**Bill J — Criminal History Records Checks on Behalf of Certain Entities Engaged in Child Care Services**

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The committee heard testimony from the Department of Public Safety, Colorado Bureau of Investigation (CBI), on the criminal background checks process for child care employees.

Bill J bill clarifies that the CBI is required to access federal criminal history records when conducting a criminal history records check on behalf of an entity that provides child care services. Bill J is assessed at having no fiscal impact.

# RESOURCE MATERIALS

The resource materials listed below were provided to the committee or developed by Legislative Council Staff during the course of the study. The summaries of meetings and attachments are available at the Division of Archives, 1313 Sherman Street, Denver. For a limited period of time, the meeting summaries and materials developed by Legislative Council Staff are available on our web site at:

[www.state.co.us/gov\\_dir/leg\\_dir/lcsstaff/1999/99interim](http://www.state.co.us/gov_dir/leg_dir/lcsstaff/1999/99interim).

<b>Meeting Summaries</b>	<b>Topics Discussed</b>
August 26 & 27, 1999	Overview by state departments with a role in child care; quality, safety, cost, and economics of child care; panel discussion on parents' issues relating to child care; licensing; quality initiatives; and the experience of three consolidated child care pilot sites.
September 9 & 10, 1999	Family child care homes; Colorado's child care licensing program and regulatory issues; funding overview; county perspective on funding for child care; and child care in other states as presented by staff from the National Conference of State Legislatures.
September 23, 1999	Twelve consolidated child care pilot sites testified, focusing on waivers; collaboration and partnerships at the local level; professional development; the Colorado Child Care Assistance Program; the Colorado Preschool Program; resource and referral; funding sources and financing structures; infant and toddler care; special needs children; and professional development.
September 24, 1999	The mission of Educare Colorado; private sector quality child care; enterprise zones; and the family development centers.
October 13, 1999	Children's panel — six young children from Mile High Child Care Centers and three school-age children in before and after school care at family child care homes; and regulatory and training issues and budget constraints as identified by child care center directors.
October 27, 1999	Consideration of proposed legislation for recommendation to the Legislative Council.

## **Memoranda and Reports**

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### **Reports provided to the committee:**

*Resource Notebook*, Prepared by Departments of Human Services and Education and Child Care Profession.

*Building Blocks - A Legislator's Guide to Child Care Policy*, National Conference of State Legislatures (NCSL) Publication, December, 1997.

*General Rules for Child Care Homes or Facilities*, Department of Human Services.

*Rules and Regulations Governing Sanitation*, Department of Public Health and Environment.

*Information of Child Care Tax Credits*, Department of Revenue.

*YMCA Guide to Quality Child Care*.

*State Departments Role in Child Care*, Department of Local Affairs.

At each meeting, the committee received numerous memoranda, information sheets, and outlines provided by the various persons and organizations testifying on child care issues. These materials, although not listed here, are available in the Legislative Council offices and at the State Archives.