



# Strategic Action Planning Group on Aging

## Context Setting for State Structure and Governance Discussion

In the 2019 Action Plan Update, the first recommendation included by the Planning Group dealt with the question of how Colorado is organized structurally to create and implement policy surrounding aging issues. Part of this question involves the oversight of existing programs and services. The other piece involves the implementation of the Planning Group's, and other groups, recommendations related to supporting older Coloradans and their families. The recommendation reads:

*Designees from the Governor's Office, General Assembly, Colorado Commission on Aging, all Colorado departments listed in HB15-1033, and other select stakeholders should convene a working group chaired by the Strategic Action Planning Group on Aging to explore innovative directions to structurally integrate and crystallize past, current, and forthcoming aging efforts in order to support implementation, coordination, and collaboration in Colorado. In turn, promoting effective and responsive governance of aging issues with specific consideration to fiscal impacts on state, local, and family resources. Initial recommendations shall be provided in the forthcoming 2020 Action Plan Update.*

Since February 2020, a segment of each monthly Planning Group meeting has been devoted to exploring the complex and dynamic question of how the state best handles aging issues in the future – this involves policy making within the Executive and Legislative Branches as well as implementation and management at the departmental level. Some key themes and takeaways have included:

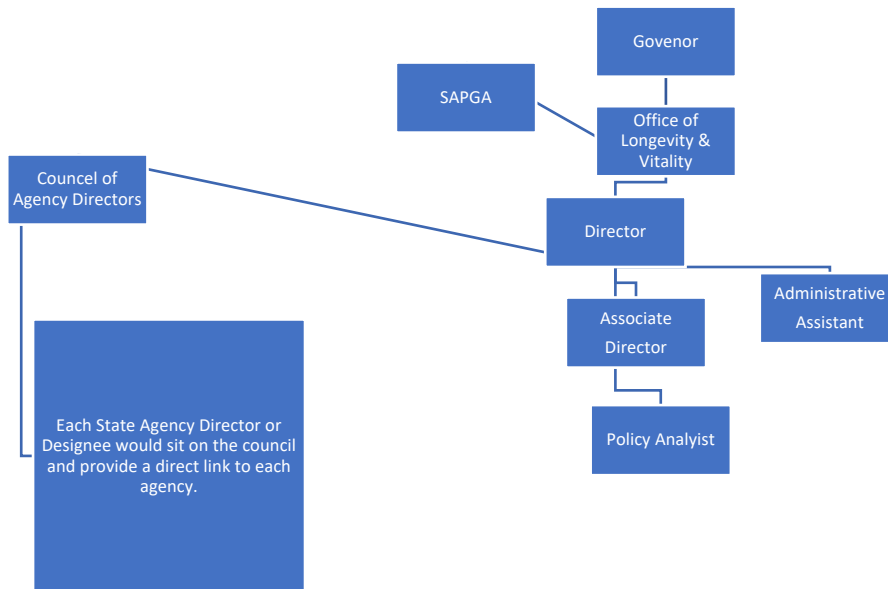
- Any new position/approach should exist in statute and not be dependent on the Governor – must have authority or clear pathway to impact decision making
- Office/agency structure versus aging department versus an aging coordinator in specific departments
- Desire for a cabinet level position within a new department but this may not be feasible although it may be ideal for policy making and implementation
- Aging coordinator position within departments could meet regularly to collaborate and provide updates – must be flexible and able to adapt quickly to change
  - o Updates to who - Joint Budget Committee, Legislative leadership, Governor's Cabinet?
  - o We do not want to “silo” aging as it impacts all departments
  - o This may empower existing departments to “play their part” and allow for specialization with the departments
- Important to review other models from other states or national models
- Could be a small department or agency with dual appointments from multiple departments – departments may be able to share FTE
  - o Use a matrix style organizational structure with two models of reporting/oversight
- Should have a “life course” focus, not only 60+
- How might this position drive economic growth through employment, encouraging savings and attracting older adults to retire in Colorado?

The option models listed below are intended to provide a possible “picture” of what an office approach and a department approach may look like that goes beyond our current existing structure.



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## Option A: Office of Longevity & Vitality



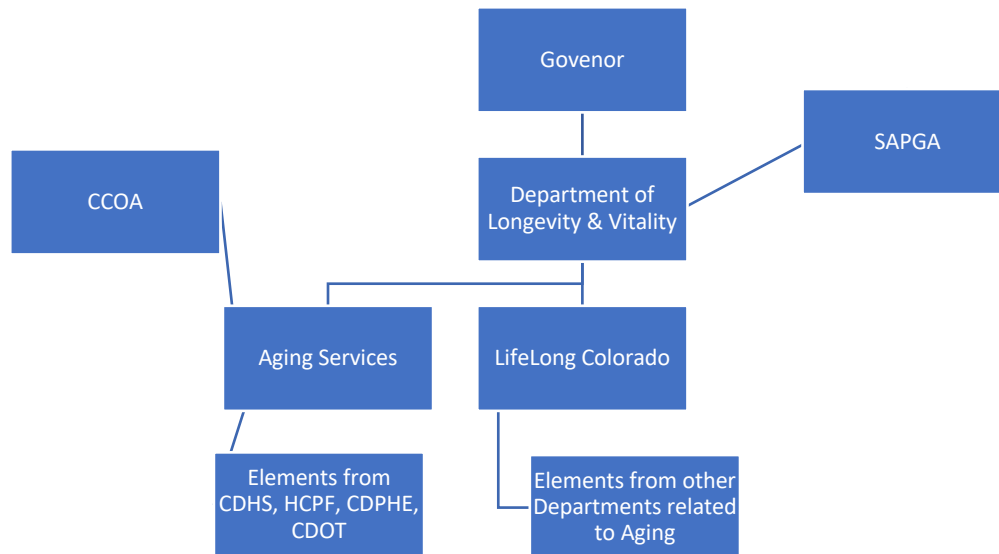
### Operating Assumptions

- 1) The office would be placed under the Lieutenant Governor to sit alongside the Office of Saving People Money on Healthcare.
- 2) The Council of Agency Directors would have a representative from each agency from the executive level or appropriate aging related representative.
- 3) The Director of L&V would be a direct conduit for ensuring that aging related matters are integrated into all aspects of Colorado Government.
- 4) The Director of L&V would not have authority over programming and policy implemented within existing Departments – but would have indirect oversight and reporting on aging related matters.



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## Option B: Department of Longevity & Vitality



### Operating Assumptions

- 1) All existing elements related to aging (staffing and funding) would be consolidated into a new Agency within the existing CO government structure (CDHS, HCPF, CDPHE, CDOT, DOC).
- 2) Elements from existing departments that do not specifically have staff or funding designated for aging would need a structure to support the new department – this would include elements from CDLE, CDHE, DOLA, Revenue, Natural Resources (parks & wildlife), Agriculture
- 3) Older American Act Funding and Systems with be overseen by CCOA and managed through Aging Services
- 4) Staff may hold dual appointment or have some other linkage to existing departments so that linkage to broader state structure is not lost.