



# COLORADO

## Department of Corrections

MOSES “ANDRE” STANCIL  
EXECUTIVE DIRECTOR

HB 18-1040 ANNUAL REPORT INCENTIVES FOR MENTAL HEALTH  
PROFESSIONALS

A REPORT SUBMITTED  
TO THE JOINT BUDGET  
COMMITTEE

DUE DECEMBER 1, 2025, PURSUANT TO C.R.S. 17-  
1-115.9(3)

PREPARED BY  
THE OFFICE OF PLANNING AND ANALYSIS  
DECEMBER 2025

## **TABLE OF CONTENTS**

<b>BACKGROUND</b>	<b>3</b>
<b>MONITORING INMATES IN NEED OF TREATMENT</b>	<b>4</b>
<b>INCENTIVE PLAN: MENU OF OPTIONS</b>	<b>6</b>
<b>APPENDIX A</b>	<b>9</b>

In accordance with Section 24-34-802 (1)(c), C.R.S., the Colorado General Assembly is in the process of remediating this document to meet accessibility requirements. In the meantime, if you have a disability and require reasonable accommodation to access this content, please contact our ADA Coordinator at [doc\\_aic@state.co.us](mailto:doc_aic@state.co.us).

## **BACKGROUND**

In 2018, House Bill 18-1040 created C.R.S. 17-1-115.9, Incentives for Mental Health Professionals. The statute requires that the department:

“Monitor the number of inmates who have a specified sex offender treatment or service identified in the inmate's recommended rehabilitation report and who are not receiving the treatment or service due to a lack of treatment or service providers. The department shall develop and may implement an incentive plan for each sex offender treatment or service and each geographic area in which there is a need for additional contracted mental health professionals to provide the identified sex offender treatment or service. The incentive plan must include specific incentives to contract with the necessary mental health professionals and may include increases in fees and travel reimbursements paid, bonuses, and other financial incentives.”

In addition, the bill required that:

“On or before December 1, 2018, and each December 1 thereafter, the department shall submit a report to the joint budget committee that must include: (a) The statewide number of inmates requiring each sex offender treatment or service provided by a mental health professional and the number of inmates unable to receive such treatment or service; and (b) For each incentive plan developed pursuant to this section, the number of inmates requiring the treatment or service, the number of inmates still unable to receive the treatment or service, a description of the incentive plan developed, and a report on the effectiveness of any incentive offered by the department under the plan.”

This report is developed pursuant to C.R.S. 17-1-115.9(3).

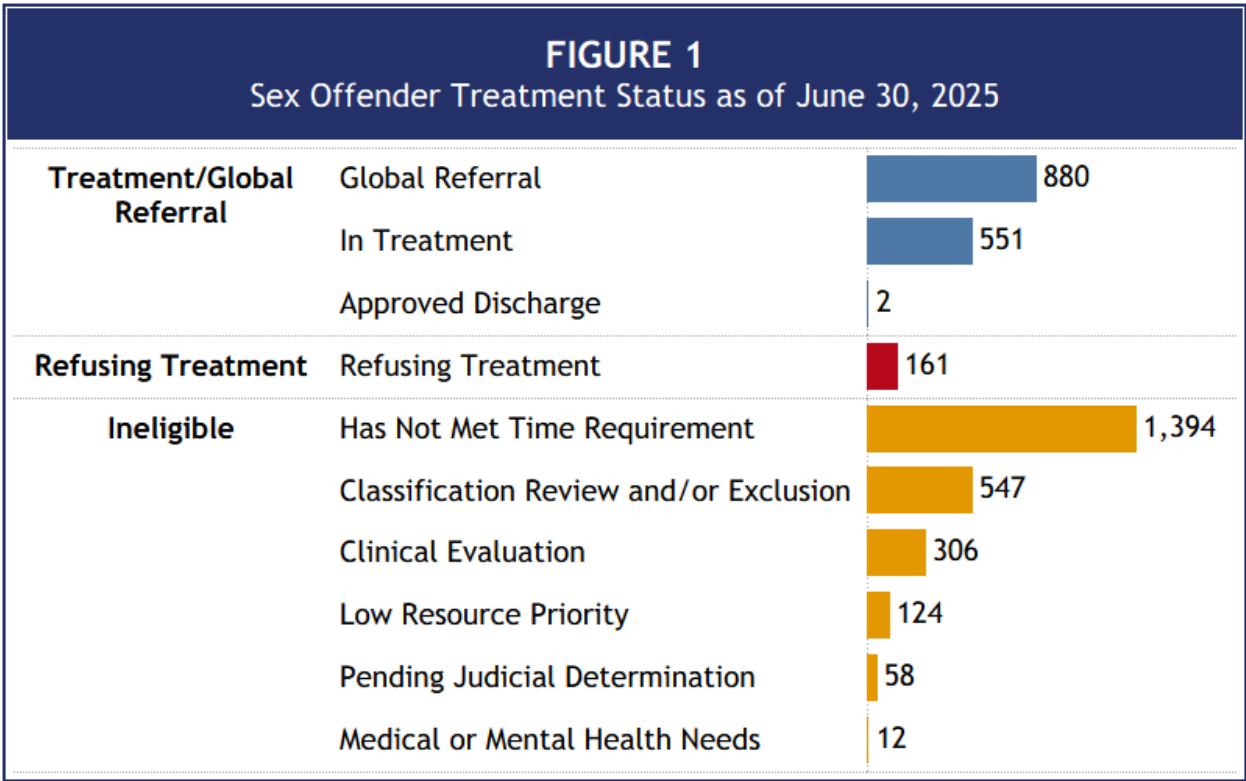
## **MONITORING INMATES IN NEED OF TREATMENT**

The Colorado Department of Corrections (CDOC) currently and routinely monitors the number of inmates who need sex offender treatment through a global referral list. One of the goals of this list is to establish prioritization for all sex offenders who meet the requirements for treatment.

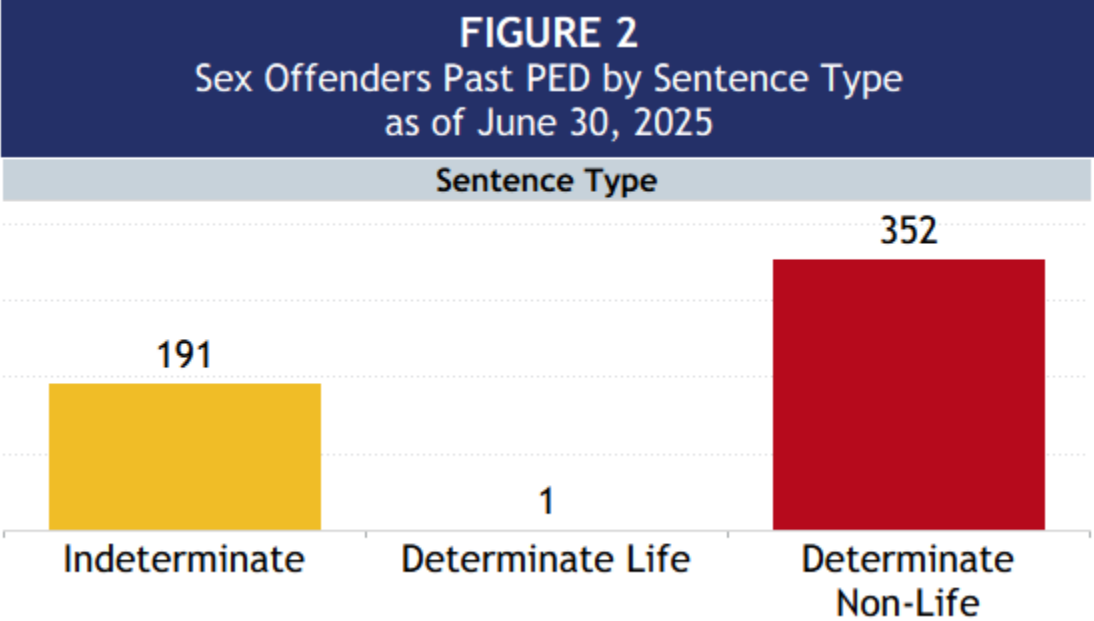
Both lifetime supervision and non-lifetime supervision sex offenders who meet the requirements are placed on the global referral list for treatment. Inmates must be within 4 years or less of their Parole Eligibility Date (PED) to be placed on the global referral list. The statewide global referral list ensures inmates are moved to a facility offering the Sex Offender Treatment and Monitoring Program (SOTMP) when they are prioritized to start treatment.

Inmates must meet basic eligibility criteria in order to be placed in treatment. The requirements for admission into sex offender treatment include the following: 1) must have 4 years or less to PED to be placed on the global referral list; 2) must be willing to discuss problems related to sexually abusive behavior and work on them in treatment; 3) must demonstrate a willingness to participate in group treatment at the level recommended by the program, and 4) must sign and comply with the conditions of all SOTMP requirements. Inmates are interviewed and screened before participation in treatment using these criteria. Even if the inmate does not initially meet participation requirements, the requirements and the specific reasons for the requirements are explained, and the inmate is encouraged to reapply when they meet the criteria in the future.

As of June 30, 2025, the CDOC had a total of 4,035 inmates requiring sex offender treatment. Of that number, 551 inmates are participating in sex offender treatment, 880 inmates are on the global referral list awaiting treatment, 2 are approved for treatment upon discharge, 161 are refusing treatment, 1,394 are not yet eligible for treatment due to time served requirements, and 1,047 are not eligible for treatment for other reasons including the need for clinical evaluation, classification review and/or exclusion, medical or mental health needs, pending judicial determination, or are a low-resource priority for SOTMP services at the current time (**Figure 1 - next page**).



There are 544 inmates eligible for treatment who have passed their PED and are not currently assigned to a treatment group. Of that number, 191 have indeterminate life sentences, 1 has a determinate life sentence, and 352 have determinate non-life sentences (**Figure 2**).



There are 66 inmates who have previously attempted treatment. Additionally, 193 inmates refused treatment after passing their PED. Of the 418 inmates participating in sex offender treatment, 315 are past their PED.

“Track I” is a program that was developed for individuals in the CDOC who have been convicted of a sexual crime and fall into the Below Average Risk category. Research shows that these individuals need less than 100 hours of offense-specific treatment in order to mitigate their risk for sexual recidivism. Modified Track I groups were implemented in April 2021. To date, 149 individuals have completed Modified Track I.

"Modified Operations Delivery" was developed for behavioral health treatment programs to include SOTMP, the Substance Use Disorder Treatment Program, the Residential Treatment Program, and general mental health treatment. Options for treatment service delivery were developed with regard to the varying phases of operation. Services were offered via correspondence (during phase III Covid-19 interventions), cell house group and individual sessions, and small groups in the SOTMP group space when able.

## INCENTIVE PLAN: MENU OF OPTIONS

Pursuant to HB 18-1040 and in an effort to attract contracted providers, the department developed a comprehensive menu of potential incentives. The department also modified its policies to indicate that when contracted SOTMP services are procured, it may consider three options to help incentivize treatment providers to offer sex offender treatment services. These options remain under consideration by the Department based on the availability of future funding and Department needs.

- **Mileage Compensation:** The CDOC may provide mileage compensation to individuals whose home-to-work assignment is greater than 25 miles at designated geographical locations.
- **Geographical Work Stipend:** SOTMP contractors who fulfill at least three, 8-hour shifts per week, may be provided an additional \$100 per week per contracted provider at designated geographical locations. Based on current vacancies, Cañon City is the only geographical area where this option may apply.
- **Provision of Training:** The CDOC may reimburse contracted SOTMP providers for outside training at a rate of \$100 per year at designated geographical locations.

Clinical contract staffing agencies for behavioral health professionals have been utilized to the extent possible. The CDOC contracts with five agencies which provide behavioral health staff when available.

In an effort to further determine if such incentives would entice treatment providers to contract with the CDOC, a Request For Information (RFI), CAAA 2019000014, was developed in 2018 describing the list of incentives which could be offered to sex offender treatment providers. The purpose of the RFI was to receive feedback from potential treatment providers as to which, if any, incentives might best attract sex offender treatment providers to work with the state. The state has yet to receive feedback in response to the RFI, and at this point, based on a lack of interest and the unavailability of appropriations made available for this purpose, no incentives are being offered at this time. A copy of that RFI is enclosed (**Appendix A**).

In an effort to recruit SOTMP providers and retain committed and dedicated staff, the following incentive plan was developed and implemented:

- All behavioral health therapists received a \$200.00 base building increase in pay in fiscal year 2021.

- A sign-on bonus of \$25,000.00 for Behavioral Health treatment providers.
- Incentive pay equal to \$100.00 to current Mental Health and SUD treatment providers to assist with treatment coverage of group and individual sessions at facilities other than their assigned facility as the needs are identified.
- During FY 2025 there were 12 individuals hired for SOTMP that were eligible for the hiring incentive.

The Department is also exploring further incentives for new SOTMP hires.

APPENDIX A



COLORADO  
Department of Corrections

REQUEST FOR INFORMATION - CAAA  
2019000014

**PROCUREMENT TYPE:** Service

**TITLE:** SOTMP Contract Therapist Incentives

**DESCRIPTION:** Sex Offender Treatment and Monitoring Program (SOTMP) is looking for additional contract therapists and possible incentives that would attract a therapist to come work at the CDOC as per the "Specifications" section below.

**BID SUBMISSION DETAILS**

**Submission Deadline:** 10/09/2018 at 2:00 PM MT

**Submissions Accepted Via:** E-mail or fax

**Details:** Please submit your quote response via email to [stephanie.diggs@state.co.us](mailto:stephanie.diggs@state.co.us) or fax to 719-269-4064

**Comments:** The following information is required, and when completed, may serve as the cover page to your response to this solicitation.

ATTENTION: Stephanie Diggs, Purchasing Agent

FROM: \_\_\_\_\_ Name \_\_\_\_\_ of \_\_\_\_\_ firm/DBA

Remit \_\_\_\_\_ to \_\_\_\_\_ Address

P.O. Address \_\_\_\_\_

\_\_\_\_\_ City/State/Zip \_\_\_\_\_

\_\_\_\_\_ Phone

\_\_\_\_\_ Fax \_\_\_\_\_

Federal Taxpayer/Employer ID Number \_\_\_\_\_ VSS or CORE Vendor ID Number

\_\_\_\_\_ Representative's printed name

---



---



---



---



---



---



---



---



---



---

E-mail address

Representative's comments (optional)

**SERVICES LOCATION:**

CDOC locations specifically in Crowley and Fremont Counties but possibly statewide.

**PURCHASING POINT OF CONTACT:**

**Name:** Stephanie Diggs

P.O. Box 1010, Cañon City, CO 81215-1010 P 719.269.4059/4054/4309/4106 F 719.269.4064

**Agency:** Department of Corrections



**Phone:** 719-269-4309

**Fax:** 719-269-4064

**Email:** [stephanie.diggs@state.co.us](mailto:stephanie.diggs@state.co.us)

**Comments:** Please do NOT use the fax number or email address provided for advertisements.

**SPECIFICATIONS:**

The Colorado Department of Corrections (CDOC) Procurement Department on behalf of CDOC Clinical Services, is seeking to identify vendors who have an interest in providing contract therapists to conduct sex offense specific treatment as structured and delivered by the CDOC Sex Offender Treatment and Monitoring Program (SOTMP).

Per House Bill 18-1040 the CDOC is required to monitor the number of inmates who need sex offender treatment or services and the number who are not receiving such treatment services. In order to provide the necessary sex offender treatment and services in difficult to serve geographic areas, the CDOC has the flexibility to offer incentives to contracted therapists. The CDOC is seeking vendors to assist the SOTMP in providing sex offender treatment within DOC state facilities located in Crowley and Fremont counties.

Interested vendors would need to ensure that contracted therapists obtain and maintain listing status with the Sex Offender Management Board (SOMB) as well as maintaining appropriate credentials with the department of Regulatory Agencies (DORA) i.e., Licensed Clinical Social Worker, Licensed Professional Counselor, Licensed Professional Counselor Candidate, etc. Additionally, contracted therapists could not conduct treatment with parolees as an Approved Treatment Provider with the Division of Parole concurrent to contracted services within the CDOC SOTMP.

Contracted therapists will provide sex offender treatment at the direction of the CDOC Chief of Behavioral Health, SOTMP Administrator and SOTMP facility supervisors. Sex offender treatment duties include development, implementation and modification

of individual treatment plans; preparation of parole board summaries to assist the parole board in making release decisions; completing primary therapist responsibilities in a timely and efficient manner, i.e., clinical documentation, staffing offenders for treatment interventions and following up with the status of the intervention, completing individual sessions; attending appropriate staff meetings, and co-facilitating sex offender treatment groups as assigned.

The CDOC is seeking information about what incentives could be offered to agencies to contract with CDOC to provide sexual offense specific treatment as structured by the SOTMP.

Geographic Locations:

Statewide: Yes \_\_\_\_\_ No \_\_\_\_\_

Crowley County: Yes \_\_\_\_\_ No \_\_\_\_\_

Fremont County: Yes \_\_\_\_\_ No \_\_\_\_\_

Other: (please specify) \_\_\_\_\_

P.O. Box 1010, Cañon City, CO 81215-1010 P 719.269.4059/4054/4309/4106 F 719.269.4064



Incentives:

Holiday/Overtime Compensation: Contracted SOTMP providers at designated geographic locations may receive compensation at the holiday/overtime hourly rate for all shifts worked on the following days: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. Yes\_\_\_\_\_No\_\_\_\_\_

Mileage Compensation: The department may provide mileage compensation to individuals whose home to work assignment is greater than 25 miles at designated geographic locations. Yes\_\_\_\_\_No\_\_\_\_\_

Out of State Travel Stipend: The department may provide out-of-state contracted SOTMP providers with a stipend at designated geographic locations. Yes\_\_\_\_\_No\_\_\_\_\_

Clothing Cleaning Allowance: The department may set a clothing cleaning allowance for all contracted SOTMP providers at designated geographic locations. Yes\_\_\_\_\_No\_\_\_\_\_

Provision of Training: The department may reimburse contracted SOTMP providers for outside training at a rate of \$100 per year at designated geographic locations. Yes\_\_\_\_\_No\_\_\_\_\_

Other: (please specify any other incentives) \_\_\_\_\_

---

How to Respond to this Request:

Any vendor interested in providing the SOTMP contract services must complete page 1, and the questionnaire section above and place an X in the blank spaces provided for each of the incentives and geographic locations listed that would be needed in order to attract you to provide contract SOTMP therapist services at the CDOC. You will e-mail or fax this entire document to [stephanie.diggs@state.co.us](mailto:stephanie.diggs@state.co.us) or fax to CDOC Purchasing Office at 719-269-4064 by the submission deadline.

**BACKGROUND CONSENT TO SEARCH:** The contractor and any employee(s) of the contractor/vendor who will be providing services on CDOC property may be required to undergo a CDOC criminal background check, and may be required to sign a "Consent to Search Authorization" form. Admittance of any persons to CDOC facilities or properties will be at the sole discretion of the CDOC. Also, please note that tobacco products and other contraband items are prohibited on CDOC property.



**FOR MORE INFORMATION, CONTACT:**  
Colorado Department of Corrections  
Office of Planning & Analysis  
1250 Academy Park Loop  
Colorado Springs, CO 80910  
DOC\_OPA@state.co.us  
719-226-4373