



Legislative
Council Staff

Nonpartisan Services for Colorado's Legislature

FINAL FISCAL NOTE

Drafting Number:	LLS 18-0462	Date:	May 24, 2018
Prime Sponsors:	Rep. Beckman; Buckner Sen. Lambert	Bill Status:	Signed into Law
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Bill Topic: DHS EMPLOYEE DISCIPLINE HARM TO VULNERABLE PERSONS

Summary of Fiscal Impact: **No Fiscal Impact.** This bill makes it easier for the Department of Human Services to fire an employee who is found to have harmed a vulnerable person in his or her care. It does not change the department's existing disciplinary action process.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: This fiscal note reflects the enacted bill.

Summary of Legislation

This bill directs the Department of Human Services (department) to prioritize the safety of vulnerable persons when it considers taking disciplinary action against an employee. It also allows the department to more easily dismiss an employee that is found to have mistreated a person in his or her care.

Background

The department uses a system of progressive discipline to address concerns with employee performance or conduct. A progressive discipline system typically imposes increasingly severe penalties, up to and including suspension or dismissal, for repeated offenses. An employee can protest a finding by the department through the Office of Administrative Courts within the Department of Personnel and Administration.

Assessment of No Fiscal Impact

This bill will not change how the department documents and acts on disciplinary concerns with its employees. It also does not change how an employee can challenge a disciplinary action taken by the department.

Effective Date

The bill was signed into law by the Governor and took effect on April 23, 2018.

State and Local Government Contacts

Human Services

Law

Personnel