



## Fiscal Note

### Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

## HB 26-1207: DISCLOSURE OF DEMOGRAPHIC WORKFORCE DATA

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**Prime Sponsors:**

Rep. Jackson; Bacon

Sen. Kipp; Danielson

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**Date:** April 14, 2026

**Fiscal note status:** This revised fiscal note reflects the reengrossed bill.

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### Summary Information

**Overview.** The bill requires business entities to submit certain demographic employment data in periodic reports made to the Department of State.

**Types of impacts.** The bill is projected to affect the following areas beginning in FY 2027-28:

- State Expenditures

**Appropriations.** No appropriation is required.

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**Table 1**  
**State Fiscal Impacts**

Type of Impact	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
State Revenue	\$0	\$0	\$0
State Expenditures	\$0	\$58,034	\$33,754
Transferred Funds	\$0	\$0	\$0
Change in TABOR Refunds	\$0	\$0	\$0
Change in State FTE	0.0 FTE	0.5 FTE	0.5 FTE

Fund sources for these impacts are shown in the table below.

**Table 1A  
 State Expenditures**

<b>Fund Source</b>	<b>Budget Year FY 2026-27</b>	<b>Out Year FY 2027-28</b>	<b>Out Year FY 2028-29</b>
General Fund	\$0	\$0	\$0
Cash Funds	\$0	\$48,583	\$24,303
Federal Funds	\$0	\$0	\$0
Centrally Appropriated	\$0	\$9,451	\$9,451
<b>Total Expenditures</b>	<b>\$0</b>	<b>\$58,034</b>	<b>\$33,754</b>
<b>Total FTE</b>	<b>0.0 FTE</b>	<b>0.5 FTE</b>	<b>0.5 FTE</b>

### Summary of Legislation

Under current law, certain business entities are required to file periodic reports with the Department of State (CDOS). The bill requires these entities, if they are an employer, to file demographic workforce data collected through the federal Equal Employment Opportunity Commission’s EEO-1 form. This requirement continues even if the federal government repeals or discontinues its requirement to submit EEO-1 data, and employers must use the EEO-1 form as it existed on March 1, 2026. The definition of employer includes private sector entities that employ 100 or more employees, and does not include the federal government, the state government, units of local government, school districts, state institutions of higher education, or a quasi-governmental entity or other political subdivision of the state.

### State Expenditures

The bill increases state expenditures in the Department of State by about \$58,000 in FY 2027-28, and by \$34,000 in FY 2028-29 and future years. These costs, paid from the Department of State Cash Fund, are summarized in Table 2 and discussed below.

**Table 2**  
**State Expenditures**  
**Department of State**

<b>Cost Component</b>	<b>Budget Year FY 2026-27</b>	<b>Out Year FY 2027-28</b>	<b>Out Year FY 2028-29</b>
Personal Services	\$0	\$23,663	\$23,663
Operating Expenses	\$0	\$640	\$640
Capital Outlay Costs	\$0	\$7,000	\$0
Business e-Filing System Update	\$0	\$17,280	\$0
Centrally Appropriated Costs	\$0	\$9,451	\$9,451
<b>Total Costs</b>	<b>\$0</b>	<b>\$58,034</b>	<b>\$33,754</b>
<b>Total FTE</b>	<b>0.0 FTE</b>	<b>0.5 FTE</b>	<b>0.5 FTE</b>

## Department of State

### Staff

Starting in FY 2027-28, the CDOS requires 0.5 FTE Technician I to implement the bill. Staff will update published guidance for business entities regarding the requirement to report EEO-1 data. Additionally, staff will handle an increase in inquiries from business entities and other stakeholders regarding the bill. The amounts above include standard operating and capital outlay costs, and begin July 1, 2027, based on the effective date.

### Business e-Filing System Update

For FY 2027-28 only, \$17,280 is required to update the CDOS's business e-filing system. An external vendor will perform these updates, with 128 hours of work required at an estimated cost of \$135 per hour. See Technical Note.

### Centrally Appropriated Costs

Pursuant to a Joint Budget Committee policy, certain costs associated with this bill are addressed through the annual budget process and centrally appropriated in the Long Bill or supplemental appropriations bills, rather than in this bill. These costs, which may include employee insurance, supplemental employee retirement payments, indirect cost assessments, and other costs, are shown in Table 2 above.

## Effective Date

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The bill takes effect July 1, 2027, assuming no referendum petition is filed.

## Technical Note

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The bill's July 1, 2027, effective date precludes CDOS from receiving appropriations in FY 2026-27, which are necessary to implement the e-filing system changes and responding to inquiries before the reporting requirement becomes effective.

## State and Local Government Contacts

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Law

Secretary of State

Personnel

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The revenue and expenditure impacts in this fiscal note represent changes from current law under the bill for each fiscal year. For additional information about fiscal notes, please visit the [General Assembly website](#).