



Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 26-1272: EXTREME TEMPERATURES WORKER PROTECTIONS

Prime Sponsors:

Rep. Froelich; Velasco
Sen. Cutter; Weissman

Fiscal Analyst:

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Fiscal note status: This revised fiscal note reflects the introduced bill, as amended by the House Health and Human Services Committee.

Summary Information

Overview. The bill requires the Colorado Department of Labor and Employment to collect data on temperature-related injuries and develop a model plan for employers to use to prevent such injuries.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis starting in FY 2026-27:

- Minimal State Revenue
- State Expenditures
- Local Government

Appropriations. For FY 2026-27, the bill requires an appropriation of \$118,598 to the Department of Labor and Employment.

Table 1
State Fiscal Impacts

Type of Impact ¹	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
State Revenue	\$0	\$0	\$0
State Expenditures	\$138,268	\$236,105	\$73,729
Transferred Funds	\$0	\$0	\$0
Change in TABOR Refunds	\$0	\$0	\$0
Change in State FTE	0.8 FTE	1.5 FTE	0.4 FTE

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

Table 1A
State Expenditures

Fund Source	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
General Fund	\$118,598	\$199,223	\$63,894
Cash Funds	\$0	\$0	\$0
Federal Funds	\$0	\$0	\$0
Centrally Appropriated	\$19,670	\$36,882	\$9,835
Total Expenditures	\$138,268	\$236,105	\$73,729
Total FTE	0.8 FTE	1.5 FTE	0.4 FTE

Summary of Legislation

The bill requires the Colorado Department of Labor and Employment (CDLE) to begin collecting data on temperature-related injuries, illnesses, and emergencies at worksites in the state by January 1, 2027. The department must develop a platform that allows users to submit data, as well as obtain data from the Colorado Department of Public Health and Environment (CDPHE) using an existing department surveillance program to track heat-related injuries. The CDLE must work with the Division of Workers' Compensation in the Department of Personnel and Administration (DPA) and the Center for Improving Value in Health Care (CIVHC) to collect information on workers' compensation claims involving temperature-related injuries.

The CDLE is required to begin rulemaking based on collected data for implementation of a model temperature-related injury and illness prevention plan (TRIIPP) by January 15, 2028. By July 15, 2028, the CDLE must develop a model TRIIPP, and make the model plan available online.

State Expenditures

The bill increases state expenditures in the CDLE by about \$138,000 in FY 2026-27, \$236,000 in FY 2027-28, and \$74,000 in FY 2028-29 and future years. These costs, paid from the General Fund, are shown in Table 2 and discussed below.

**Table 2
 State Expenditures
 Department of Labor and Employment**

Cost Component	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
Personal Services	\$86,763	\$162,681	\$43,382
Operating Expenses	\$1,024	\$1,920	\$512
Capital Outlay Costs	\$7,000	\$7,000	\$0
Staff Software Licenses	\$3,811	\$7,622	\$0
Data Storage Costs	\$20,000	\$20,000	\$20,000
Centrally Appropriated Costs	\$19,670	\$36,882	\$9,835
Total Costs	\$138,268	\$236,105	\$73,729
Total FTE	0.8 FTE	1.5 FTE	0.4 FTE

Department of Labor and Employment

The CDLE will have staff costs and other program expenditures totaling about \$138,000 in FY 2026-27, with varying costs in future years, to implement the bill.

Staff

The CDLE will require varying amounts of Policy Advisor VI FTE based on the timeline for required duties:

- In FY 2026-27, 0.8 FTE is required to begin data collection.
- In FY 2027-28, 1.5 FTE is required to continue data collection, conduct rulemaking regarding a model TRIIPP, and oversee the distribution of the model TRIIPP to relevant stakeholders.
- In FY 2028-29 and future years, 0.4 FTE is required for ongoing operations, including monitoring data collection for new submissions and updating the model TRIIPP.

Amounts include standard operating and capital outlay costs, with FY 2026-27 amounts based on a July 1, 2026, start date.

Staff Software Licenses

The CDLE requires funding for specialized software used by its staff, at a total annual cost of about \$3,811 per each full 1.0 FTE.

Data Storage Costs

Starting in FY 2026-27, the CDLE requires funding for additional data storage costs related to the data collection platform and ongoing program activities.

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 include employee insurance and supplemental employee retirement payments, are shown in the expenditure table above.

Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

State Appropriations

For FY 2026-27, the bill requires a General Fund appropriation of \$118,598 to the Department of Labor and Employment, and 0.8.

State and Local Government Contacts

Health Care Policy and Financing	Law
Information Technology	Personnel
Judicial	Public Health and Environment
Labor	