HB 26-1413

Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 26-1413: SICK AND MILITARY LEAVE FOR CERTAIN PUB SERVANTS

Prime Sponsors:
Rep. Sirota; Brown
Sen. Amabile; Bridges

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Bill Outcome: Signed into Law
Drafting Number: LLS 26-0993

Version: Final Fiscal Note
Date: July 9, 2026

Fiscal note status: The final fiscal note reflects the enacted bill.

Summary Information

Overview. The bill removes the statutory cap of ten days on state employee sick leave and increases military leave time for public employees from three to four weeks.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis:

- State Expenditures
- Local Government

Appropriations. No appropriation is required.

Table 1
State Fiscal Impacts

Type of Impact	Budget Year FY 2026-27	Out Year FY 2027-28
State Revenue	$0	$0
State Expenditures	$0	$0
Transferred Funds	$0	$0
Change in TABOR Refunds	$0	$0
Change in State FTE	0.0 FTE	0.0 FTE

Summary of Legislation

Current law limits the number of sick days that an employee in the state personnel system can earn to ten days per fiscal year, up to a total of 45 days accumulated days of sick leave at the end of any year. The bill repeals the ten-day limit. It retains the limit of 45 days of accumulated total and current rules for converting excess sick leave to annual leave.

Current law limits the number of weeks of military leave a public employee is entitled to without loss of pay, seniority, status, efficiency rating, vacation, sick leave, or other benefits to three weeks. The bill increases military leave allowed to public employees to four weeks per year.

State Expenditures

The bill may impact state expenditures in several ways, as outlined below.

Military Leave

By increasing military leave by one week per year, the bill may increase costs to ensure coverage for employees accessing the additional week of leave for covered military services. These costs may include paying overtime to other employees or hiring more staff. Costs from increased military leave are most likely to be incurred for state agencies operating facilities such as prisons, hospitals, and other locations requiring 24/7 coverage.

Sick Leave

Removing the cap on annual sick leave does not directly affect state costs. However, should additional leave be granted beyond current limits, costs may similarly increase to pay overtime and hire additional staff to ensure staff coverage. In addition, if annual sick leave is increased, employees may reach the current 45 day cap on accumulated leave sooner. Reaching the accumulated sick leave cap sooner could affect the timing of when excess sick leave is converted to annual leave, which could affect the amount and timing of state agencies' liability for unpaid annual leave. Any impact will depend on future decisions to increase the amount of sick leave accrued by state employees each year and how much leave is actually used relative to current practices.

Leave Administration

Lastly, the Department of Personnel and Administration will be required to update rules, technical guidance, and documentation used to coordinate military reserve leave benefits. Individual departments will need to update time and leave tracking systems to reflect the increased military leave. Similarly, increased workload will be incurred if sick leave is increased after removing the current statutory cap.

Local Government

Similar to the state, increasing military leave for employees may increase costs for local governments to ensure employee coverage. These costs will vary by local government depending on how often and how much military leave is used by their employees. Local governments will also be required to update their policies, procedures, and tracking systems related to military leave.

Effective Date

The bill was signed into law by the Governor on June 1, 2026, and took effect July 1, 2026.

State and Local Government Contacts

Legislative Council Staff