



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 20-1048

FISCAL NOTE

Drafting Number: LLS 20-0884 Date: January 16, 2020
Prime Sponsors: Rep. Herod; Buckner Sen. Fields Bill Status: House Business
Fiscal Analyst: Anna Gerstle | 303-866-4375 Anna.Gerstle@state.co.us

Bill Topic: RACE TRAIT HAIRSTYLE ANTI-DISCRIMINATION PROTECTION

Summary of Fiscal Impact: [x] State Revenue [x] State Expenditure [x] State Transfer [] TABOR Refund [] Local Government [] Statutory Public Entity

The bill clarifies that state law prohibiting discrimination on the basis of race includes traits historically associated with race. The bill increases state revenue and workload by a minimal amount on an ongoing basis.

Appropriation Summary: No appropriation is required.

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

Summary of Legislation

For the purposes of state law prohibiting discrimination on the basis of race in the context of public education, employment, housing, public accommodation, and advertising, the bill specifies that race includes traits historically associated with race, including hair texture, type, and protective hairstyles such as braids, locks, and twists.

State Revenue

To the extent that the bill increases the number of civil cases filed, state revenue from filing fees will increase. Any increase is expected to be minimal.

State Expenditures

Beginning in FY 2020-21, the bill increases state workload by a minimal amount for the following state agencies:

- the trial courts in the Judicial Department to handle any additional civil claims alleging discrimination;
the Department of Personnel and Administration to handle any additional cases of state employees challenging employment decisions;

- the Department of Law to handle any additional cases brought against the state; and
- the Department of Regulatory Agencies to handle any additional complaints brought to the Civil Rights Division.

The fiscal note assumes that the state and other entities will abide by the law; as a result, any increase is expected to be minimal and does not require a change in appropriations.

Local Government

To the extent that cases are brought against local government entities, costs and workload will increase. The fiscal note assumes that these entities will abide by the law; as a result, any increase is expected to be minimal.

Effective Date

The bill takes effect August 5, 2020, if the General Assembly adjourns on May 6, 2020, as scheduled, and no referendum petition is filed, and applies to conduct occurring on or after that date.

State and Local Government Contacts

Judicial	Education	Higher Education
Labor	Law	Local Affairs
Personnel	Regulatory Agencies	School Districts