



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Final Fiscal Note

Drafting Number:	LLS 23-0652	Date:	September 5, 2023
Prime Sponsors:	Rep. Evans Sen. Pelton, B.; Hinrichsen	Bill Status:	Signed into Law
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Bill Topic:	EMPLOYEE LEAVE FOR COLORADO NATIONAL GUARD SERVICE
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Summary of Fiscal Impact:	<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
	<input checked="" type="checkbox"/> State Expenditure	<input checked="" type="checkbox"/> Local Government
	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Statutory Public Entity

The bill clarifies that members of the Colorado National Guard and United States reserve forces are entitled to the equivalent of three weeks of leave from their employers when called to service or for training. For the current FY 2022-23, state and local workload is minimally increased. On an ongoing basis, state and local expenditures may be minimally impacted.

Appropriation Summary:	No appropriation is required.
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Fiscal Note Status:	The fiscal note reflects the enacted bill.
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Summary of Legislation

The bill provides that members of the Colorado National Guard or reserve components of the United States armed forces are entitled to the equivalent of three weeks of leave from their employer when called to service or for training. Current law describes the amount of military reserve leave as 15 days. Private employees are given the right to use any paid leave available to them, or to receive leave without pay, if their duties require more than three weeks of leave. The three weeks are based on the employee's regular work schedule.

Additionally, the bill removes physical or mental disabilities from the conditions that prohibit reinstatement of a public employee to their former position, or a similar position.

State Expenditures

Beginning in the current FY 2022-23, the bill minimally increases state workload and potentially impacts expenditures. The Department of Personnel Administration will update rules, technical guidance, and documentation used to coordinate military reserve leave benefits. Individual departments will need to update time and leave tracking systems. Certain employees may receive

more or less compensated military reserve leave when their work week schedule does not equal five days, causing a potential change in state expenditures for individual departments. Because overall impact is expected to be minimal, no change in appropriations is required.

Local Government

Similar to the state, local governments may have minimal workload and expenditure impacts from the bill.

Effective Date

The bill was signed into law by the Governor and took effect on March 10, 2023.

State and Local Government Contacts

Counties

Military Affairs

Human Services

Municipalities

Labor

Personnel