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Final Fiscal Note

Drafting Number: LLS 24-0408 Date: June 6, 2024
Prime Sponsors: Rep. Martinez; Mauro Bill Status: Deemed Lost
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Bill Topic: EMPLOYER TO POST VETERANS' BENEFITS AVAILABILITY

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

The bill requires the Colorado Department of Labor and Employment to create and distribute information concerning veterans' services and benefits, which must be posted in the workplace of any business with more than 50 employees. The bill increases state expenditures and may increase state revenue beginning in FY 2024-25.

Appropriation Summary: For FY 2024-25, the bill requires an appropriation of \$23,482 to the Colorado Department of Labor and Employment

Fiscal Note Status: The final fiscal note reflects the introduced bill. The bill was deemed lost in the House Appropriations Committee on May 9, 2024; therefore, the impacts identified in this analysis do not take effect.

Table 1
State Fiscal Impacts Under HB 24-1110

Table with 4 columns: Category, Budget Year FY 2024-25, and Out Year FY 2025-26. Rows include Revenue, Expenditures (General Fund, Centrally Appropriated, Total Expenditures, Total FTE), Transfers, and Other Budget Impacts (General Fund Reserve).

Summary of Legislation

No later than December 31, 2024, the bill requires that the Colorado Department of Labor and Employment (CDLE) consult with the Department of Military and Veterans Affairs (DMVA) to create and distribute a veterans' benefits and services poster. The poster must include information on services, resources, and benefits available to veterans of the armed services. Beginning January 1, 2025, employers in the state with more than 50 full time employees must display the poster in the workplace.

State Revenue

The bill may increase state revenue to the CDLE from fines imposed for noncompliance; however, since the department allows affected business to cure any noted infraction, issuing fines is anticipated to be rare, and total state revenue is estimated to be minimal. Revenue from fines is subject to TABOR.

State Expenditures

The bill increases state expenditures in the CDLE by about \$29,000 in FY 2024-25, and by about \$19,000 in FY 2025-26 and thereafter, paid from the General Fund. Personal services costs are displayed in Table 2 and described below.

Table 2
Expenditures Under HB 24-1110

	FY 2024-25	FY 2025-26
Colorado Department of Labor and Employment		
Personal Services	\$23,482	\$15,655
Centrally Appropriated Costs ¹	\$5,676	\$3,784
Total Cost	\$29,158	\$19,439
Total FTE	0.3 FTE	0.2 FTE

¹ Centrally appropriated costs are not included in the bill's appropriation.

Colorado Department of Labor and Employment. This analysis assumes that an electronic version of the required poster can be developed for businesses to print and post in the workplace. The CDLE requires 0.3 FTE in FY 2024-25, annualized to 0.2 FTE in FY 2025-26, in order to work with the DMVA to collect and verify information and other resources for the benefits and services poster. Additional work includes creating the poster layout for ease of use and accessibility, identifying affected businesses and contact information, fielding inquiries, distributing an electronic version of the poster, and minimal enforcement actions. Ongoing, staff will update and distribute the veterans' benefits and services information at least annually, monitor compliance of existing businesses, and identify new businesses to receive the poster. First-year costs are prorated for a September 2024 start date.

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 Table 2.

Other Budget Impacts

General Fund reserve. Under current law, an amount equal to 15 percent of General Fund appropriations must be set aside in the General Fund statutory reserve. Based on this fiscal note, the bill is expected to increase the amount of General Fund held in reserve by the amounts shown in Table 1, decreasing the amount of General Fund available for other purposes.

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 2024-25, the bill requires a General Fund appropriation of \$23,482 to the Colorado Department of Labor and Employment, and 0.3 FTE.

State and Local Government Contacts

Labor

Military Affairs

Personnel

Secretary of State

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](#).