



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Fiscal Note

Drafting Number:	LLS 24-0620	Date:	February 5, 2024
Prime Sponsors:	Rep. Lieder; Armagost Sen. Will	Bill Status:	House Business & Labor
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Bill Topic:	DEATH BENEFIT FOR STATE EMPLOYEE SURVIVING SPOUSE
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Summary of Fiscal Impact:	<input type="checkbox"/> State Revenue	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Local Government
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> TABOR Refund	<input type="checkbox"/> Statutory Public Entity

The bill allows a surviving spouse of certain deceased state employees to continue to receive workers' compensation death benefits for life, regardless of if the surviving spouse remarries. The bill increases state expenditures beginning in FY 2024-25.

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

The bill provides for the payment of workers' compensation death benefits to a surviving spouse of a deceased state employee regardless of remarriage if the employee worked in a high-risk job. High-risk jobs include specified positions in the Department of Corrections, the Department of Public Safety, the Department of Transportation, and Colorado Parks and Wildlife in the Department of Natural Resources.

Background

The State Office of Risk Management in the Department of Personnel and Administration (DPA) pays workers' compensation benefits to state employees. The state is self-insured for workers' compensation claims. Annually, the office's actuary projects the state's total workers' compensation needs and estimates the allocation for each agency as a percent of the total.

State Expenditures

Extending benefits indefinitely for certain beneficiaries, regardless of remarriage, will increase costs paid by the state for workers' compensation claims. State agencies pay these costs through the workers' compensation pool managed by the Office of Risk Management, and

appropriations will be adjusted through the annual budget process, if necessary, to cover any changes in claims costs. The DPA will also have minimal additional workload to update policies and provide guidance to affected state agencies and employees concerning these policy changes. Finally, the Division of Workers' Compensation in the Department of Labor and Employment will have a minimal workload increase to update materials to reflect the change.

Effective Date

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

State and Local Government Contacts

Corrections	Information Technology	Labor
Law	Natural Resources	Personnel
Pinnacle Assurance	Public Safety	Regulatory Agencies
Transportation		

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](#).