



## Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

# Fiscal Note

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<b>Drafting Number:</b>	LLS 24-0951	<b>Date:</b>	February 22, 2024
<b>Prime Sponsors:</b>	Rep. Clifford	<b>Bill Status:</b>	House Business & Labor
		<b>Fiscal Analyst:</b>	Matt Bishop   303-866-4796 matt.bishop@coleg.gov

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**Bill Topic:** VOLUNTARY PAYROLL DEDUCTIONS FOR STATE EMPLOYEES

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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 the state to offer voluntary benefits to employees. It may increase state expenditures on an ongoing basis.

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**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

Current law allows the state to offer group benefit plans to employees, such as medical and dental benefits. The bill allows the state to offer voluntary benefits, which an employee may opt into by contributing a portion of their salary. The state may provide a contribution match.

## State Expenditures

Offering additional voluntary benefit plans may increase workload in the Department of Personnel and Administration if the department determines these plans will help retain state employees. This workload is expected to be minimal and no change in appropriations is required. If the state offers such benefits and provides a match, any increase in state expenditures will be addressed through the annual budget process.

## 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

Personnel

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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](#).