



Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 25-1153: STATEWIDE GOVERNMENT LANGUAGE ACCESS ASSESSMENT

Prime Sponsors:

Rep. Velasco; Joseph

Fiscal Analyst:

Erin Reynolds, 303-866-4146

erin.reynolds@coleg.gov

Published for: House State Affairs

Drafting number: LLS 25-0556

Version: Initial Fiscal Note

Date: February 5, 2025

Fiscal note status: The fiscal note reflects the introduced bill.

Summary Information

Overview. The bill requires the Department of Personnel and Administration to conduct or commission a statewide language access assessment covering all principal departments except the Departments of State, Treasury, and Law.

Types of impacts. The bill is projected to affect the following area through FY 2026-27:

- State Expenditures

Appropriations. For FY 2025-26, the bill requires an appropriation of \$100,000 to the Department of Personnel and Administration.

Table 1
State Fiscal Impacts

Type of Impact	Budget Year FY 2025-26	Out Year FY 2026-27
State Revenue	\$0	\$0
State Expenditures (General Fund)	at least \$100,000	\$0
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.0 FTE	0.0 FTE

Summary of Legislation

The bill requires the Department of Personnel and Administration (DPA), in collaboration with the Office of New Americans (ONA) in the Department of Labor and Employment, to conduct a statewide language access assessment covering all principal departments except the Departments of State, Treasury, and Law. The assessment will evaluate departments' needs for compliance with language access standards, identify existing language services, and recommend improvements to ensure linguistically diverse Coloradans can access government services. At the conclusion of the assessment, and no later than December 31, 2026, the DPA and ONA will create a report summarizing the assessment's findings and recommendations, which must be posted online and included in the DPA's 2027 SMART Act hearing.

Background

Enhancing state agencies' language accessibility plans in coordination with the DPA is part of [ONA's State Integration Plan](#). ONA and the DPA are expected to coordinate an Interim Language Access Working Group involving impacted state agencies this year.

State Expenditures

Assuming that the DPA will contract for the language access assessment, the department requires an estimated \$100,000 in FY 2025-26 from the General Fund. Actual costs will depend on contract terms, and the fiscal note assumes roll-forward spending authority is required based on the bill's timelines. It is assumed the work associated with this effort will be absorbed by affected state agencies as part of their involvement in the working group.

Effective Date

The bill takes effect upon signature of the Governor, or upon becoming law without his signature.

State Appropriations

For FY 2025-26, the bill requires a General Fund appropriation of \$100,000 to the Department of Personnel and Administration, with roll-forward spending authority through FY 2026-27.

State and Local Government Contacts

Governor

Labor

Personnel

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](#).