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Fiscal Note

Drafting Number:	LLS 24-0899	Date:	March 5, 2024
Prime Sponsors:	Rep. Young; Lieder	Bill Status:	House Business & Labor
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Bill Topic: **WORKFORCE DATA COLLECTION**

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 requires that the Colorado Department of Labor and Employment collect annual data from all state workforce centers concerning individuals with disabilities, and individuals in various age groups over 50 years old. The bill increases state expenditures beginning in FY 2024-25.

Appropriation Summary: For FY 2024-25, the bill requires an appropriation of \$154,289 to the Colorado Department of Labor and Employment

Fiscal Note Status: The fiscal note reflects the introduced bill.

Table 1
State Fiscal Impacts Under HB 24-1317

		Budget Year FY 2024-25	Out Year FY 2025-26
Revenue		-	-
Expenditures	General Fund	\$154,289	\$78,274
	Centrally Appropriated	\$15,136	\$18,921
	Total Expenditures	\$169,426	\$97,194
	Total FTE	0.8 FTE	1.0 FTE
Transfers		-	-
Other Budget Impacts	General Fund Reserve	\$23,143	\$11,741

Summary of Legislation

The bill requires that the director of the Colorado Department of Labor and Employment (CDLE) collect annual data from all state workforce centers concerning individuals with disabilities, and individuals in various age groups over 50 years old. The director must also compile information regarding outreach strategies used to connect with older adults and individuals with disabilities, and meet with the Office of Future of Work, Colorado Commission on Higher Education, and the Colorado Commission on Aging at least twice per year to identify gaps and policy changes related to older adults and individuals with disabilities.

Beginning January 2025, and every three years thereafter, the director must contract with a third-party vendor to conduct a survey of the experiences of workers over 50 years old. The CDLE must compile the data and survey results, incorporate the data in the Colorado Talent Pipeline Report, and make recommendations to the General Assembly during the department's annual SMART Act hearing presentation.

State Expenditures

The bill increases expenditures in the CDLE by about \$169,000 in FY 2024-25, and by about \$97,000 in FY 2025-26, paid from the General Fund. State expenditures are displayed in Table 2 and described below.

Table 2
Expenditures Under HB 24-1317

	FY 2024-25	FY 2025-26
Colorado Department of Labor and Employment		
Personal Services	\$61,595	\$76,994
Operating Expenses	\$1,024	\$1,280
Capital Outlay Costs	\$6,670	-
Data Collection	\$25,000	-
Survey Costs	\$60,000	-
Centrally Appropriated Costs ¹	\$15,136	\$18,921
Total Cost	\$169,426	\$97,194
Total FTE	0.8 FTE	1.0 FTE

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

Staff. Beginning in FY 2024-25, the CDLE requires 1.0 FTE Administrator to manage the required data collection, outreach activities, and to manage contracts with information technology vendors and a third party survey vendor. Personal services are prorated for a presumed September 1, 2024, implementation, and include standard operating and capital outlay costs.

Data collection. CDLE will incur costs of \$25,000 to modify data collection systems. The required data collection will require programming a new inquiry capability in existing information technology systems.

Survey costs. The CDLE must hire a third-party vendor to conduct the survey, estimated at \$60,000 in FY 2024-25. This vendor expense repeats every three years.

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.

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 \$154,289 to the Colorado Department of Labor and Employment, and 0.8 FTE.

State and Local Government Contacts

Labor

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](#).