

**Second Regular Session
Seventy-fifth General Assembly
STATE OF COLORADO**

REVISED

*This Version Includes All Amendments Adopted
on Second Reading in the Second House*

LLS NO. 26-0993.01 Nicole Myers x4326

HOUSE BILL 26-1413

HOUSE SPONSORSHIP

Sirota and Brown, Hamrick, Jackson, Lindsay, Nguyen, Smith, Stewart R., Zokaie

SENATE SPONSORSHIP

Amabile and Bridges,

House Committees
Appropriations

Senate Committees
Appropriations

A BILL FOR AN ACT

101 **CONCERNING LEAVE TIME ALLOWED TO CERTAIN PUBLIC SERVANTS.**

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

Current law limits the number of sick days that an employee in the state personnel system can earn to 10 days per fiscal year. The bill repeals the 10-day limit.

In addition, current law limits the number of weeks of military leave allowed to an officer or employee of the state or of any political subdivision, municipal corporation, or other public agency of the state (officers and employees) to 3 weeks per leave year, as established by the employer. The bill increases military leave allowed to officers and

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
*Capital letters or bold & italic numbers indicate new material to be added to existing law.
Dashes through the words or numbers indicate deletions from existing law.*

SENATE
2nd Reading Unamended
April 15, 2026

HOUSE
3rd Reading Unamended
April 11, 2026

HOUSE
2nd Reading Unamended
April 9, 2026

employees to 4 weeks per leave year.

1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 24-50-104, **amend**
3 (7)(a) as follows:

4 **24-50-104. Job evaluation and compensation - state employee**
5 **reserve fund - created - study - report - definitions.**

6 (7) **Leaves.**

7 (a) ~~No employee shall earn more than ten days of sick leave per~~
8 ~~fiscal year.~~ No employee may retain accumulated sick leave in excess of
9 forty-five days at the end of any fiscal year; except that any employee
10 who had accumulated sick leave prior to July 1, 1988, shall retain such
11 leave and may accumulate a maximum of forty-five additional days. Any
12 excess accumulation may be converted to annual leave at the rate of five
13 days of sick leave to one day of annual leave up to a total of two days per
14 fiscal year. A medical certificate form from a health-care provider shall
15 be required for absences of more than three full consecutive working
16 days, or the use of sick leave shall be denied.

17 **SECTION 2.** In Colorado Revised Statutes, 28-3-601, **amend** (1)
18 as follows:

19 **28-3-601. Public employees - annual military leave.**

20 (1) Subject to the conditions prescribed in sections 28-3-601 to
21 28-3-607, any officer or employee of the state or of any political
22 subdivision, municipal corporation, or other public agency of the state
23 who is a member of the National Guard or any other component of the
24 military forces of the state organized or constituted under state or federal
25 law or who is a member of the reserve forces of the United States,

1 organized or constituted under federal law, is entitled to leave of absence
2 from the officer's or employee's public office or employment without loss
3 of pay, seniority, status, efficiency rating, vacation, sick leave, or other
4 benefits for the entire time the officer or employee is engaged with such
5 organization or component in training or active service ordered or
6 authorized by proper authority pursuant to law, whether for state or
7 federal purposes, but not exceeding the equivalent of ~~three~~ FOUR weeks
8 of work on the officer's or employee's regular work schedule in the leave
9 year established by the employer. The employer shall allow the leave if
10 the required military service is satisfactorily performed, which is
11 presumed unless the contrary is established.

12 **SECTION 3. Effective date.** This act takes effect July 1, 2026.

13 **SECTION 4. Safety clause.** The general assembly finds,
14 determines, and declares that this act is necessary for the immediate
15 preservation of the public peace, health, or safety or for appropriations for
16 the support and maintenance of the departments of the state and state
17 institutions.