



Legislative  
Council Staff

*Nonpartisan Services for Colorado's Legislature*

**HB 20-1222**

# FINAL FISCAL NOTE

<b>Drafting Number:</b>	LLS 20-0563	<b>Date:</b>	July 13, 2020
<b>Prime Sponsors:</b>	Rep. Carver Sen. Hisey; Todd	<b>Bill Status:</b>	Postponed Indefinitely
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**Bill Topic:** **VETERANS HIRING PREFERENCE**

<b>Summary of Fiscal Impact:</b>	<input type="checkbox"/> State Revenue	<input type="checkbox"/> TABOR Refund
	<input checked="" type="checkbox"/> State Expenditure	<input type="checkbox"/> Local Government
	<input type="checkbox"/> State Transfer	<input type="checkbox"/> Statutory Public Entity

The bill would have allowed private employers to give preference to military veterans, members of the national guard, or the spouse of either a disabled veteran or a veteran killed in the line of duty, in hiring decisions. The bill would have created a potential workload increase beginning in FY 2020-21.

**Appropriation  
Summary:** No appropriation was required.

**Fiscal Note  
Status:** The fiscal note reflects the introduced bill. This bill was not enacted into law; therefore, the impacts identified in this analysis do not take effect.

## Summary of Legislation

The bill allows a private employer to give preference to military veterans, members of the National Guard, or the spouse of either a disabled veteran or a veteran killed in the line of duty, when making hiring decisions between two similarly qualified candidates. If a private employer elects to implement a veterans' preference hiring policy, it must be applied uniformly to all hiring decisions. An employer that adopts a veterans' preference hiring policy in accordance with this bill is not committing a discriminatory or unfair labor practice.

## State Expenditures

Beginning in FY 2020-21, workload may increase for the Department of Labor and Employment and the Department of Military Affairs to respond to queries related to the bill. The Department of Labor and Employment may receive additional inquiries regarding the legality or requirements of veterans' preference hiring policies. Additionally, the Department of Military Affairs may receive additional inquiries from employers attempting to verify an individual's veteran status. This increase in workload is expected to be minimal and can be accomplished within existing appropriations.

## Effective Date

This bill was postponed indefinitely by the House State, Veterans, and Military Affairs Committee on June 3, 2020.

## State and Local Government Contacts

Information Technology  
Military Affairs

Labor  
Regulatory Agencies