



Legislative Council Staff
Nonpartisan Services for Colorado's Legislature

Fiscal Note

Drafting Number: LLS 24-0608 Date: January 19, 2024
Prime Sponsors: Rep. Vigil Bill Status: House Business & Labor
Sen. Michaelson Jenet Fiscal Analyst: Colin Gaiser | 303-866-2677
colin.gaiser@coleg.gov

Bill Topic: WORKPLACE SUICIDE PREVENTION EDUCATION

Summary of Fiscal Impact: [X] State Revenue [] State Transfer [] Local Government
[X] State Expenditure [] TABOR Refund [] Statutory Public Entity

The bill instructs the Department of Labor and Employment to develop suicide prevention education materials, which employers are required to display in their workplaces, and the Department of Public Health and Environment to create a website with suicide prevention resources. The bill increases state revenue and expenditures on an ongoing basis.

Appropriation Summary: For FY 2024-25, the bill requires an appropriation of \$117,227 to multiple departments.

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

Table 1
State Fiscal Impacts Under HB 24-1015

Table with 4 columns: Category, Budget Year FY 2024-25, and Out Year FY 2025-26. Rows include Revenue, Expenditures (General Fund, Centrally Appropriated, Total Expenditures, Total FTE), Transfers, and Other Budget Impacts (General Fund Reserve).

Summary of Legislation

The bill requires the Division of Labor Standards and Statistics in the Department of Labor and Employment (CDLE) to create suicide prevention education posters and notices and make them available to employers. Employers must display the posters in their workplaces starting July 1, 2025, and include the notices in documents provided to employees. These materials will include an overview of suicide prevention training programs, information on reducing access to means of self harm, including firearms, and information on the 988 Suicide and Crisis Lifeline.

The bill also requires the Office of Suicide Prevention in the Department of Public Health and Environment (CDPHE) to create a website with information about workplace suicide prevention.

The suicide prevention education posters must include a quick response (QR) code and a link to connect to the website.

State Revenue

The bill establishes new notice requirements for employers, creating new enforcement responsibilities for CDLE. The Division of Labor Standards and Statistics may fine employers for failing to post or provide employees the required posters and notices; however, any fine revenue collected is expected to be minimal. Fine revenue is credited to the General Fund.

State Expenditures

The bill increases state expenditures in the CDLE and the CDPHE by about \$165,000 in FY 2024-25 and \$53,000 beginning in FY 2025-26, paid from the General Fund. Expenditures are shown in Table 2 and detailed below.

Table 2
Expenditures Under HB 24-1015

	FY 2024-25	FY 2025-26
Department of Labor and Employment		
Personal Services	\$58,939	\$19,646
Operating Expenses	\$768	\$256
Capital Outlay Costs	\$6,670	-
Software Costs	\$3,301	-
Translation Services	\$11,250	-
Centrally Appropriated Costs ¹	\$40,145	\$11,316
FTE – Personal Services	0.6 FTE	0.2 FTE
CDLE Subtotal	\$121,074	\$31,219

Table 2
Expenditures Under HB 24-1015 (Cont.)

Department of Public Health and Environment		
Personal Services	\$30,787	\$15,393
Operating Expenses	\$512	\$256
Translation Costs	\$5,000	\$2,500
Centrally Appropriated Costs ¹	\$7,502	\$3,751
FTE – Personal Services	0.4 FTE	0.2 FTE
CDPHE Subtotal	\$43,801	\$21,900
Total	\$164,875	\$53,119
Total FTE	1.0 FTE	0.4 FTE

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

Labor and Employment. Costs will increase for the Division of Labor Standards and Statistics in the CDLE in FY 2024-25 and ongoing years to satisfy the bill's requirements.

- **Staff.** The CDLE requires 0.6 FTE in FY 2024-25, and 0.2 FTE in FY 2025-26 and ongoing years to develop and update the posters and notices. Staff will conduct research and consult with experts on what posters and notices should cover, and write content for the materials. In ongoing years, staff will update materials, conduct investigative work related to compliance, and provide compliance assistance to employers. Standard operating and capital costs are included for this staff, as is \$3,301 for software licenses used by the new staff. The fiscal note assumes staff will begin work on July 1, 2024.
- **Translation.** CDLE requires \$11,250 for contracted translation services to meet the bill's language requirements.

Public Health and Environment. Costs will increase for the Office of Suicide Prevention in the CDPHE in FY 2024-25 and ongoing years to develop and maintain the website required by the bill.

- **Staff.** The CDPHE requires 0.4 FTE in FY 2024-25, and 0.2 FTE in FY 2025-26 and ongoing years to create and update the landing page and provide technical assistance to employers and employees with questions and requests for information. Staff will collaborate with other department programs and state agencies to ensure accuracy and incorporate additional materials. Standard operating costs are included for this staff, which this fiscal note assumes will begin work on July 1, 2024.
- **Translation services.** The CDPHE requires \$5,000 in FY 2024-25 and \$2,500 each subsequent year for translation services, as the bill requires materials be available in any language spoken by five percent or more of an employer's workforce.

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.

Other Budget Impacts

General Fund reserve. Under current law, an amount equal to 15 percent of General Fund appropriations must be set aside in the General Fund statutory reserve. Based on this fiscal note, the bill is expected to increase the amount of General Fund held in reserve by the amounts shown in Table 1, decreasing the amount of General Fund available for other purposes.

Effective Date

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

State Appropriations

For FY 2024-25, the bill requires the following General Fund appropriations:

- \$80,928 to the Department of Labor and Employment, and 0.6 FTE; and
- \$36,299 to the Department of Public Health and Environment, and 0.4 FTE.

State and Local Government Contacts

Information Technology
Regulatory Agencies

Labor

Public Health and Environment

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](#).