



## Legislative Council Staff

*Nonpartisan Services for Colorado's Legislature*

## *Fiscal Note Memorandum*

**TO:** Members of the House Health and Human Services Committee  
**FROM:** Clayton Mayfield, Fiscal Analyst, clayton.mayfield@coleg.gov, 303-866-5851  
**DATE:** March 17, 2026

### **Fiscal Assessment of L.002 to HB26-1272**

This memorandum is an assessment of the fiscal impact of the attached proposed amendment L.002 to House Bill 26-1272. This fiscal assessment is for the impact of the bill with inclusion of this amendment only. Any other added amendment could influence the fiscal impact.

#### **Summary of Proposed Amendment**

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Amendment L.001 removes the requirement for all employers to create a temperature-related injury and illness prevention plan (TRIIPP), submit plans to the Department of Labor and Employment (CDLE), and provide employee training, as well as removing the related civil action available to employees for their employers' failure to meet these requirements. The amendment also removes the requirement that CDLE develop standards and training for the prevention of temperature-related injury or illness. With the amendment, CDLE is only required to develop a model TRIIPP, with data collection and rulemaking to support this effort.

#### **Fiscal Impact of Amendment**

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By eliminating certain requirements of the CDLE, Amendment L.001 reduces the state expenditures for the CDLE described in the fiscal note published on March 9, 2026. It also eliminates the state revenue and state expenditure impacts for the Judicial Department, eliminates state expenditures in the Department of Personnel and Administration (DPA), and eliminates impacts for state and local agencies employing workers affected by extreme temperatures.



## Bill's Revised Fiscal Impact with Amendment

With L.001, the bill increases state expenditures by about \$140,000 in FY 2026-27, by \$245,000 in FY 2027-28, and by \$75,000 in FY 2028-29 in future years. These costs, paid from the General Fund, are shown in Table 1 and discussed below.

**Table 1**  
**State Fiscal Impacts with Amendment L.001**

<b>Type of Impact</b>	<b>Budget Year FY 2026-27</b>	<b>Out Year FY 2027-28</b>	<b>Out Year FY 2028-29</b>
State Revenue	\$0	\$0	\$0
State Expenditures	\$138,268	\$243,105	\$73,729
Transferred Funds	\$0	\$0	\$0
Change in TABOR Refunds	\$0	\$0	\$0
Change in State FTE	0.8 FTE	1.5 FTE	0.4 FTE

### State Expenditures

The CDLE requires policy advisor staff to collect data, conduct rulemaking, and develop a model TRIIPP. Varying amounts of staff are needed corresponding to the dates when duties are required. For FY 2026-27, 0.8 FTE is required to develop a platform and collect data. In FY 2027-28, 1.5 FTE is required to conduct rulemaking and develop a model TRIIPP. Starting in FY 2028-29, 0.4 FTE is required for ongoing data collection, rulemaking, and updates to the model TRIIPP, as needed.