HB 26-1272

Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 26-1272: EXTREME TEMPERATURES WORKER PROTECTIONS

Prime Sponsors:
Rep. Froelich; Velasco
Sen. Cutter; Weissman

Fiscal Analyst:
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Bill Outcome: Signed into Law
Drafting Number: LLS 26-0085

Version: Final Fiscal Note
Date: July 22, 2026

Fiscal note status: The final fiscal note reflects the enacted bill.

Summary Information

Overview. The bill requires the Colorado Department of Labor and Employment to collect data on temperature-related injuries and develop a model plan for employers to use to prevent such injuries.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis starting in FY 2026-27:

- State Expenditures

Appropriations. For FY 2026-27, the bill requires and includes an appropriation of $76,651 to the Department of Labor and Employment.

Table 1
State Fiscal Impacts

Type of Impact	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
State Revenue	$0	$0	$0
State Expenditures	$91,404	$97,836	$40,297
Transferred Funds	$0	$0	$0
Change in TABOR Refunds	$0	$0	$0
Change in State FTE	0.6 FTE	0.7 FTE	0.3 FTE

Fund sources for these impacts are shown in the tables below.

Table 1A
State Expenditures

Fund Source	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
General Fund	$76,651	$80,625	$32,920
Cash Funds	$0	$0	$0
Federal Funds	$0	$0	$0
Centrally Appropriated	$14,753	$17,211	$7,376
Total Expenditures	**$91,404**	**$97,836**	**$40,297**
Total FTE	**0.6 FTE**	**0.7 FTE**	**0.3 FTE**

Summary of Legislation

The bill requires the Colorado Department of Labor and Employment (CDLE) to begin collecting data on temperature-related injuries, illnesses, and emergencies at worksites in the state by January 15, 2027. The department must develop a platform that allows users to submit data, as well as obtain data from the Colorado Department of Public Health and Environment (CDPHE) using an existing department surveillance program to track heat-related injuries. The CDLE must work with the Division of Workers' Compensation in the Department of Personnel and Administration (DPA) and the Center for Improving Value in Health Care (CIVHC) to collect information on workers' compensation claims involving temperature-related injuries.

The CDLE must develop a model temperature-related injury and illness prevention plan (TRIIPP) by July 1, 2028. The model TRIIPP must include written workplace procedures for monitoring workplace conditions, training workers, providing relief from adverse temperature related conditions, and other procedures specified in the bill. The CDLE may incorporate by reference and adapt existing model TRIIPPs, and may adopt rules necessary for development and implementation of a model TRIIPP.

State Expenditures

The bill increases state expenditures in the CDLE by about $91,000 in FY 2026-27, about $98,000 in FY 2027-28, and about $40,000 in FY 2028-29 and future years. These costs, paid from the General Fund, are shown in Table 2 and discussed below.

Table 2
State Expenditures
Department of Labor and Employment

Cost Component	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
Personal Services	$65,072	$75,918	$32,536
Operating Expenses	$768	$896	$384
Capital Outlay Costs	$7,000	$0	$0
Staff Software Licenses	$3,811	$3,811	$0
Centrally Appropriated Costs	$14,753	$17,211	$7,376
Total Costs	**$91,404**	**$97,836**	**$40,297**
Total FTE	**0.6 FTE**	**0.7 FTE**	**0.3 FTE**

Department of Labor and Employment

Staff

The CDLE requires 0.5 FTE of Policy Advisor VI FTE to coordinate data collection, oversee development of a model TRIIPP, and conduct rulemaking. This will likely involve a combination of adopting an existing model TRIIPP and adapting it based on state-specific weather conditions.

Once the model TRIIPP has been developed, workload will decrease and corresponds to a lower number of FTE needed in FY 2028-29 and future years. At that point, the CDLE will monitor ongoing data collection, update the model TRIIPP if needed, and conduct any necessary rulemaking. Amounts for FY 2026-27 are prorated for a September 1, 2026, start date and include standard operating and capital outlay costs.

Staff Software Licenses

The CDLE requires funding for specialized software used by its staff, at a total annual cost of about $3,811. This cost is incurred by rounding up to the nearest full FTE.

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 the expenditure table above.

Effective Date

The bill was signed into law by the Governor on June 4, 2026, and takes effect on August12, 2026, assuming no referendum petition is filed.

State Appropriations

For FY 2026-27, the bill requires and includes General Fund appropriation of $76,651 to the Department of Labor and Employment, and 0.6 FTE.

State and Local Government Contacts

Judicial	Law
Labor	