



Legislative  
Council Staff

*Nonpartisan Services for Colorado's Legislature*

**HB 18-1033**

**FINAL  
FISCAL NOTE**

<b>Drafting Number:</b>	LLS 18-0602	<b>Date:</b>	June 7, 2018
<b>Prime Sponsors:</b>	Rep. Weissman Sen. Coram	<b>Bill Status:</b>	Postponed Indefinitely
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**Bill Topic:** EMPLOYEE LEAVE TO PARTICIPATE IN ELECTIONS

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

This bill expands the time employees can take to vote and engage in activities related to voting. The bill will result in a minimal workload increase in FY 2018-19 only for state agencies and local governments.

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

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

**Summary of Legislation**

This bill allows voters to take two hours of leave from work to vote, register to vote, obtain a ballot or replacement ballot, or obtain an identification document required for voter registration. For general, primary, and coordinated elections, voters may take this leave one time on any day that polling locations are open. For all other elections, including municipal elections, voters may take this leave one time on any day within eight days prior to the election, or on election day.

**Background**

Under current law, employees who are eligible to vote in an election are entitled to take two hours off of work to vote on election day. Anyone who takes leave from work to vote cannot be discharged and employers cannot deduct hourly wages for the time spent voting. Voters must apply for leave prior to election day. This does not apply to employees who have three or more consecutive hours free during polling hours.

**State Expenditures**

**Department of Personnel and Administration.** In FY 2018-19 only, this bill will increase workload in the Division of Human Resources in the Department of Personnel and Administration to update rules, technical guidance, and existing documentation to include the new voting leave rules. This workload can be accomplished within existing appropriations.

**State agencies.** Current law only allows employees to take time off to vote; under this bill employees may also take leave to register to vote, obtain a ballot or replacement ballot, or obtain identification documentation needed for voter registration. To the extent that employees take leave to engage in these activities on days that polling locations are open, state agencies may have a minimal increase in workload for other employees to cover gaps in critical functions. It is assumed that agencies will not require additional appropriations to manage this change in workload. It is assumed that any additional resources needed to cover employees who are taking leave for elections related purposes will be addressed in the budget process.

## **Local Government**

Local government agencies may have an increase in workload to update rules and existing documentation. They may also see changes in workload related to leave for voter registration, ballot replacement, and identification documentation purposes.

## **Effective Date**

The bill was postponed indefinitely by the Senate State, Veterans, and Military Affairs Committee on February 28, 2018.

## **State and Local Government Contacts**

All State Agencies