



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Final Fiscal Note

Drafting Number:	LLS 24-0887	Date:	June 17, 2024
Prime Sponsors:	Rep. Mauro Sen. Baisley	Bill Status:	Signed into Law
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Bill Topic: **CORRECTIONS OFFICERS FLEXIBLE SCHEDULES**

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

The bill allows the Department of Corrections to use compressed, flexible, or alternative schedules in lieu of paying overtime. The bill increases state workload and may impact state expenditures.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The final fiscal note reflects the enacted bill.

Summary of Legislation

Under current law, the Department of Corrections (DOC) must pay a corrections officer overtime when they work more than 12 hours in a 24-hour period. Under the bill, the DOC does not need to pay overtime if the additional time is part of an officer's compressed, flexible, or alternative schedule.

Background

The DOC reports that flexible, alternative, or compressed scheduling is only utilized in emergency and low-staff situations.

State Expenditures

The bill will minimally increase workload in the DOC and the Department of Personnel and Administration to update internal policies and to ensure schedules comply with other laws and the Colorado WINS Partnership Agreement.

The fiscal note assumes that no information technology system changes are required to implement the bill. However, the DOC is currently in the process of upgrading its legacy payroll system and it is unknown if additional changes will need to be programmed into the new system as a result of this bill. If additional programming is required, costs could be significant to ensure the payroll system properly accounts for flexible schedule in lieu of overtime payments. Because this type of scheduling is already allowed but used rarely, the fiscal note assumes there are non-programming ways to track scheduling and that funding to upgrade the system is not required.

Finally, if the bill results in the DOC paying less overtime pay, this cost savings will be adjusted through the annual budget process.

Effective Date

This bill was signed into law by the Governor and took effect on May 28, 2024.

State and Local Government Contacts

Corrections

Information Technology

Law

Personnel and Administration

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](#).