



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Fiscal Note

Drafting Number:	LLS 24-1022	Date:	February 19, 2024
Prime Sponsors:	Sen. Fenberg; Lundeen Rep. McCluskie; Pugliese	Bill Status:	Senate State Affairs
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Bill Topic:	RECORDS OF WORKPLACE DISCRIMINATION COMPLAINTS
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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 aligns Legislative Department practices for workplace discrimination complaints with recently passed legislation. The bill minimally increases workload for the Legislative Department on an ongoing basis.

Appropriation Summary: No appropriation is required.

Fiscal Note Status: The fiscal note reflects the introduced bill, which was recommended by the Executive Committee of the Legislative Council.

Summary of Legislation

The bill resolves a conflict between two bills passed during the 2023 legislative session related to harassment complaints against an elected official and aligns the Legislative Department with those bills. Specifically, the bill:

- makes the Office of Legislative Workplace Relations the designated repository of all complaints of discriminatory or unfair employment practices for all employers in the Legislative Department; and
- allows public inspection of records in the repository that pertain to sexual harassment complaints against an elected official found culpable of sexual harassment.

Background

Senate Bill 23-172 requires employers to designate a repository of complaints of discriminatory or unfair employment practices, including sexual harassment complaints, and specifies that records in the repository are not public records, except in limited circumstances.

Senate Bill 23-286 requires the custodian of a sexual harassment complaint against an elected official to make the record available for public inspection, if the investigation concludes the elected official is culpable of sexual harassment.

State Expenditures

The bill may minimally increase workload for the Legislative Department. The bill clarifies state law related to public inspection of records related to sexual harassment complaints against an elected official found culpable of sexual harassment. To the extent additional records requests are received, workload will increase by a minimal amount.

Additionally, by designating the Office of Legislative Workplace Relations as the repository for discriminatory or unfair employment practices in the Legislative Department, the bill codifies existing practice. No change in appropriations is required.

Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

State and Local Government Contacts

Joint Budget Committee Staff
Legislative Legal Services

Legislative Council Staff
State Auditor

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](#).