

Colorado Legislative Council Staff Fiscal Note

**STATE
FISCAL IMPACT**

Drafting Number: LLS 15-0577
Prime Sponsor(s): Rep. Danielson

Date: January 27, 2015
Bill Status: House Business, Affairs & Labor
Fiscal Analyst: Erin Reynolds (303-866-4146)

BILL TOPIC: CONTINUE COLORADO PAY EQUITY COMMISSION

Fiscal Impact Summary*	FY 2015-2016	FY 2016-2017
State Revenue	Potential gifts, grants, or donations.	
Cash Funds	See State Revenue section.	
State Expenditures	Potential gifts, grants, or donations.	
Cash Funds	See State Expenditures section.	
TABOR Set Aside	See TABOR Impact section.	
FTE Position Change		
Appropriation Required: Continuously appropriated.		

* This summary shows changes from current law under the bill for each fiscal year.

Summary of Legislation

This bill continues the 11-member Pay Equity Commission in the Colorado Department of Labor and Employment (CDLE). Under the bill, the commission is:

- authorized to solicit gifts, grants, or donations directly;
- allowed to employ or contract up to 1.0 FTE employee or contractor for purposes of performing its duties if it receives sufficient funds through gifts, grants or donations; and
- required to monitor the status of pay inequity in Colorado and provide updates in its annual reports.

Background

House Bill 10-1417 created the Pay Equity Commission, set to repeal on July 1, 2015, following a Sunset Review. The commission consists of a representative from CDLE, from the Civil Rights Division in the Department of Regulatory Agencies (DORA), and nine Governor and legislative leadership appointments. Members of the commission serve two-year terms without compensation or reimbursement. The CDLE may accept gifts, grants, and donations to fund commission costs. Moneys received are deposited into the continuously appropriated Pay Equity Commission Cash Fund.

The commission meets at least quarterly and is charged with the following duties:

- educate employers about issues or practices that contribute to pay inequities;
- develop and maintain an inventory of best practices for encouraging equal pay;

- encourage employers to implement these best practices and develop a program to recognize employers that pursue pay equity practices;
- conduct outreach and education to employees and employers regarding pay equity; and
- study other state models of pay equity and work to establish Colorado as a model employer with regards to pay equity.

Since 2012, the commission has been required by law to submit an annual report to the executive director of the CDLE, the business committees of the General Assembly, and post the report on the commission's website by June 30 of each year. The report details the commission's work in the areas listed above and provides recommendations for policy or administrative changes.

State Revenue

The bill authorizes the commission to accept gifts, grants, and donations for the commission's work. No source of gifts, grants, or donations has been identified for this legislation.

State Expenditures

The bill allows the commission to employ or contract up to 1.0 FTE employee or contractor for purposes of performing its duties if the commission receives sufficient funds through gifts, grants or donations. Continuation of the commission is not conditional upon receipt of gifts, grants, and donations, so the commission will continue to operate with support from the CDLE and the DORA; it is assumed that this workload can be accomplished within current appropriations.

Effective Date

The bill takes effect on July 1, 2015.

State and Local Government Contacts

Labor and Employment

Regulatory Agencies