



Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

Fiscal Note Memorandum

TO: Members of the Senate Business, Labor, and Technology Committee
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Fiscal Assessment of Amendments to SB26-121

This memorandum is an assessment of the fiscal impact of the attached proposed amendments L.002 and L.003 to Senate Bill 26-121. This fiscal assessment is for the impact of the bill with inclusion of these amendments only. Any other added amendment could influence the fiscal impact.

Summary of Proposed Amendment

Amendment L.002 adds definitions for “decision-making manager” and “family member” to the statute regarding overtime wages for agricultural employees.

Amendment L.003 changes the applicability date for overtime pay changes to January 1, 2027. The amendment also removes rulemaking requirements.

Fiscal Impact of Amendment

By pushing out the applicability date and removing the rulemaking requirement, Amendment L.002 and L.003 eliminate the fiscal impact described in the initial fiscal note dated March 10, 2026.

Bill's Revised Fiscal Impact with Amendment

With the amendments, the bill requires no appropriation. It will increase workload and may increase revenue to the CDLE and the Judicial Department. These increases are described below.



Table 1
State Fiscal Impacts with Amendments L.002 and L.003

Type of Impact	Budget Year FY 2025-26	Out Year FY 2026-27
State Revenue	\$0	\$0
State Expenditures	\$0	\$0
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.0 FTE	0.0 FTE

State Revenue

The bill may minimally increase revenue to CDLE and the Judicial Department. These increases are described below.

Penalties and Fines—CDLE

The CDLE practices compliance assistance when investigating violations of agricultural wage requirements, which provides employers with an opportunity to demonstrate compliance rather than having CDLE initiate a formal investigation. As a result, penalties and fines levied are expected to be minimal.

Filing Fees—Judicial Department

The bill may minimally increase revenue from filing fees from additional civil cases filed with the trial courts in the Judicial Department.

State Expenditures

The bill increases workload in the Division of Labor Standards and Statistics in CDLE and for the Judicial Department. These impacts are described below.

Department of Labor and Employment

The CDLE will have an increase in workload to update the Colorado Overtime and Minimum Pay Standards Order (COMPS ORDER) to reflect the changes in the bill, which will require review, consideration, and incorporation of stakeholder feedback, and to amend existing public guidance and outreach materials to reflect the bill changes. CDLE staff will also be required to



respond to queries from employers, workers and workers' advocates. This workload can be accomplished within existing appropriations.

Judicial Department

To the extent the bill impacts civil case filings, trial court workload will increase. Given the assumption that most employers will follow the law, it is anticipated that any impact on the courts can be addressed within existing appropriations.