



Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado's Legislature

HB 26-1207: DISCLOSURE OF DEMOGRAPHIC WORKFORCE DATA

Prime Sponsors:

Rep. Jackson

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Fiscal note status: This fiscal note reflects the introduced bill.

Summary Information

Overview. The bill requires business entities to submit certain demographic employment data in periodic reports made to the Department of State.

Types of impacts. The bill is projected to affect the following areas beginning in FY 2027-28:

- State Revenue
- State Expenditures

Appropriations. No appropriation is required.

Table 1
State Fiscal Impacts

Type of Impact	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
State Revenue	\$0	\$0	\$0
State Expenditures	\$0	\$58,034	\$33,754
Transferred Funds	\$0	\$0	\$0
Change in TABOR Refunds	\$0	\$0	\$0
Change in State FTE	0.0 FTE	0.5 FTE	0.5 FTE

Fund sources for these impacts are shown in the table below.

Table 1A
State Expenditures

Fund Source	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
General Fund	\$0	\$0	\$0
Cash Funds	\$0	\$48,583	\$24,303
Federal Funds	\$0	\$0	\$0
Centrally Appropriated	\$0	\$9,451	\$9,451
Total Expenditures	\$0	\$58,034	\$33,754
Total FTE	0.0 FTE	0.5 FTE	0.5 FTE

Summary of Legislation

Under current law, certain business entities are required to file periodic reports with the Department of State (CDOS). The bill requires these entities, if they are an employer, to file demographic workforce data collected through the federal Equal Employment Opportunity Commission's EEO-1 form. The definition of employer includes private sector entities that employ 100 or more employees, and does not include the federal government, the state government, units of local government, school districts, state institutions of higher education, or a quasi-governmental entity or other political subdivision of the state.

State Revenue

Starting in FY 2027-28, state revenue to the Department of State Cash Fund may increase as discussed below.

Fee Impact on Businesses

Colorado law requires legislative service agency review of measures which create or increase any fee collected by a state agency. Under current law, the Department of State (CDOS) is authorized to adjust fees so that the revenue generated approximates its direct and indirect costs. The CDOS is primarily funded through business filing fees. To cover the costs described in the State Expenditures section below, fees will likely need to be raised to cover all or some of the costs of this bill. The fees affected and the actual amount of fee charges will be set administratively by the CDOS based on cash fund balance, total program costs, and the estimated number of professional activities subject to fees. This revenue is subject to TABOR.

State Expenditures

The bill increases state expenditures in the Department of State by about \$58,000 in FY 2027-28, and by \$34,000 in FY 2028-29 and future years. These costs, paid from the Department of State Cash Fund, are summarized in Table 2 and discussed below.

Table 2
State Expenditures
Department of State

Cost Component	Budget Year FY 2026-27	Out Year FY 2027-28	Out Year FY 2028-29
Personal Services	\$0	\$23,663	\$23,663
Operating Expenses	\$0	\$640	\$640
Capital Outlay Costs	\$0	\$7,000	\$0
Business e-Filing System Update	\$0	\$17,280	\$0
Centrally Appropriated Costs	\$0	\$9,451	\$9,451
Total Costs	\$0	\$58,034	\$33,754
Total FTE	0.0 FTE	0.5 FTE	0.5 FTE

Staff

Starting in FY 2027-28, the CDOS requires 0.5 FTE Technician I to implement the bill. Staff will update published guidance for business entities regarding the requirement to report EEO-1 data. Additionally, staff will handle an increase in inquiries from business entities and other stakeholders regarding the bill. The amounts above include standard operating and capital outlay costs, and begin July 1, 2027, based on the effective date.

Business e-Filing System Update

For FY 2027-28 only, \$17,280 is required to update the CDOS's business e-filing system. An external vendor will perform these updates, with 128 hours of work required at an estimated cost of \$135 per hour.

Centrally Appropriated Costs

Pursuant to a Joint Budget Committee policy, certain costs associated with this bill are addressed through the annual budget process and centrally appropriated in the Long Bill or supplemental appropriations bills, rather than in this bill. These costs, which may include employee insurance, supplemental employee retirement payments, indirect cost assessments, and other costs, are shown in Table 2 above.

Effective Date

The bill takes effect July 1, 2027, assuming no referendum petition is filed.

Technical Note

The bill's July 1, 2027, effective date precludes CDOS from receiving appropriations in FY 2026-27, which are necessary to implement the e-filing system changes and responding to inquiries before the reporting requirement becomes effective.

State and Local Government Contacts

Law

Secretary of State

Personnel

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](#).