

Joint Budget Committee



Staff Figure Setting FY 2025-26

Department of Labor and Employment

JBC Working Document - Subject to Change

Staff Recommendation Does Not Represent Committee Decision

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March 3, 2025

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How to Use this Document: The Department Overview contains a table summarizing the staff recommended changes. Brief explanations of each change follow the table. Each division description includes a similar table but does not repeat the brief explanations. Sections following the Department Overview and the division summary tables provide more details.

To find decision items, look at the Decision Items Affecting Multiple Divisions or the most relevant division. This applies to both decision items requested by the department and recommended by the staff. Decision items appear in the requested priority order within sections.

Department Overview

The Colorado Department of Labor and Employment (CDLE) administers eight divisions. A brief description of each division and its functions is provided below.

Executive Director's Office

Provides administrative and technical support for the Department's divisions and programs including accounting, budgeting, and human resource functions and houses the following offices:

- *Office of New Americans:* Advances integration of recent immigrants and refugees in Colorado communities through coordination with other state agencies, private sector organizations, and the public. As of October 2024, the Office also houses the Colorado Refugee Services Program which is responsible for statewide coordination of refugee resettlement.
- *Office of Future Work:* Prepares Colorado's workforce to participate in emerging industries through research, stakeholder engagement, and policy and program identification. The Office also oversees the State Apprenticeship Agency.
- *Office of Just Transitions:* Assists communities and workers impacted by the coal transition in local economic development planning and funding, and worker and family employment and wellbeing support.
- *Colorado Disability Opportunity Office:* Created through H.B. 24-1360 to facilitate cross-agency collaboration on disability policy and programs, and community engagement. Houses the Colorado Disability Funding Committee, which is responsible for awarding \$5.0 million annually in disability application assistance and new project grants.

Division of Unemployment Insurance

Collects unemployment insurance premiums and surcharges from employers, administers the payment of unemployment insurance benefits, and conducts audits and investigations to ensure proper payment of premiums and benefits.

Division of Employment and Training

- *Workforce Development Enterprise:* Created through H.B. 24-1409, funds workforce development centers. Centers assist job seekers and employers with job training and placement, including: job listings, computer and internet access, career counseling and training, recruitment and referral services, and employer tax credits. CDLE directly administers the rural consortium while the rest are locally administered by counties and funded by CDLE.
- *Colorado Workforce Development Council:* Provides workforce policy recommendations, designates local workforce investment areas, coordinates the delivery of workforce development programs, and reviews the allocation of federal Title I funds for adult employment and training activities and for youth activities.

Division of Labor Standards and Statistics

- *Labor Standards*: Administers employment and labor laws pertaining to wages paid, hours worked, minimum wage, child labor, employment-related immigration laws, and working conditions. It also conducts all-union agreement elections, certifies all-union provisions, and investigates and mediates allegations of unfair labor practices.
- *Labor Market Information*: Produces information on labor market trends including unemployment rates, industry trends, and employee compensation by region and industry.

Division of Oil and Public Safety

Establishes and enforces regulations and statutes that govern amusement rides and devices, explosives, boilers, conveyances, fuel products, underground and aboveground petroleum storage tanks, cleanup of petroleum spills, and reimbursement of cleanup costs to qualifying storage tank owners/operators. The Division includes the Underground Damage Prevention Safety Commission and Fund, which includes enforcement oversight for Colorado 811.

Division of Workers' Compensation

Regulates the workers' compensation industry in Colorado. Oversees workers' compensation injury claims and compliance, mediates disputes, and administers the Medical Disasters (injuries prior to 1971), Major Medical (injuries from 1971-1981), and Subsequent Injury (more than one industrial injury or injury at more than one employer) Insurance Programs.

Division of Vocational Rehabilitation

Oversees vocational rehabilitation programs to enable individuals with disabilities to participate in the workforce. These programs include Vocational Rehabilitation Services, School-to-Work Alliance Program, Vocational Rehabilitation Mental Health Services, Independent Living Services, and Business Enterprises Program for Individuals who are Blind.

Division of Family and Medical Leave Insurance

Oversees the State Family and Medical Leave Insurance program. The Division consists of five primary operating branches: Employer Services and Program Integrity, Product and Technical Operations, Consumer Success, Case Management, and Appeals.

Summary of Staff Recommendations

Department of Labor and Employment						
Item	Total Funds	General Funds	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$431,159,368	\$35,302,969	\$159,744,815	\$24,708,795	\$211,402,789	1,690.8
Other legislation	23,680,861	619,318	23,264,784	-5,920	-197,321	72.6
Total	\$454,840,229	\$35,922,287	\$183,009,599	\$24,702,875	\$211,205,468	1,763.4
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$454,840,229	\$35,922,287	\$183,009,599	\$24,702,875	\$211,205,468	1,763.4
R1/BA1/S1 UI funding expand and realign	30,000,000	0	30,000,000	0	0	0.0
R2 Workers' Comp cash sweep	0	0	0	0	0	0.0
R3 Petro Storage Tank Fund spending inc	100,000	0	100,000	0	0	0.0
R4 Hospitality Edu grant reduction	-504,535	-504,535	0	0	0	-0.5
BA2 EDO letternote realign	0	0	0	0	0	0.0
BA3 CDOO support & realign	211,148	0	211,148	0	0	1.0
BA4 Leased space tech correction	2,137,515	451,652	782,139	0	903,724	0.0
SI1 Petro Redev cash fund transfer	0	0	0	0	0	0.0
SI2 15% GF reduce to OIT payments	-1,164,724	-1,164,724	0	0	0	0.0
SI3 Scale-up and qualified appren grants transfer	-200,000	0	-200,000	0	0	0.0
SI4 BuildUp grant GF sweep	-222,701	-222,701	0	0	0	0.0
Centrally appropriated line items	15,041,068	589,173	9,544,560	259,131	4,648,204	0.0
Technical adjustments	0	0	0	0	0	0.0
Annualize prior year budget actions	-2,664,424	-752,437	-1,940,288	6,133	22,168	-13.2
Impacts driven by other agencies	-66,682	-5,296	-38,586	-182	-22,618	0.0
Indirect cost assessment	-847,486	0	-223,106	-3,257	-621,123	0.0
Annualize prior year legislation	-260,162	-64,265	-2,448,404	5,920	2,246,587	-5.8
Total	\$496,399,246	\$34,249,154	\$218,797,062	\$24,970,620	\$218,382,410	1,744.9
Changes from FY 2024-25	\$41,559,017	-\$1,673,133	\$35,787,463	\$267,745	\$7,176,942	-18.5
Percentage Change	9.1%	-4.7%	19.6%	1.1%	3.4%	-1.0%
FY 2025-26 Executive Request	\$502,034,511	\$36,021,063	\$222,574,931	\$24,970,527	\$218,467,990	1,744.9
Staff Rec. Above/-Below Request	-\$5,635,265	-\$1,771,909	-\$3,777,869	\$93	-\$85,580	0.0

Description of Incremental Changes

R1/BA1/S1 Unemployment Insurance funding expansion and realignment [requires legislation]: Staff recommends partial approval of the Department's request for changes to improve implementation of and correct for believed oversights in Unemployment Insurance (UI) enterprise fund changes from H.B. 24-1409 (Employment-Related Funding and Workforce Enterprise), and address a \$21.7 to \$26.2 million budget shortfall. Specific recommended changes include:

- Move administrative costs from the Employment Support Fund to the Workforce Development Fund and an expanded and renamed UI Program Support Fund (currently, the Employment and Training Technology Fund, or Tech Fund), which are both enterprise funds. Doing so would move those costs and revenues outside of the TABOR cap.
- \$30.0 million increased spending authority to the UI Program Support Fund for technology and administrative costs.
- Legislation to expand the allowable uses of the Tech Fund to include all technology and administrative costs, rename the Tech Fund to the UI Program Support Fund, correct for believed oversights in the drafting of H.B. 24-1409, and implement other request changes.

R2 Worker's Compensation cash fund sweep [requires legislation]: Staff recommends approval of the Department's request for a \$15.0 million fund transfer from the Major Medical Insurance Fund to the General Fund, for budget balancing. Staff recommends this one-time transfer for FY 2024-25. The fund covers claims for those injured before 1981, and is estimated to have a \$15.0 million excess reserve in 15 years.

R3 Petroleum Storage Tank Fund spending increase: Staff recommends approval of the Department's request for a \$100,000 cash fund spending authority increase in FY 2025-26 and ongoing from the Petroleum Storage Tank cash fund (PSTF) to address rising costs due to inflation. The Department will invest additional funds into maintenance and equipment replacement for the petroleum laboratory and FTE training within program.

R4 Hospitality Education Grant Program reduction: Staff recommends approval of the Department's request to reduce \$504,545 General Fund and 0.5 FTE from the Hospitality Education Grant Program for FY 2025-26 and ongoing, effectively pausing the program for budget balancing.

BA2 Executive Director's Office letternote realignment: Staff recommends approving the Department's request for a budget neutral fund source realignment to adjust the proportion of Worker's Compensation and Family and Medical Leave Insurance (FAMLI) cash funds used to cover centrally appropriated costs.

BA3 Colorado Disability Opportunity Office support and realign: Staff recommends partial approval of the Department's request for \$2.1 million in increased spending authority from the Disability Support Fund, to support \$2.0 million in additional grants and 1.0 FTE, and \$100,000 in increased spending authority from the Disabled Parking Education and Enforcement Fund. Staff recommends a spending authority increase of \$111,148 from the Disability Support Fund in FY 2025-26, which annualizes to \$119,208 ongoing, to support two part-time budget staff in

the EDO (1.0 FTE), approving additional spending from the Disabled Parking Education and Enforcement Fund, and an RFI on the Department’s disability grant programs. Finally, staff recommends denying the \$2.0 million spending authority increase for grants.

BA4 Leased space technical correction: Staff recommends approving the Department request for a technical correction to their leased space common policy adjustment, to appropriately reflect the total appropriations in that line item.

SI1 Staff-initiated Petroleum Redevelopment cash fund transfer: For budget balancing, JBC staff recommends a one-time transfer of \$700,000 from the Petroleum Redevelopment Fund, made on June 30, 2025 through the larger cash fund transfer bill.

SI2 Staff-initiated 15.0% General Fund reduction to Payments to OIT: For budget balancing, staff recommends reducing General Fund appropriations towards OIT payments by 15.0%, or \$1,164,724, informed by prior fiscal year reversions. This is in addition to the 5.0% reduction proposed by JBC staff during the FY 2025-26 OIT figure setting, resulting in a net 20.0% General Fund reduction.

SI3 Staff-initiated Scale-up grant and qualified apprenticeship intermediary grant transfers: For budget balancing, JBC staff recommends a one-time transfer of \$200,000 from the Scale-up Grant Fund, and \$200,000 from the Qualified Apprenticeship Intermediary Grant Fund, for a net transfer of \$400,000 to the General Fund, and a mirroring reduction in annual appropriations from those funds. Staff estimates this would result in a decrease of four Scale-up grantees and two Qualified Apprenticeship Intermediary grantees per year for FY 2025-26 and FY 2026-27.

SI4 Staff-initiated BuildUp Grant sweep: Staff recommends a one-time sweep of \$222,701 General Fund, which is remaining from the \$1.4 million General Fund originally appropriated to the Department to operate the BuildUp grant as required by H.B. 23-1246 (Support In-Demand Career Workforce). While the bill provided the Department rollforward authority on this funding through FY 2025-26, staff recommends amending statute to limit the rollforward authority, and sweep the remaining funds for budget balancing.

Centrally appropriated line items: The recommendation includes a combination of previously acted on and pending adjustments to centrally appropriated line items and would increase total funds by \$15.0 million, and includes a \$550,793 increase in General Fund. Items highlighted are those the Committee has already acted upon. Staff will reflect the Committee’s final common policy decisions for all centrally appropriated items in the Long Bill.

The following table itemizes each requested centrally appropriated line item change.

Centrally appropriated line items						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Payments to OIT	\$8,715,060	\$300,000	\$5,357,802	\$139,436	\$2,917,822	0.0
Salary survey	3,916,935	337,803	1,961,126	24,145	1,593,861	0.0
ALJ services	2,014,144	4,934	1,995,970	0	13,240	0.0
Step Plan	1,077,654	61,384	420,371	3,658	592,241	0.0
Health, life, dental true-up	695,811	152,563	-666	-512	544,426	0.0
Health, life, and dental	586,166	187,566	401,259	69,152	-71,811	0.0

Centrally appropriated line items						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
AED and SAED adjustment	422,103	19,472	967,812	18,562	-583,743	0.0
PERA direct distribution	214,224	15,599	234,691	4,010	-40,076	0.0
Paid Family & Medical Leave Insurance	18,993	876	43,550	836	-26,269	0.0
Short-term disability	6,332	292	14,517	279	-8,756	0.0
Capitol Complex leased space	4,500	1,844	2,050	0	606	0.0
Prior year salary survey	0	0	0	0	0	0.0
FY 2024-25 Step Plan	0	0	0	0	0	0.0
Statewide IT common policy reduction	-1,980,619	-388,241	-1,592,378	0	0	0.0
Legal services	-586,780	-138,597	-230,018	0	-218,165	0.0
Workers' compensation	-60,114	-2,873	-18,399	-217	-38,625	0.0
Risk management & property	-25,543	-1,733	-8,580	-188	-15,042	0.0
CORE operations	-16,178	-96	-4,547	-30	-11,505	0.0
Total	\$15,002,688	\$550,793	\$9,544,560	\$259,131	\$4,648,204	0.0

Technical adjustments: The recommendation includes one net-neutral technical adjustment to fund source allocations.

Technical adjustments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Dept Fund Source Adjustment	\$0	\$0	\$0	\$0	\$0	0.0
Total	\$0	\$0	\$0	\$0	\$0	0.0

Annualize prior year budget actions: The recommendation includes a net decrease of \$2,626,044 in total funds and 13.2 FTE to reflect the FY 2025-26 impact of prior year budget actions. This decrease is primarily the result of eliminating term-limited funding and FTE associated with the FY 2023-24 R2 request (Unemployment Insurance Fraud Prevention).

Annualize prior year budget actions						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY24-25 R04 Disability Prog Navigator	\$34,172	\$0	\$5,377	\$6,133	\$22,662	0.0
FY24-25 R02 OFW Annualize	25,382	0	25,382	0	0	0.3
FY24-25 R03 Labor Standards SWEEP	3,007	0	3,007	0	0	0.2
FY23-24 BA01 Rides and Devices Prog	0	-70,000	70,000	0	0	0.0
FY23-24 R02 UI Fraud Prev	-2,044,054	0	-2,044,054	0	0	-12.0
HB24-1430 Imm Legal Defense Fund	-350,000	-350,000	0	0	0	0.0
FY23-24 BA02 Disability Employment First	-288,410	-288,410	0	0	0	-2.0
FY24-25 R01 ONA Annualize	-5,513	-5,513	0	0	0	0.1
FY24-25 R05 Blind & Low Vis Services	-628	-134	0	0	-494	0.2
Total	-\$2,626,044	-\$714,057	-\$1,940,288	\$6,133	\$22,168	-13.2

Impacts driven by other agencies: The recommendation includes a combination of previously acted on and pending adjustments that result in a decrease of \$66,682 in total funds for FY 2025-26, including a \$5,296 General Fund decrease and a \$32,586 cash fund decrease, to finance the annual fleet vehicle request and Office of Administrative Courts (OAC) staffing. Items highlighted are those the Committee has already acted upon.

Impacts driven by other agencies						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
NP1 Annual fleet vehicle	\$45,576	\$4,007	\$18,544	\$522	\$22,503	0.0
NP2 OAC staffing	1,680	456	0	0	1,224	0.0
BANP Workers' comp	0	0	0	0	0	0.0
BANP Risk management	0	0	0	0	0	0.0
BANP Short-term disability	-113,938	-9,759	-57,130	-704	-46,345	0.0
Total	-\$66,682	-\$5,296	-\$38,586	-\$182	-\$22,618	0.0

Indirect cost assessment: The recommendation includes a net decrease of \$847,486 total funds, including a decrease of \$223,106 cash funds and \$621,123 federal funds related to indirect cost assessments.

Annualize prior year legislation: The recommendation includes a net decrease of \$260,162 total funds and 5.8 FTE to reflect the FY 2025-26 impact of prior year legislation.

Annualize prior year legislation						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB23-1283 Transfer Ref Serv to ONA	\$2,049,266	\$0	\$0	\$0	\$2,049,266	0.0
SB25-097 FY24-25 CDLE supp annualization	368,947	54,928	110,778	5,920	197,321	0.0
HB24-1364 Edu Based Workforce Readiness	250,000	250,000	0	0	0	0.0
SB24-143 Appren Classification Annual	49,169	49,169	0	0	0	0.5
SB24-104 Tech Edu Appren Annualize	13,239	13,239	0	0	0	0.2
HB24-1439 Expand Appren Annualize	3,882	3,882	0	0	0	0.0
HB24-1280 Welcome, Rec, Int Annual	-2,421,726	0	-2,421,726	0	0	0.2
HB23-1212 Promotion Apprentice	-200,604	-200,604	0	0	0	-2.6
HB23-1198 STEM Teacher Extern	-99,564	-99,564	0	0	0	-1.1
HB24-1149 Energy Sector Career Pathway	-97,436	0	-97,436	0	0	-2.0
SB24-075 Transport Network Comp	-54,380	-54,380	0	0	0	-0.4
HB23-1360 CO Disability Opp Annualize	-40,020	0	-40,020	0	0	0.0
HB24-1129 Protect Delivery Network	-34,266	-34,266	0	0	0	-0.1
HB24-1095 Protect for Minor Workers	-23,579	-23,579	0	0	0	-0.2
HB23-1074 Study Workforce Transitions	-23,090	-23,090	0	0	0	-0.3
Total	-\$260,162	-\$64,265	-\$2,448,404	\$5,920	\$2,246,587	-5.8

Major Differences from the Request

Staff recommendation differs from the Department's request in the following:

- **Modified approval** of R1/BA1 for UI funding modifications, namely:
 - **Deny** creating a new UI Administration Fund (UI Admin Fund)
 - Instead, expand the Employment Training and Technology Fund to include administrative costs and rename this fund the UI Program Support Fund
 - **Modify** requested balance cap amounts and support surcharge allocations to apply to an expanded UI Program Support Fund, instead of the requested UI Admin Fund
- **Modified approval of the BA3 request** (Colorado Disability Opportunity Office support and realign), namely
 - **Deny** the additional \$2.0 million spending authority request for additional grants
 - **Modified approval** of 1.0 FTE (funded by the Disability Support Fund), namely from:
 - Locating the 1.0 FTE in the EDO with other budget staff, instead of in the Colorado Disability Opportunity Office, and
 - Not including common policy items and using fiscal note standards from the Legislative Council Staff
- **Additional budget reductions** from staff-initiated items
 - **\$1.3 million** in one-time cash fund transfers to General Fund and a \$222,701 General Fund sweep
 - **\$1.2 million** in addition ongoing General Fund reduction from Payments to OIT

Decision Items Affecting Multiple Divisions

→ R1/BA1/S1 Unemployment Insurance funding expansion and realignment

Request

The Department requests changes to improve implementation of and correct oversights from Unemployment Insurance (UI) enterprise fund changes in H.B. 24-1409 (Employment-Related Funding and Workforce Enterprise), and address a \$21.7 to \$26.2 million budget shortfall.

Recommendation

Staff recommends partial approval for FY 2024-25, FY 2025-26, and ongoing, as summarized below and described in length in the analysis. Staff recommendation results in General Fund savings of \$4.3 million in FY 2024-25, and \$24.8 million in FY 2025-26 and ongoing.

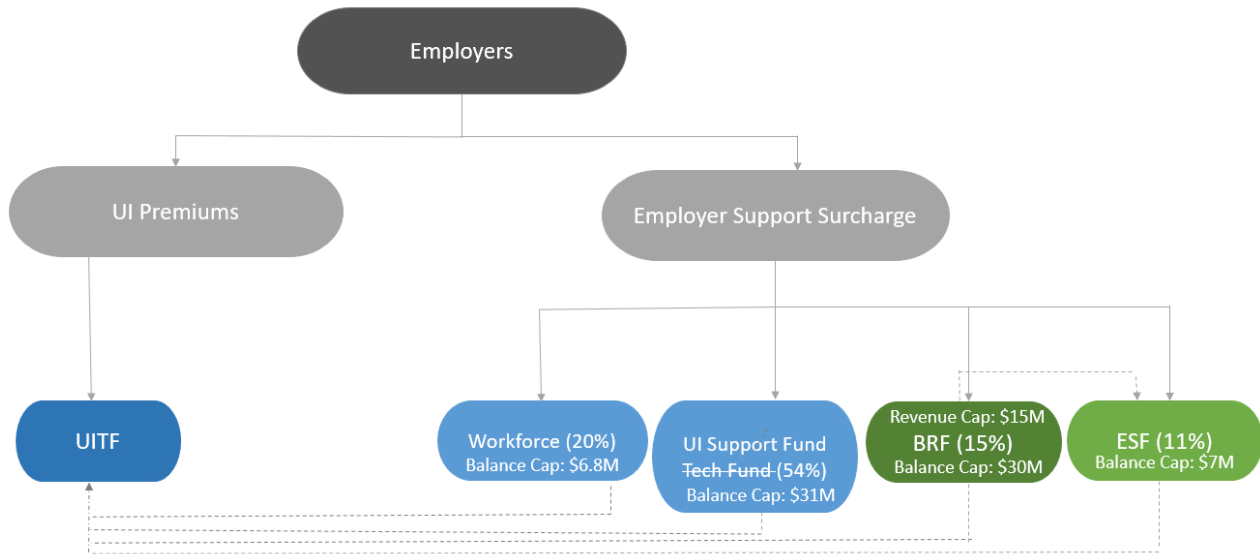
The JBC had approved that staff start bill drafting during Supplemental presentations. Draft bill language is still being written and so not ready to present during figure setting. Staff will incorporate JBC decisions into that draft to present at a later time.

Staff Recommendation: Modified or Full Approval		
Category of Request	Request	Recommendation
HB 24-1409 Clean Up	Create TABOR-exempt UI Administration Fund to cover UI Division admin costs	Rename Tech Fund to "UI Program Support Fund" (UI Support Fund), and include admin expenses in this Fund
HB 24-1409 Clean Up	Replace Tech Fund's revenue cap with \$31.0M balance cap	As requested, but to renamed UI Support Fund
HB 24-1409 Clean Up	Allocate all funds in excess of balance cap to UITF, except for excess revenue into the BRF	As requested
HB 24-1409 Clean Up	Index balance caps to average weekly wage, instead of CPI	As requested
HB 24-1409 Clean Up	Standardize all balance cap language	As requested
Budget Shortfall Measure	Expand definition, and therefore usage, of Tech Fund	As requested, but to renamed UI Support Fund
Budget Shortfall Measure	Spending authority increase to Tech Fund (\$20.0M) and UI Admin Fund (\$10.0M)	\$30.0M spending authority increase to renamed UI Support Fund
Mixed Cause - HB 24-1409 Clean Up & Budget Shortfall	Update allocation of support surcharge to ESF, BRF, Workforce Fund, and Tech Fund	As requested, but modified for renamed UI Support Fund
OLLS Clean Up	Clarify which funds are within the UI Enterprise	
Staff-initiated recommendation	Add new Long Bill line item to separate tech expenses from admin expenses	

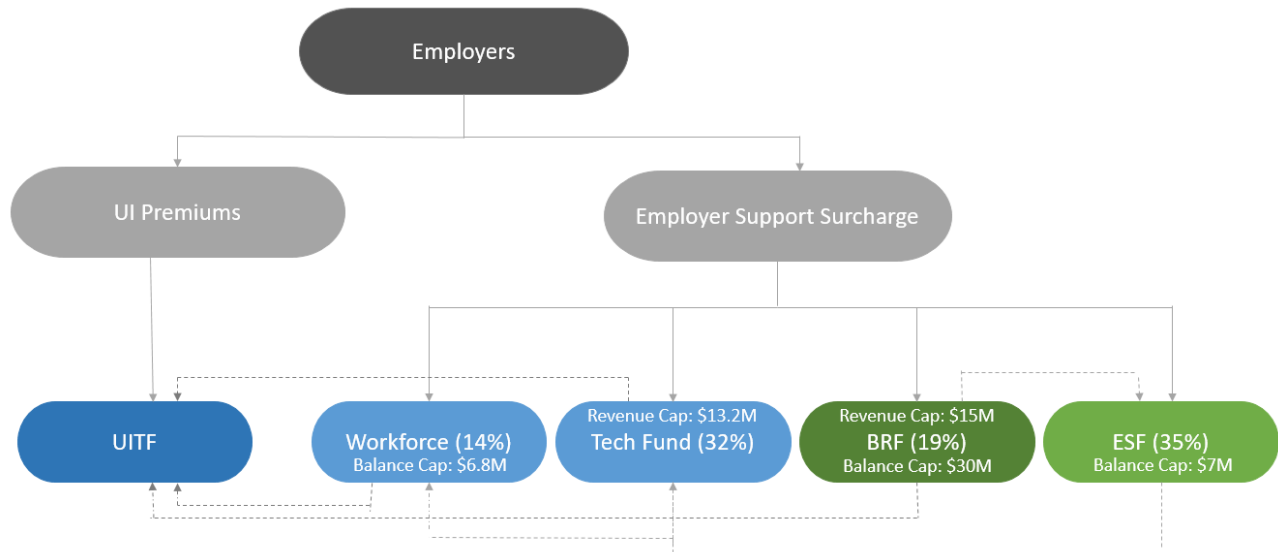
Staff Recommendation: Deny		
Category of Request	Request	Reason for Denial
Miscellaneous Request	Provide the Dept authority to use its cash fund reserve balances when awaiting federal funds	Complex and not urgent. Requires more time to evaluate given no/limited precedent. Dept has used other mechanisms to cover for delayed federal funds, and has not yet encountered a situation where those mechanisms have been insufficient
Miscellaneous Request	Clarify the definition of interested party in Section 8-70-103, C.R.S.	No fiscal impact. Programmatic legislative changes should go through General Assembly instead of the JBC
Miscellaneous Request	Clarify the use of the base period in consideration of severance pay in Section 8-70-103, C.R.S.	No fiscal impact. Programmatic legislative changes should go through General Assembly instead of the JBC

Visual Summary of Recommended Changes

Staff recommendation modifies the UI funding structure to the visualization below.



This is in comparison to the current funding structure:



Source: OSPB/CDLE with JBC Staff edits. Funds in blue are exempt under an enterprise; funds in green are non-exempt. Dashed lines above funds indicate transfers of funds in excess of revenue caps. Dashed lines below funds indicate transfers of funds in excess of balance caps.

The current structure represents changes made last year through H.B. 24-1409, which included:

- Creating the Workforce Development Fund to fund Workforce Development Centers with enterprise funds instead of through the Employment Support Fund (ESF);
- Reducing the ESF's balance cap to \$7.0 million (from \$32.5 million under prior law) and decreasing revenue it received from the support surcharge to 35.0 percent (from 59.36 percent under prior law); and

- Decreasing the Tech Fund revenue cap to \$13.2 million and increasing the revenue it receives from the support surcharge to 32.0 percent (from 21.62 percent under prior law).

Analysis

Problems the Department Seeks to Address

The Department requests further changes to UI funding mechanisms, driven by two factors:

- 1 **Clean up H.B. 24-1409 changes** to address drafting oversights and simplify implementation
- 2 **Address a budget shortfall** of \$21.6 to \$26.2 million

The requested changes would expand the technology expenses covered by the Tech Fund, move UI program administrative costs under the enterprise, clarify statutory language, and adjust for rising operational costs and decreasing federal funding.

House Bill 24-1409 Corrections and Clarifications

The Department has indicated that there were believed drafting oversights in H.B. 24-1409, namely:

- Centrally appropriated costs in the EDO for the UI Division and Workforce Development Enterprise did not move to an enterprise fund, but instead stayed in the non-exempt ESF
- The Tech Fund's *revenue* cap should have been a *balance* cap

To address this, the Department requests creating a new UI Administration Fund in the enterprise to cover administrative costs, including centrally appropriated costs for the UI Division, as there is not an existing enterprise fund that can cover administrative costs. The Department also requests updating the Tech Fund to have a balance cap.

The Department also requests a few statutory corrections to ease H.B. 24-1409 implementation:

- All revenue in excess of each fund's balance cap is diverted to the Unemployment Insurance Trust Fund (UITF)
- Index all balance caps to average weekly wage (instead of CPI) to match the support surcharge's indexing

Anticipated Budget Shortfall

Another factor driving the request is a FY 2024-25 budget shortfall of \$21.6 million, which is estimated to increase to about \$26.2 million by FY 2026-27. This is due to decreasing federal funds, and pandemic-related increases to technology and administrative expenses.

The Department submitted the following table to highlight the budget shortfall and how their requested \$30.0 million spending authority increase would address it. This chart differs from that presented during the Supplemental process because it now includes all federal and state appropriations and adjusts expenditure estimates, based on inconsistencies flagged by JBC Staff.

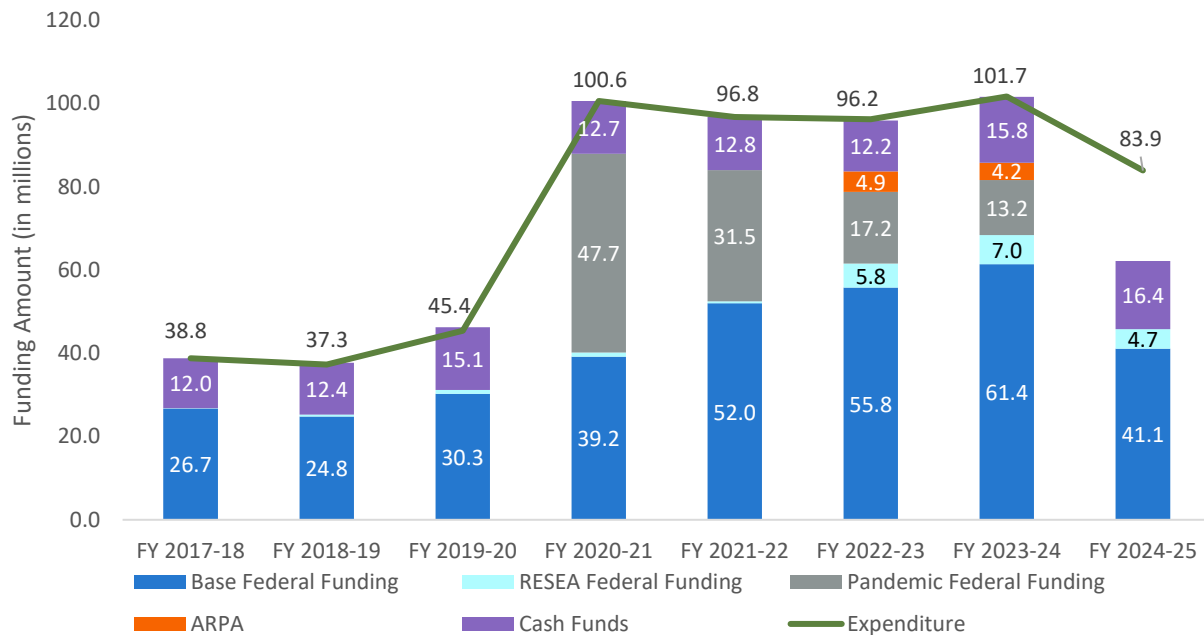
Estimated UI Revenue to Expenditure from Department Request (amended by the Department/OSPB during Supp. comebacks)			
	FY 2024-25	FY 2025-26	FY 2026-27
Estimated Revenue			
Federal Funding	\$41,149,394	\$39,918,359	\$39,918,359
Federal Reemployment Services and Eligibility Assessment (RESEA) Grant	\$4,745,147	\$4,745,147	\$4,745,147
Centrally Appropriated Costs (ESF cash fund)	\$8,928,791	\$8,928,791	\$8,928,791
Tech Fund and Various Sources of Cash Fund	\$11,120,000	\$11,120,000	\$11,120,000
Unemployment Revenue Fund	\$5,284,109	\$5,284,109	\$5,284,109
Estimated Expenditure			
UI Program Expenditures	\$92,806,669	\$94,459,298	\$96,153,054
Budget Shortfall	-\$21,579,228	-\$24,462,892	-\$26,156,648
UI Admin Fund Increase	\$10,000,000	\$10,000,000	\$10,000,000
Tech Fund Increase	\$20,000,000	\$20,000,000	\$20,000,000
Budget Surplus After Changes	\$8,420,772	\$5,537,108	\$3,843,352

This shortfall is driven by two factors:

- 1 Decreasing federal funding
- 2 Increased technology and administrative costs, driven by pandemic-related investments

The chart below shows the Department’s federal funding from FY 2017-18 to FY 2024-25. The Department anticipates an approximate decrease of \$39.6 million federal funds compared to what it received and used over the pandemic. Concurrently, the Department plans to spend about \$15.0 million less than it did during the pandemic, bringing its total shortfall to roughly \$24.6 million. Appendix B shares additional details on UI technology and administrative costs.

Federal Funds into the UI Division increased during the pandemic, largely through pandemic relief funds, but are now decreasing. This creates a shortfall in funding.



Source: Federal funding data from CDLE, FY 2017-18 to FY 2023-24 cash fund and total expenditures in the UI Division from CDLE budget documents, FY 2024-25 cash fund appropriation to the UI Division from Long Bill. Cash fund and expenditure data do not include centrally appropriated costs in the EDO.

The following components of the request address this budget shortfall:

- Expand allowable uses of the Tech Fund in statute to make those funds available for purposes previously covered with federal funds
- \$20.0 million increased spending authority from the Tech Fund to the UI Division
- \$10.0 million increased spending authority from the UI Admin Fund to the UI Division
- Statutory realignment of support surcharge revenue to UI Admin Fund

S1/R1/BA1 Request Components and Staff Recommendations

Staff recommendations to the above components and others in the request are detailed below. In general, staff believes that the Division must take more action to control their costs, as state funding cannot be expected to replace federal investments. However, staff also believes it is risky to not cover the Division’s current spending needs, given the populations served by UI and the possibility for a slight increase in UI claims due to federal employee layoffs.

Therefore, while staff recommends approving spending authority increases, staff also **recommends an RFI** asking the Division to create and implement a cost containment plan.

Some elements of the Department’s request require legislation to update statute. Other components that are *not* marked as “[requires legislation]” are Long Bill changes, which will be written into the appropriations clause of the recommended and requested bill.

Administrative Fund Redistribution to Enterprise & Tech Fund Changes

Requests:

Admin Cost changes: Some centrally appropriated costs attributable to the UI enterprise and the Workforce Development enterprise are currently funded by the ESF, which is not TABOR-exempt. The Department believes that not shifting those costs to enterprise funds was an oversight during drafting of H.B. 24-1409. Therefore, the Department requests:

- **[Requires legislation] Creating a new TABOR-exempt UI Administration Fund**, to ensure administrative costs to the UI program are under an enterprise. Currently, there is no UI enterprise fund that has authority to cover all UI administrative costs. For this new fund, the Department requests:
 - \$8.9 million appropriation to the EDO
 - \$10.0 million spending authority to the UI Division
 - Receipt of 22% of the support surcharge
 - A \$10.0 million balance cap
- **Shifting EDO centrally appropriated expenses** from the ESF to the Workforce Fund and UI Administration Fund

Tech Fund changes: As federal funding decreases, the Department is requesting changes so the Tech Fund can replace costs formerly covered by federal funding. The Department indicated not covering those costs would risk reducing investments into fraud prevention. The Department requests:

- **[Requires legislation] Expand statutory uses of the Tech Fund** from only covering automation initiatives to also fund technology-related staff, maintenance, and fraud prevention.
- **\$20.0 million spending authority increase** to cover increased expenses needed from the Tech Fund. This would bring the fund's total spending authority to about \$30.0 million.
- **[Requires legislation] Replace the \$13.6 million revenue cap with a \$31.0 million balance cap**, which was not corrected in H.B. 24-1409 through an oversight.

Technical surcharge adjustment: To implement the changes requested above, the Department requests **changes to the support surcharge distribution [requires legislation]**:

- Employment Support Fund (ESF): Decrease to 11.0% (from 35.0%)
- Workforce Development Fund: Increase to 20.0% (from 14.0%)
- Benefit Recovery Fund (BRF): Decrease to 15.0% (from 19.0%)
 - *Note:* The Department notes that a decrease to 15.0% will match the fund to its \$15.0 million revenue cap, based on forecasted total support surcharge revenues of \$100.0 million. Therefore, this change will not change the actual amount of revenue received by the fund. JBC Staff note this only applies if support surcharge revenues perform as forecasted.
- Tech Fund: No change (stays at 32.0%)
- UI Administrative Fund: 22.0% (new fund)

Recommendation:

Staff recommendation differs from the Department request primarily by not creating a new UI Administration Fund. Staff believes adding another fund to the UI enterprise is administratively burdensome, and risks perpetuating legislative requests as new expenses get added to the UI program. Instead, staff recommendation expands the usage of the Tech Fund to include all UI program support costs, renames this fund the UI Program Support Fund, and includes a new Long Bill line item to differentiate administrative and technology costs. Finally, staff recommendation corrects an annualization that was not caught in the Department’s request.

Specifically, staff recommends the following:

- **Deny** creating new UI Administration Fund
- Instead, amend statute to **rename the Tech Fund the “Unemployment Insurance Program Support Fund” (UI Support Fund) and expand its uses** to cover all administrative, information technology, and staff costs to support the UI program. Along with this, provide the renamed UI Support Fund the following:
 - o \$30.0 million spending authority increase
 - o 54.0% of support surcharge revenue
 - o A \$31.0 million balance cap
- **Add a “Technology Initiatives” line item** in the UI Division for transparency between administrative expenses (aka Program Costs) and technology expenses
- **Shift centrally appropriated costs** according to the following:

FY 2024-25: EDO Centrally Appropriated Cost Changes			
	FY 2024-25 Appropriation	FY 2024-25 Supplemental Recommendation	Net Change
ESF	\$20,432,737	\$4,813,619	-\$15,619,118
Workforce Fund	\$0	\$6,690,327	\$6,690,327
UI Support Fund	\$0	\$8,928,791	\$8,928,791
Total	\$20,432,737	\$20,432,737	\$0

FY 2025-26: EDO Centrally Appropriated Cost Changes			
	FY 2024-25 Appropriation	FY 2025-26 Recommendation	Net Change*
ESF	\$20,432,737	\$6,307,196	-\$14,125,541
Workforce Fund	\$0	\$6,690,327	\$6,690,327
UI Support Fund	\$0	\$8,928,791	\$8,928,791
Total	\$20,432,737	\$21,926,314	\$1,493,577

*Increase in total funding due to account step and salary survey changes.

- Shift \$701,118 in requested ESF appropriations to the UI Division for FY 2025-26 to the UI Support Fund. These are salary survey and step pay annualizations that were not shifted to an enterprise fund in the Department’s request.
- **Modified adjustments** to the support surcharge
 - o ESF: Decrease to 11.0%

- Workforce Fund: Increase to 20.0%
- Benefit Recovery Fund: Decrease to 15.0%
- UI Support Fund (formerly, Tech Fund): Increase to 54.0%

JBC staff also recommends an RFI requesting the UI Division submit a cost containment plan by November 1, 2025, and explain how that plan is reflected in their FY 2026-27 budget request.

JBC staff recommendation attempts to balance the Division’s need for funding to support core functions with encouragement to cut costs.

Other Technical Updates to Statute

Request:

- **[Requires legislation] Balance cap standardization:** The Department requests standardizing balance cap language across all funds and simplifying caps so revenues in excess of balance caps go to the UITF. This will simplify administration of funds.
- **Index balance caps [requires legislation]:** The support surcharge is adjusted based on average weekly wage (AWW), whereas fund balance caps and revenue caps are adjusted based on CPI. This request changes balance caps to be adjusted to AWW instead of CPI. In general, percentage change of AWW tends to be higher than CPI, which would result in higher balance caps. However, the impact of this to the Unemployment Insurance Trust Fund (which would receive funds in excess of balance caps), would be relatively negligible.

Difference between Average Weekly Wage and CPI Adjustment					
	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
State Average Weekly Wage Percent Change	5.3%	8.1%	6.3%	5.3%	3.6%
CPI Percent Change	2.0%	3.5%	8.0%	5.2%	2.3%
Difference between AWW and CPI (Percentage Points)	3.3	4.6	-1.7	0.1	1.3

Recommendation:

Staff recommends the following:

- **Approve** standardizing balance caps
- **Approve** indexing caps to average weekly *earnings*. Difference in language is to align with other sections of UI statute

Components Recommended to Deny

[Requires legislation] Authority to utilize cash fund reserve balance: The Department requests statutory authority to use its cash reserve balances when waiting for the award of federal funds. **Staff recommends denial** because there is no apparent precedent for this, and because the Department does not actually need this request. Currently, the Department can use General Fund to cover delayed federal payments, which the Department repays once federal funds are received. When this happens within one state fiscal year, this is not considered a loan. However, if the need extends across fiscal years, this creates a General Fund loan on which the Department must pay interest. The Department thought they would meet a circumstance where they would need to pay interest this year, but it actually has not and never has before.

[Requires legislative] Clarify definition of “interested party” to align with current division practice and policy. **Staff recommends denial** because this amendment does not have any fiscal impact, and the purpose of a JBC bill, if approved, would be to simply clean up changes from H.B. 24-1409 and address the Department’s budget shortfall.

[Requires legislative] Clarify use of the base period in considering severance pay to allow for faster and more consistent appeals and claims processing for severance pay-related issues. **Staff recommends denial** because this amendment does not have any fiscal impact, and similarly does not serve the purpose of a recommended JBC bill.

Anticipated General Relief from Staff Recommendation

Due to increasing revenue to TABOR exempt funds through decreasing revenue retained by the ESF, JBC staff recommendation results in the following General Fund relief:

- \$4,297,060 in savings for FY 2024-25
- \$24,775,885 in savings for FY 2025-26 and ongoing

The Department does not anticipate impacts to employers and how much they pay in premiums or the support surcharge as a result of these changes.

i. Informational: Recommended budget reductions

This tables below show all proposed one-time and ongoing General Fund reduction recommendations, for Committee action in the relevant division. Total one-time transfers to General Fund represent 45.4% of the Department’s FY 2024-25 General Fund appropriations, driven by the Department’s R2 request to sweep \$15.0 million from the Worker’s Compensation cash fund. Ongoing expenditure reductions represent 4.6% of the Department’s FY 2024-25 General Fund appropriations. However, total ongoing General Fund relief including recommended changes from R1 represent 83.5% of the Department’s FY 2024-25 General Fund appropriations.

A majority of General Fund savings come from Department requests submitted on November 1st. Staff-initiated recommendations result in an additional \$2.5 million in General Fund relief, representing 6.9% of the Department’s FY 2024-25 General Fund appropriation.

One-Time General Fund Relief				
Option	General Fund	Other Funds	Bill? Y/N	Description
Revenue Enhancements				
R2 Worker's Compensation Cash Fund sweep	\$15,000,000	-\$15,000,000	Y	This Department request proposes a one-time transfer of \$15 million from the Major Medical Fund into the General Fund in FY 2025-26.
Petroleum Redevelopment Fund Transfer to General Fund	\$700,000	-\$700,000	Y	The Petroleum Redevelopment Fund was created to cover petroleum release expenses for releases not covered by the Petroleum Storage Tank Fund. It collects revenue from penalties, gifts, interest, and transfers from the Petroleum Storage Tank Fund.

One-Time General Fund Relief				
Option	General Fund	Other Funds	Bill? Y/N	Description
BuildUp Grant sweep	222,701	0	Y	The BuildUp Grant was created through H.B. 23-1246 and appropriated \$1.4 million General Fund to provide no-cost training to construction and building apprentices. The Department has obligated most of this funding, but \$222,701 remains which the Department plans to award but has not yet committed. Sweeping this funding would result in about 20 less apprentices served.
Scale-up Grant Program and Qualified Apprenticeship Intermediary Grant Funds Transfer to General Fund	400,000	-400,000	Y	The Scale-up Grant Program and Qualified Apprenticeship Intermediary Grant Programs were created through HB 24-1439. Both grants received \$2 million General Fund transfers, with authority to spend those funds up through FY 2026-27 based on annual appropriations. This option transfers \$100,000 from each fund for FY2025-26 and FY2026-27, with a mirroring reduction in appropriations from those funds for those fiscal years, for a total General Fund transfer of \$400,000. These transfers will impact grant programs.
Total - One-Time GF Relief	\$16,322,701	-\$16,100,000		

General Fund Relief: Ongoing				
Option	General Fund	Other Funds	Bill? Y/N	Description
Revenue Enhancements				
R1 UI funding expansion and realignment	\$24,775,885	\$30,000,000	Y	This Department request proposes to move expenditures from the non-exempt Employment Support Fund to enterprise funds, thereby making more General Fund available as long as the State is above the TABOR/Referendum C cap.
Total Revenue Enhancement	\$24,775,885	\$30,000,000		
Expenditure Reductions				
R4 Hospitality Education Grant Program Reduction	-\$504,535	\$0	N	This Department request proposes reducing appropriations to the Hospitality Education Grant program to \$0 starting in FY 2025-26 and ongoing. This request impacts 0.5 FTE.
15.0% Payments to OIT General Fund reduction	-1,164,724	0	N	The Department has reverted General Fund appropriated to the Payments to OIT line item over the past two fiscal years. This 15.0% OIT reduction is in addition to the 5.0% reduction proposed during OIT figure setting. A total 20.0% reduction to General Fund appropriations to OIT payments brings this appropriation in line with actual spending.
Total Expenditure Reductions	-\$1,669,259	\$0		
Total Ongoing General Fund Relief	\$26,445,144	\$30,000,000		

(1) Executive Director's Office

The Executive Director's Office (EDO) provides administrative and management services to the entire Department. The appropriation also includes centrally appropriated items. The EDO also houses several special programs: the Office of New Americans, the Office of Future Work, the Office of Just Transition, and the Colorado Disability Opportunity Office.

Executive Director's Office						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$140,108,244	\$16,692,302	\$67,111,399	\$1,460,939	\$54,843,604	144.3
Other legislation	\$9,224,152	\$165,913	\$9,261,480	-\$5,920	-\$197,321	10.9
Total FY 2024-25	\$149,332,396	\$16,858,215	\$76,372,879	\$1,455,019	\$54,646,283	155.2
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$149,332,396	\$16,858,215	\$76,372,879	\$1,455,019	\$54,646,283	155.2
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
BA3 CDOO support & realign	211,148	0	211,148	0	0	1.0
BA4 Leased space tech correction	2,137,515	451,652	782,139	0	903,724	0.0
SI2 15% GF reduce to OIT payments	-1,164,724	-1,164,724	0	0	0	0.0
SI3 Scale-up and qualified appren grants transfer	-200,000	0	-200,000	0	0	0.0
SI4 BuildUp grant GF sweep	-222,701	-222,701	0	0	0	0.0
Centrally appropriated line items	1,431,114	-84,619	3,171,485	214,533	-1,870,285	0.0
Technical adjustments	0	0	0	0	0	0.0
Annualize prior year budget actions	-330,131	-355,513	25,382	0	0	0.4
Impacts driven by other agencies	-68,362	-5,752	-38,586	-182	-23,842	0.0
Indirect cost assessment	-847,486	0	-223,106	-3,257	-621,123	0.0
Annualize prior year legislation	-200,937	-102,476	-2,350,968	5,920	2,246,587	-2.0
Total FY 2025-26	\$150,077,832	\$15,374,082	\$77,750,373	\$1,672,033	\$55,281,344	154.6
Changes from FY 2024-25	\$745,436	-\$1,484,133	\$1,377,494	\$217,014	\$635,061	-0.6
Percentage Change	0.5%	-8.8%	1.8%	14.9%	1.2%	-0.4%
FY 2025-26 Executive Request	\$155,773,079	\$17,145,991	\$81,588,224	\$1,671,940	\$55,366,924	154.6
Staff Rec. Above/-Below Request	-\$5,695,247	-\$1,771,909	-\$3,837,851	\$93	-\$85,580	0.0

Decision Items

→ BA2 Executive Director’s Office letternote realignment

Request

The Department requests a budget neutral letternote update to adjust the proportion of Worker’s Compensation and Family and Medical Leave Insurance (FAMLI) cash funds used to cover centrally appropriated line items. The FAMLI Division has more FTE than the Worker’s Compensation Division, yet the Worker’s Compensation cash fund currently covers a higher share of centrally appropriated costs than the FAMLI cash fund.

Recommendation

Staff recommends approval. The Department had also submitted this request for FY 2024-25 Supplemental adjustments, which the Committee approved based on staff recommendation.

Analysis

Proposition 118 created the Family and Medical Leave Insurance (FAMLI) program, the FAMLI Division in the Department of Labor and Employment and the FAMLI cash fund. The fund started collecting premiums in January 2023, and its current revenue sources include premium payments, interest, and revenues from revenue bonds. Section 8-13.3-518, C.R.S., continuously appropriates the fund to the FAMLI Division to pay FAMLI benefits and program administration costs, so its Long Bill appropriation is shown for informational purposes only.

The Workers’ Compensation cash fund, created in Section 8-44-112 (7)(a), C.R.S., gains revenue from a surcharge on premiums collected by workers’ compensation insurers. The fund covers direct and indirect cost of the workers’ compensation program, based on annual appropriations from the General Assembly.

The request proposes a \$7,022,133 spending decrease in the Workers’ Compensation cash fund to centrally appropriated costs in the Executive Director’s Office (EDO), and a mirroring \$7,022,133 spending increase from the FAMLI cash fund. This brings total funding for centrally appropriated costs in the EDO to \$3,785,291 in the Workers’ Compensation cash fund and \$13,217,833 in the FAMLI cash fund, to align with the number of FTE those cash funds support. The Workers’ Compensation subdivision has about 6.0% of the Department’s FTE, whereas the FAMLI division has 20.0% of the Department’s FTE.

Number of FTE and percent of Department's total FTE		
	Number of FTE	Percent of Department's total FTE
Workers' Compensation Subdivision	104.0	5.9%
Family and Medical Leave Insurance Division	352.0	20.2%

However, in the FY 2024-25 enacted budget before Supplemental adjustments, the Workers' Compensation cash fund supported almost 20.0% of cash-funded centrally appropriated costs whereas the FAMLI cash fund supported 8.0% of those costs. This request brings those cash fund splits in closer alignment with the Divisions' split of FTE.

Cash fund splits and percent of total cash fund appropriations for centrally appropriated costs in the EDO for FY 2024-25

Cash fund	FY 2024-25 Enacted Total	Percent of total cash funds in the Enacted Long Bill	FY 2025-26 Request Total	Percent of total cash funds in the Suppl. Request
Workers' Compensation	\$10,327,088	19.9%	\$3,785,291	6.6%
Family and Medical Leave Insurance	\$4,163,874	8.0%	\$13,217,833	23.1%

Overall, both cash funds have fairly healthy performance. The Department's supplemental and budget amendment request would relieve an anticipated negative cash flow issue for the Worker's Compensation cash fund, as estimated in the fund's Schedule 9.

Workers' Compensation Cash Fund Performance				
	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriated	FY 2025-26 Requested
Beginning Balance	\$23,140,662	\$28,862,954	\$33,178,059	\$30,793,093
Total Revenue	23,027,099	22,708,918	21,603,451	21,547,212
Total Expenses	17,304,807	18,393,814	23,988,417	27,209,529
Net Cash Flow	\$5,722,292	\$4,315,104	-\$2,384,966	-\$5,662,317
End Balance	\$28,862,954	\$33,178,058	\$30,793,093	\$25,130,776

While the FAMLI cash fund is recent and therefore still developing a financial trend, it currently has positive cash flow to support about \$7.0 million in additional costs.

Family and Medical Leave Insurance Cash Fund Performance				
	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriated	FY 2025-26 Requested
Beginning Balance	\$0	\$309,029,811	\$1,283,502,854	\$1,638,129,689
Total Revenue	351,012,738	1,393,055,767	1,601,576,190	1,460,562,713
Total Expenses	41,969,927	418,582,724	1,261,283,444	1,395,925,126
Net Cash Flow	\$309,042,811	\$974,473,043	\$340,292,746	\$64,637,587
End Balance	\$309,042,811	\$1,283,502,854	\$1,623,795,600	\$1,702,767,276

→ BA3 Colorado Disability Opportunity Office support and realignment

Request

The Department requests a \$2.1 million increase in spending authority from the Disability Support Fund to fund \$2.0 million in additional grants for FY 2025-26 and ongoing, as well as 1.0 FTE (0.5 FTE for accounting, and 0.5 FTE for budget) towards EDO support of the Colorado Disability Opportunity Office. The Department also requests \$100,000 spending authority from the Disabled Parking Education and Enforcement Fund for FY 2025-26 and ongoing.

Recommendation

Staff recommends **modified approval** of \$111,148 from the Disability Support Fund in FY 2025-26, which annualizes to \$119,208 ongoing, to support 1.0 FTE. Staff also recommends approving the \$100,000 spending authority from the Disabled Parking Education and Enforcement Fund. Staff recommends **denying** the requested \$2.0 million spending authority increase towards grant programs. Finally, staff also recommends **adding an RFI** to receive grant award information.

Analysis

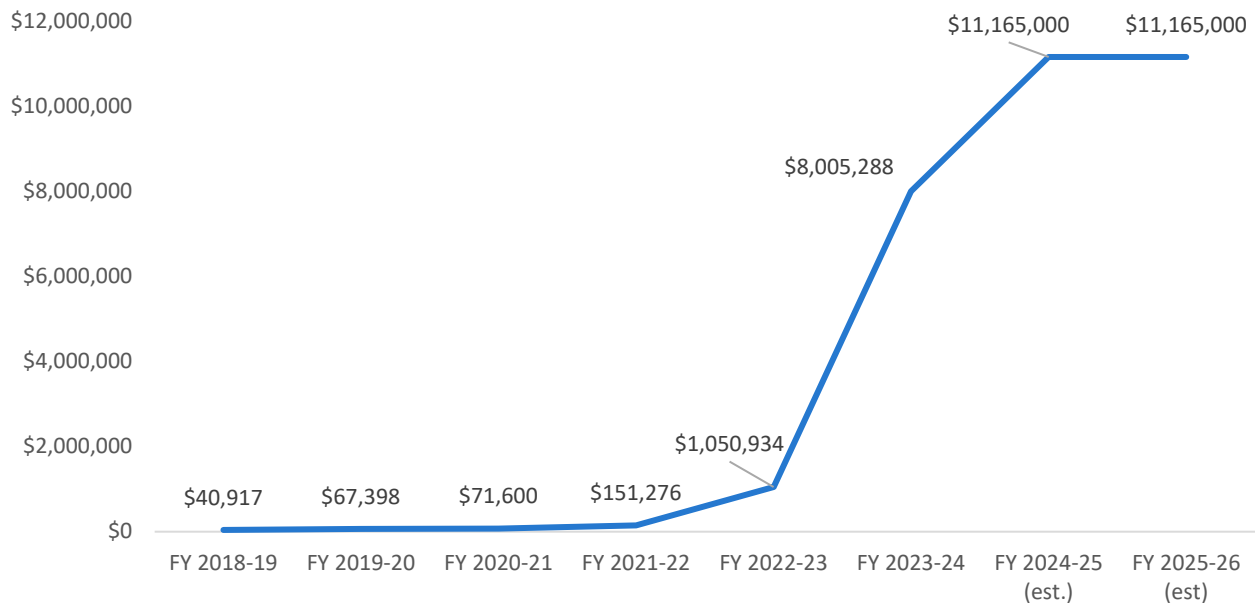
House Bill 24-1360 (Colorado Disability Opportunity Office) created the Colorado Disability Opportunity Office in the Department of Labor and Employment and transferred the Colorado Disability Funding Committee (CDFC) from the Department of Personnel to the Office. The CDFC is made up of 13 members appointed by the Governor, most of whom must be people with disabilities, people with immediate family members who are people with disabilities, or people who are care-givers to a family member who is a person with disabilities. The purpose of the CDFC is to:

- fund grants to non-profits and county departments of human services and social services to assist people with disabilities obtain or retain benefits;
- fund projects or programs that study or pilot new and innovative ideas to improve quality of life or increase independence for people with disabilities; and
- generate revenue through the sale of registration numbers for license plates as outlined in Section 8-88-206, C.R.S., and may also generate revenue through gifts, grants, and donations.

The Colorado Disability Opportunity Office and CDFC are primarily funded by the Disability Support Fund, created in Section 8-88-205, C.R.S. Revenue in the Fund is from a variety of sources, including fees from the sale of registration numbers for personalized plates, configurations, and previously retired plate styles. Namely, S.B. 22-217 (Programs That Benefit Persons With Disabilities) required the DOR to offer three styles of previously retired license plate backgrounds. These all use white alpha-numerals on solid black, blue, and red backgrounds. The bill also aligned fees for all four previously retired backgrounds at \$25 per year, which is transferred to the Disability Support Fund. The Fund's increase in revenue began in FY 2021-22 after the release of the first retired style; however, revenue has since grown significantly after the enactment of SB 22-217. The Black background in particular exceeded original revenue estimates,¹ while the Blue and Red backgrounds have met estimates. The following figure shows the growth of revenue into the Disability Support Fund, and the Department's estimates of its continued performance.

¹ <https://www.denverpost.com/2024/01/05/colorado-black-license-plates-red-blue-disability-fund/>

Revenue into the Disability Support Fund has increased substantially over recent fiscal years, driven by sales of historic license plates and speciality plate auctions.



In light of increasing revenue, the Committee approved a \$5.1 million spending authority increase from the Disability Support Fund last year to fund \$5.0 million more in grants, as well as 1.4 FTE for an Accountant² and to make a part-time policy advisor a full-time position. This is the first major spending authority increase the Fund has received in a few years.

Appropriations from the Disability Support Fund					
	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Appropriation	\$747,976	\$829,976	\$911,976	\$933,976	\$5,975,976

Prior to last year’s appropriation increase, the CDFC funded an annual average of 4 grants for about \$70,188 each. With this \$5.0 million appropriation increase, the CDFC increased funding to both of their existing grant programs by \$2.0 million each, an increase of 300.0% from prior year funding levels of \$500,000. The Disability Benefit Application Assistance Grant, established by Section 8-88-203, C.R.S., supports nonprofits and county human service agencies assist people with disabilities apply for state and federal benefits. The New and Innovative Ideas Grant, created by Section 8-88-204, C.R.S., funds projects that pilot ways to improve the quality of life and increase independence for people with disabilities. Both grants have received more demand than available funding allows.

Increased grant funding request

While the Disability Support Fund likely has the revenue to support \$2.0 million more in additional grants, staff recommends **denying** this component of the request. Last year, the

² The Department made this position a grants manager when the CDFC transferred to CDLE.

CDFC requested a \$7.0 million spending authority increase to grants, which the DPA JBC staff analysis did not fully recommend, in part to ensure the grant program is sustainable and to see the future revenue performance of the fund. JBC staff recommends denying this request due to those same concerns.

However, **staff recommends adding an RFI** requesting the Department to submit information on its grant awards, to inform future spending authority increase requests. House Bill 24-1360 requires the Colorado Disability Opportunity Office submit a report to the Governor on or before November 1, 2025, and every November 1 thereafter, on the programs that the Office had administered. Staff recommends the JBC receive the same report.

Budget FTE request

The EDO has not seen an appropriation increase for budget and fiscal staff in a number of years. The EDO currently has 5.0 FTE in the budget office, which has stayed the same since at least FY 2020-21, if not longer. The last time the EDO received an FTE increase was in FY 2022-23 when the JBC approved the addition of a Chief Operating Officer (1.0 FTE) to oversee administrative and operational functions after legislation created the following:

- Family and Medical Leave Insurance program,
- Office of New Americans (H.B. 21-1150),
- State Apprenticeship Agency (H.B. 21-1007),
- Increased funding to the Office of Just Transitions (H.B. 21-1290), and
- Expanded workforce development activities (H.B. 21-1264).

Since FY 2020-21, the Department's appropriations have increased by \$119.3 million (43.6 percent), including the nearly \$6.0 million added through the creation of the Colorado Disability Opportunity Office. Assuming an even split in budget management across the 5.0 FTE, each FTE is managing \$23.9 million more in appropriations than what they managed in FY 2020-21.

The Department currently has an accountant splitting their time to manage CDOO's budget, but this is not sustainable. To ensure efficient Department management of increased appropriations, **staff recommends adding 1.0 FTE towards EDO budget staff**, split between two part-time workers for accounting and budgeting. The budget analyst will oversee CDOO's cash fund management, conduct out-year projections to ensure sustainability of projects, manage appropriations made by the Long Bill, and conduct fiscal notes analysis for any legislation. The accountant would ensure revenue for CDOO's funds are recorded appropriately, reconcile bank statements, and coordinate with the Department of Revenue on license plate revenue collection.

Staff recommendation differs from the Department FTE request through not including centrally appropriated costs in the first year, and differences in calculating standard operating costs per Legislative Council Staff common policies for fiscal notes. Additionally, staff recommends appropriating this FTE to the EDO, instead of the Colorado Disability Opportunity Office, as this is the appropriate Long Bill location for budget staff.

Budget FTE Expense Calculation (cash funds from Disability Support Fund)						
Position	FTE	Salary	Standard Operating	Capital Outlay	POTS	Total
FY 2025-26						
Budget & Policy Analyst III	0.5	\$45,913	\$640	\$6,670	\$0	\$53,223
Accountant IV	0.5	\$50,615	\$640	\$6,670	\$0	\$57,925
FY 2025-26 Total FTE Cost						\$111,148
FY 2026-27 and ongoing						
Budget & Policy Analyst III	0.5	\$45,913	\$640	\$0	\$10,700	\$57,253
Accountant IV	0.5	\$50,615	\$640	\$0	\$10,700	\$61,955
Ongoing Total FTE Cost						\$119,208

Disabled Parking Education and Enforcement Fund request

The CDFC also oversees the Disabled Parking Education and Enforcement Fund, which was transferred to the Department of Labor and Employment through H.B. 24-1360. The fund gains revenue from 50.0% of fines for disability parking violations, and is used to fund grants to educate parking enforcement officials about disability parking requirements.

The CDFC has not received spending authority from this fund for a number of years. The Committee approved the Department's supplement request to provide \$100,000 spending authority from this fund, and staff recommends continuing this for FY 2025-26 and ongoing.

Disabled Parking Education and Enforcement Fund Performance					
	FY 2021-22 Actual	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Approp.	FY 2025-26 Requested
Beginning Balance	\$104,323	\$106,510	\$110,591	\$118,706	\$118,706
Revenue	2,187	4,081	8,115	0	0
Expenditure	0	0	0	0	0
Net Cash Flow	\$2,187	\$4,081	\$8,115	\$0	\$0
End Balance	\$106,510	\$110,591	\$118,706	\$118,706	\$118,706
S3/BA3 Requested Appropriation	\$0	\$0	\$0	\$100,000	\$100,000

→ BA4 Leased space technical correction

Request

The Department requests a technical correction to their leased space common policy adjustment submitted November 1st, which had accidentally reflected total appropriations instead of the annual adjustment.

Recommendation

Staff recommends approving the request.

Analysis

The leased space line item covers costs to lease office locations throughout the State. This includes the Department's main offices in downtown Denver, as well as smaller spaces statewide like workforce centers and vocational rehabilitation offices.

The Department's November 1st submission included an annual adjustment to leased space totaling \$10.7 million in total funds. After discussion with JBC staff, the Department realized this was submitted in error. The Department had accidentally input the total requested appropriation as the adjustment, instead of simply the incremental adjustment. The adjustment should have been for a total of \$2.1 million total funds, including \$451,652 General Fund, which this request makes adjustments to reflect. This brings the total requested appropriation for leased space to \$10.7 million total funds, of which \$1.1 million is from General Fund.

→ SI2 Staff-initiated 15.0% General Fund reduction to Payments to OIT

Recommendation

For budget balancing, staff recommends reducing General Fund appropriations towards OIT payments by 15.0%, or \$1,164,724. This is in addition to the 5.0% reduction proposed by JBC staff in the FY 2025-26 OIT figure setting presentation. A total 20.0% reduction, or \$1,552,965 General Fund, would bring General Fund appropriations in line with General Fund spending to OIT payments from the past two completed fiscal years.

Analysis

Payments to OIT has been one of the line items in the Department that has increased significantly since FY 2022-23. While the Department has tried to limit the General Fund appropriation growth in this line item compared to other fund sources, it has still increased by 72.2% over the past few fiscal years.

Payments to OIT Appropriations FY 2022-23 to FY 2025-26					
	FY 2022-23	FY2023-24	FY 2024-25	FY 2025-26 (Requested)	Percent Change FY 2025-26 to FY 2022-23
General Fund	\$4,508,324	\$7,492,856	\$7,464,824	\$7,764,824	72.2%
Cash Fund	8,577,857	14,003,659	13,905,439	19,263,241	124.6%
Reapprop. Funds	169,695	334,362	331,619	471,055	177.6%
Federal Funds	5,736,025	9,280,754	9,195,436	12,113,258	111.2%
Total Fund	\$18,991,901	\$31,111,631	\$30,897,318	\$39,612,378	108.6%
% GF to total	23.7%	24.1%	24.2%	19.6%	

In FY 2022-23 and FY 2023-24, the Department reverted an average of \$2.7 million General Fund of their Payments to OIT appropriation.

Payments to OIT General Fund Reversions					
Line Item		FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Payments to OIT	Appropriation	\$3,209,632	\$2,969,665	\$4,508,324	\$7,520,340
	Spending	\$3,209,632	\$2,963,005	\$598,579	\$6,012,400
	Reversion	\$0	\$6,661	\$3,909,745	\$1,507,940

Decreasing General Fund appropriations to OIT payments by 20.0% will bring total General Fund appropriations to \$6,600,100 in this line item, which is close to what the Department actually expended in General Fund in FY 2023-24. Given the lack of transparency in how payments to OIT are calculated between the Departments and OIT, staff recommends applying this reduction to the FY 2025-26 Long Bill. Should the Department actually need this appropriation, staff would expect to see a Supplemental request next year, which details what exact technology expense it covers that could not be covered by other funds.

→ SI3 Staff-initiated Scale-up grant and qualified apprenticeship intermediary grant transfers

Recommendation

Staff recommends a one-time transfer of \$200,000 from the Scale-up Grant Fund, and \$200,000 from the Qualified Apprenticeship Intermediary Grant Fund, for a net transfer of \$400,000 to General Fund. If the JBC approves staff recommendation, staff requests drafting authority for legislation making both transfers, likely through the larger cash fund transfer bill.³ Additionally, if approved, staff recommends reducing appropriations from both cash funds to their respective grant programs by \$100,000 for both FY 2025-26 and FY 2026-27.

Analysis

House Bill 24-1439 (Financial Incentives Expand Apprenticeship Programs) established a refundable income tax credit program from tax years 2025 through 2034 to incentivize employers to employ apprentices for at least six months, and be registered as an apprenticeship program.

The act also created two grant programs: (1) the Scale-Up Grant program, which funds new or expanding registered apprenticeship programs, and (2) the Qualified Apprenticeship Intermediary Grant program, which supports qualified apprenticeship intermediaries who connect employers to registered apprenticeship programs or convene stakeholders to develop registered apprenticeship programs. Both grant programs received \$2.0 million General Fund transfers to spend from FY 2024-25 through FY 2026-27, as annually appropriated. The Department's FY 2025-26 request includes a \$673,321 appropriation for the Scale-Up grant fund and \$678,312 for the Qualified Apprenticeship Intermediary grant program.

³ Staff assumes that these transfers would take place through the consolidated transfer bill unless there is additional change to the program statutes (e.g., repealing a program).

Grant programs that supported apprenticeship training for lineworkers and those in construction are nearly fully expended, so the Scale-up Grant and the Qualified Apprenticeship Intermediary Grant may be the only direct grant support for apprenticeships in FY 2025-26 and FY 2026-27, unless other grant programs receive additional state or private funding.

However, there have been other recent state investments into apprenticeship programs, which staff believes help justify a reduction to Scale-up and Qualified Intermediary grant funding. The General Assembly passed two other apprenticeship-related bills during the 2024 session. Senate Bill 24-104 (Career & Technical Education & Apprenticeship) requires the Department to align high school career and technical education systems and registered apprenticeship programs in certain industries to expand pathways for students into registered apprenticeship programs. Senate Bill 24-143 (Credential Quality Apprenticeship Classification) requires the Department to develop quality standards to evaluate non-degree credentials like apprenticeship programs and evaluate existing programs against this framework. While neither bill directly funds registered apprenticeship programs, they help increase the footprint of such programs in the state's workforce development efforts.

The Department has announced both programs and is starting to accept applications for the Qualified Apprenticeship Intermediary Grant as of February 2025. A \$200,000 reduction to the Qualified Apprenticeship Intermediary grant program would reduce the number of grants by two, out of a possible total of 17 awards through the life of the program (there are currently only 34 recognized qualified intermediaries eligible to apply for the grant). A \$200,000 reduction to the Scale-Up program would reduce the number of grants by four, out of a possible total of 33 grants throughout the life of the program.

Grant reductions will not impact the tax credit program, as the tax credit's fiscal analysis was calculated independently of the grant programs.

→ SI4 Staff-initiated BuildUp grant General Fund sweep

Recommendation

Staff recommends a one-time sweep of \$222,701 General Fund, which was originally appropriated to the Office of Future Work to operate the construction registered apprenticeship grant program (also known as the BuildUp grant), as required through H.B. 23-1246 (Support In-Demand Career Workforce). If the Committee approves staff recommendation, staff requests drafting authority to amend statute and allow the sweeping of these funds.

Analysis

House Bill 23-1246 appropriated \$1.4 million General Fund to the Department to operate a grant program that supports no-cost training to apprentices in the building and construction industries. The bill provided the Department with roll forward authority to use this appropriation through FY 2025-26, and set the repeal of the grant program to July 1, 2027. A

portion of the funds were used to support 1.3 FTE. Starting in 2025, the Department is required to submit a report to the General Assembly on the outcomes of its awards.

The Department has obligated all but \$222,701 General Fund from this appropriation to nine organizations. The Department intends to award the unobligated funds to five current grantees who have had excellent performance based on their prior BuildUp grant awards. However, the Committee could recuperate this funding for FY 2024-25 budget balancing. This would result in about 20 apprentices not being served, of the total 115 apprentices anticipated to benefit from the program.

Line Item Detail

(A) Executive Director's Office

Personal Services

This line item provides staff and services for needs that are common to all divisions within the Department. The Executive Director's Office administers facilities, equipment, and common program elements such as Human Resources, Financial Services, and Information Technology support staff, for example, needed by all divisions within the Department and, therefore, are budgeted within the "Personal Services" line item in the Executive Director's Office.

Statutory authority: Section 24-75-112 (1)(b), C.R.S.

Executive Director's Office, Executive Director's Office, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$11,937,059	\$154,251	\$5,990,867	\$922,054	\$4,869,887	113.2
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$11,937,059	\$154,251	\$5,990,867	\$922,054	\$4,869,887	113.2
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$11,937,059	\$154,251	\$5,990,867	\$922,054	\$4,869,887	113.2
Centrally appropriated line items	865,201	18,144	306,116	0	540,941	0.0
BA3 CDOO support & realign	111,148	0	111,148	0	0	1.0
Technical adjustments	0	56,290	-55,734	-556	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Total FY 2025-26	\$12,913,408	\$228,685	\$6,352,397	\$921,498	\$5,410,828	114.2

Executive Director's Office, Executive Director's Office, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Changes from FY 2024-25	\$976,349	\$74,434	\$361,530	-\$556	\$540,941	1.0
Percentage Change	8.2%	48.3%	6.0%	-0.1%	11.1%	0.9%
FY 2025-26 Executive Request	\$12,802,260	\$228,685	\$6,241,249	\$921,498	\$5,410,828	113.2
Staff Rec. Above/-Below Request	\$111,148	\$0	\$111,148	\$0	\$0	1.0

Health, Life, and Dental

This line item is used to pay for the State's share of health insurance, life insurance, and dental insurance (HLD) for employees who enroll in the State's health plan.

Statutory authority: Sections 24-50-611 and 24-50-603 (9), C.R.S.

Executive Director's Office, Executive Director's Office, Health, Life, and Dental						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$27,012,036	\$2,177,241	\$13,240,300	\$65,497	\$11,528,998	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$27,012,036	\$2,177,241	\$13,240,300	\$65,497	\$11,528,998	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$27,012,036	\$2,177,241	\$13,240,300	\$65,497	\$11,528,998	0.0
Centrally appropriated line items	586,440	190,731	405,469	68,705	-78,465	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
BA3 CDOO support & realign	0	0	0	0	0	0.0
Total FY 2025-26	\$27,598,476	\$2,367,972	\$13,645,769	\$134,202	\$11,450,533	0.0
Changes from FY 2024-25	\$586,440	\$190,731	\$405,469	\$68,705	-\$78,465	0.0
Percentage Change	2.2%	8.8%	3.1%	104.9%	-0.7%	n/a
FY 2025-26 Executive Request	\$27,612,504	\$2,367,972	\$13,659,797	\$134,202	\$11,450,533	0.0
Staff Rec. Above/-Below Request	-\$14,028	\$0	-\$14,028	\$0	\$0	0.0

Short-term Disability

This line item is used to pay the Department's share of costs associated with the State's short-term disability program administered by the Department of Personnel.

Statutory authority: Sections 24-50-611 and 24-50-603 (13), C.R.S.

Executive Director's Office, Executive Director's Office, Short-term Disability						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$208,041	\$18,164	\$92,603	\$1,040	\$96,234	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$208,041	\$18,164	\$92,603	\$1,040	\$96,234	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$208,041	\$18,164	\$92,603	\$1,040	\$96,234	0.0
Centrally appropriated line items	6,332	292	14,517	279	-8,756	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
BA3 CDOO support & realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Impacts driven by other agencies	-113,938	-9,759	-57,130	-704	-46,345	0.0
Total FY 2025-26	\$100,435	\$8,697	\$49,990	\$615	\$41,133	0.0
Changes from FY 2024-25	-\$107,606	-\$9,467	-\$42,613	-\$425	-\$55,101	0.0
Percentage Change	-51.7%	-52.1%	-46.0%	-40.9%	-57.3%	n/a
FY 2025-26 Executive Request	\$100,566	\$8,697	\$50,121	\$615	\$41,133	0.0
Staff Rec. Above/-Below Request	-\$131	\$0	-\$131	\$0	\$0	0.0

Paid Family and Medical Leave Insurance

Colorado Proposition 118, Paid Family Medical Leave Initiative, was approved by voters in November 2020 and created a paid family and medical leave insurance program for all Colorado employees administered by the Colorado Department of Labor and Employment. This requires employers and employees in Colorado to pay a payroll premium (.90 percent with a minimum of half paid by the employer) to finance up to 12 weeks of paid family and medical leave to eligible employees. This line item pays the Department's share of costs associated family and medical leave insurance.

Statutory authority: Section 8-13.3-516, C.R.S.

Executive Director's Office, Executive Director's Office, Paid Family and Medical Leave Insurance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						

Executive Director's Office, Executive Director's Office, Paid Family and Medical Leave Insurance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB 24-1430 (Long Bill)	\$624,127	\$54,492	\$277,811	\$3,121	\$288,703	0.0
Total FY 2024-25	\$624,127	\$54,492	\$277,811	\$3,121	\$288,703	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$624,127	\$54,492	\$277,811	\$3,121	\$288,703	0.0
Centrally appropriated line items	21,527	1,416	43,550	836	-24,275	0.0
BA3 CDOO support & realign	0	0	0	0	0	0.0
Total FY 2025-26	\$645,654	\$55,908	\$321,361	\$3,957	\$264,428	0.0
Changes from FY 2024-25	\$21,527	\$1,416	\$43,550	\$836	-\$24,275	0.0
Percentage Change	3.4%	2.6%	15.7%	26.8%	-8.4%	n/a
FY 2025-26 Executive Request	\$646,046	\$55,908	\$321,753	\$3,957	\$264,428	0.0
Staff Rec. Above/-Below Request	-\$392	\$0	-\$392	\$0	\$0	0.0

Unfunded Liability Amortization Equalization Disbursement Payments

This line item provides funding for amortization and supplemental amortization payments to increase the funded status of the Public Employees' Retirement Association (PERA).

Statutory authority: Section 24-51-411, C.R.S.

Executive Director's Office, Executive Director's Office, Unfunded Liability Amortization Equalization Disbursement Payments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$13,869,452	\$1,210,932	\$6,173,552	\$69,350	\$6,415,618	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$13,869,452	\$1,210,932	\$6,173,552	\$69,350	\$6,415,618	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$13,869,452	\$1,210,932	\$6,173,552	\$69,350	\$6,415,618	0.0
Centrally appropriated line items	478,417	31,467	967,812	18,562	-539,424	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
BA3 CDOO support & realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Total FY 2025-26	\$14,347,869	\$1,242,399	\$7,141,364	\$87,912	\$5,876,194	0.0

Executive Director's Office, Executive Director's Office, Unfunded Liability Amortization Equalization Disbursement Payments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Changes from FY 2024-25	\$478,417	\$31,467	\$967,812	\$18,562	-\$539,424	0.0
Percentage Change	3.4%	2.6%	15.7%	26.8%	-8.4%	n/a
FY 2025-26 Executive Request	\$14,356,576	\$1,242,399	\$7,150,071	\$87,912	\$5,876,194	0.0
Staff Rec. Above/-Below Request	-\$8,707	\$0	-\$8,707	\$0	\$0	0.0

S.B. 04-257 Amortization Equalization Disbursement

This line item provided funding for an increase to the effective PERA contribution rates beginning January 1, 2006 to bring the Department into compliance with statutory provisions. Beginning in FY 2024-25, the General Assembly discontinued this line item and consolidated the appropriation into the Unfunded Liability Equalization Disbursement Payments line item.

Statutory authority: Section 24-51-411, C.R.S.

Recommendation: The Department's request and staff recommendation is reflected in the line item above, Unfunded Liability Amortization Equalization Disbursement Payments.

S.B. 06-235 Supplemental Amortization Equalization Disbursement

This line item provided funding for an increase to the effective PERA contribution rates beginning January 1, 2008 to bring the Department into compliance with statutory provisions. Beginning in FY 2024-25, the General Assembly discontinued this line item and consolidated the appropriation into the Unfunded Liability Equalization Disbursement Payments line item.

Statutory authority: Section 24-51-411, C.R.S.

Recommendation: The Department's request and staff recommendation is reflected in the line item above, Unfunded Liability Amortization Equalization Disbursement Payments.

Salary Survey

This line funds recommended salary adjustments in accordance with the total compensation report prepared by the Department of Personnel.

Statutory authority: Sections 24-50-104 and 24-75-112 (1)(b), C.R.S.

Executive Director's Office, Executive Director's Office, Salary Survey						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$5,332,685	\$472,001	\$2,408,701	\$27,277	\$2,424,706	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0

Executive Director's Office, Executive Director's Office, Salary Survey						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Total FY 2024-25	\$5,332,685	\$472,001	\$2,408,701	\$27,277	\$2,424,706	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$5,332,685	\$472,001	\$2,408,701	\$27,277	\$2,424,706	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
Technical adjustments	0	0	-556	556	0	0.0
Centrally appropriated line items	-1,089,566	-64,746	-446,888	-3,691	-574,241	0.0
Total FY 2025-26	\$4,243,119	\$407,255	\$1,961,257	\$24,142	\$1,850,465	0.0
Changes from FY 2024-25	-\$1,089,566	-\$64,746	-\$447,444	-\$3,135	-\$574,241	0.0
Percentage Change	-20.4%	-13.7%	-18.6%	-11.5%	-23.7%	n/a
FY 2025-26 Executive Request	\$4,243,119	\$407,255	\$1,961,257	\$24,142	\$1,850,465	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Step Pay

This line item provides detail on the amount of funding appropriated to each department as a result of the step pay plan. The step pay plan took effect in FY 2024-25 and is a result of negotiations between the State of Colorado and Colorado Workers for Innovative and New Solutions (COWINS).

Statutory authority: Section 24-50-1101, C.R.S., *et seq.*

Executive Director's Office, Executive Director's Office, Step Pay						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$7,404,256	\$398,876	\$2,301,694	\$16,765	\$4,686,921	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$7,404,256	\$398,876	\$2,301,694	\$16,765	\$4,686,921	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$7,404,256	\$398,876	\$2,301,694	\$16,765	\$4,686,921	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
Centrally appropriated line items	-6,016,097	-271,353	-1,881,323	-13,107	-3,850,314	0.0
Total FY 2025-26	\$1,388,159	\$127,523	\$420,371	\$3,658	\$836,607	0.0
Changes from FY 2024-25	-\$6,016,097	-\$271,353	-\$1,881,323	-\$13,107	-\$3,850,314	0.0

Executive Director's Office, Executive Director's Office, Step Pay						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Percentage Change	-81.3%	-68.0%	-81.7%	-78.2%	-82.2%	n/a
FY 2025-26 Executive Request	\$1,388,159	\$127,523	\$420,371	\$3,658	\$836,607	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

PERA Direct Distribution

This line item funds a direct distribution to the Public Employees Retirement Association, created in Section 24-51-414, C.R.S., enacted in S.B. 18-200.

Statutory authority: Section 24-51-414 (2), C.R.S.

Executive Director's Office, Executive Director's Office, PERA Direct Distribution						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$2,339,000	\$204,216	\$1,041,133	\$11,695	\$1,081,956	0.0
Total FY 2024-25	\$2,339,000	\$204,216	\$1,041,133	\$11,695	\$1,081,956	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$2,339,000	\$204,216	\$1,041,133	\$11,695	\$1,081,956	0.0
Centrally appropriated line items	214,224	16,871	229,684	3,948	-36,279	0.0
Total FY 2025-26	\$2,553,224	\$221,087	\$1,270,817	\$15,643	\$1,045,677	0.0
Changes from FY 2024-25	\$214,224	\$16,871	\$229,684	\$3,948	-\$36,279	0.0
Percentage Change	9.2%	8.3%	22.1%	33.8%	-3.4%	n/a
FY 2025-26 Executive Request	\$2,553,224	\$221,087	\$1,270,817	\$15,643	\$1,045,677	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Temporary Employees Related to Authorized Leave

This line item is used by the Department of Labor and Employment to cover the cost of temporary employees who are hired to fill positions held by someone on family medical leave.

Statutory authority: Not applicable.

Executive Director's Office, Executive Director's Office, Temporary Employees Related to Authorized Leave						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						

Executive Director's Office, Executive Director's Office, Temporary Employees Related to Authorized Leave						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB 24-1430 (Long Bill)	\$371,656	\$13,654	\$97,950	\$0	\$260,052	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$371,656	\$13,654	\$97,950	\$0	\$260,052	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$371,656	\$13,654	\$97,950	\$0	\$260,052	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Total FY 2025-26	\$371,656	\$13,654	\$97,950	\$0	\$260,052	0.0
Changes from FY 2024-25	\$0	\$0	\$0	\$0	\$0	0.0
Percentage Change	0.0%	0.0%	0.0%	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$371,656	\$13,654	\$97,950	\$0	\$260,052	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Workers' Compensation

This line item is used by the Department to reimburse the Department of Personnel for its share of costs associated with providing workers' compensation insurance to state employees.

Statutory authority: Section 24-30-1510.7, C.R.S.

Executive Director's Office, Executive Director's Office, Workers' Compensation						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$589,017	\$28,144	\$180,281	\$2,129	\$378,463	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$589,017	\$28,144	\$180,281	\$2,129	\$378,463	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$589,017	\$28,144	\$180,281	\$2,129	\$378,463	0.0
Impacts driven by other agencies	0	0	0	0	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Centrally appropriated line items	-60,114	-2,873	-18,399	-217	-38,625	0.0

Executive Director's Office, Executive Director's Office, Workers' Compensation						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Total FY 2025-26	\$528,903	\$25,271	\$161,882	\$1,912	\$339,838	0.0
Changes from FY 2024-25	-\$60,114	-\$2,873	-\$18,399	-\$217	-\$38,625	0.0
Percentage Change	-10.2%	-10.2%	-10.2%	-10.2%	-10.2%	n/a
FY 2025-26 Executive Request	\$472,576	\$22,581	\$144,635	\$1,707	\$303,653	0.0
Staff Rec. Above/-Below Request	\$56,327	\$2,690	\$17,247	\$205	\$36,185	0.0

Operating Expenses

This line funds Department-wide and Executive Director's Office expenses such as department-wide software maintenance agreements, office supplies, in-state travel, and state fleet parking costs.

Statutory authority: Section 24-75-112 (1)(b), C.R.S.

Executive Director's Office, Executive Director's Office, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$2,004,121	\$125,628	\$810,505	\$0	\$1,067,988	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$2,004,121	\$125,628	\$810,505	\$0	\$1,067,988	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$2,004,121	\$125,628	\$810,505	\$0	\$1,067,988	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Total FY 2025-26	\$2,004,121	\$125,628	\$810,505	\$0	\$1,067,988	0.0
Changes from FY 2024-25	\$0	\$0	\$0	\$0	\$0	0.0
Percentage Change	0.0%	0.0%	0.0%	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$2,004,121	\$125,628	\$810,505	\$0	\$1,067,988	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Legal Services

This line item is used to pay the Department of Law for the provision of legal services to the Department.

Statutory authority: Sections 24-31-101 (1)(a) and 24-75-112 (1)(i), C.R.S.

Executive Director's Office, Executive Director's Office, Legal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,777,056	\$515,674	\$621,521	\$0	\$639,861	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$1,777,056	\$515,674	\$621,521	\$0	\$639,861	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,777,056	\$515,674	\$621,521	\$0	\$639,861	0.0
Technical adjustments	0	-56,290	56,290	0	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Centrally appropriated line items	-586,780	-138,597	-230,018	0	-218,165	0.0
Total FY 2025-26	\$1,190,276	\$320,787	\$447,793	\$0	\$421,696	0.0
Changes from FY 2024-25	-\$586,780	-\$194,887	-\$173,728	\$0	-\$218,165	0.0
Percentage Change	-33.0%	-37.8%	-28.0%	n/a	-34.1%	n/a
FY 2025-26 Executive Request	\$1,190,276	\$320,787	\$447,793	\$0	\$421,696	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Payments to Risk Management and Property Funds

This line item is an allocation appropriated to each department based on a shared statewide risk formula for two programs, the Liability Program and the Property Program. The State's liability program is used to pay liability claims and expenses brought against the State. The property program provides insurance coverage for state buildings and their contents.

Statutory authority: Sections 24-30-1510 and 24-30-1510.5, C.R.S.

Executive Director's Office, Executive Director's Office, Payment to Risk Management and Property Funds						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						

Executive Director's Office, Executive Director's Office, Payment to Risk Management and Property Funds						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB 24-1430 (Long Bill)	\$417,709	\$28,345	\$140,306	\$3,069	\$245,989	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$417,709	\$28,345	\$140,306	\$3,069	\$245,989	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$417,709	\$28,345	\$140,306	\$3,069	\$245,989	0.0
Impacts driven by other agencies	0	0	0	0	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Centrally appropriated line items	-25,543	-1,733	-8,580	-188	-15,042	0.0
Total FY 2025-26	\$392,166	\$26,612	\$131,726	\$2,881	\$230,947	0.0
Changes from FY 2024-25	-\$25,543	-\$1,733	-\$8,580	-\$188	-\$15,042	0.0
Percentage Change	-6.1%	-6.1%	-6.1%	-6.1%	-6.1%	n/a
FY 2025-26 Executive Request	\$358,295	\$24,316	\$120,329	\$2,633	\$211,017	0.0
Staff Rec. Above/-Below Request	\$33,871	\$2,296	\$11,397	\$248	\$19,930	0.0

Vehicle Lease Payments

This line item is used by the Department to reimburse the Department of Personnel for the costs associated with vehicle lease payments for vehicles used by the Department.

Statutory authority: Section 24-30-1104 (2), C.R.S.

Executive Director's Office, Executive Director's Office, Vehicle Lease Payments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$250,133	\$19,633	\$140,242	\$835	\$89,423	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$250,133	\$19,633	\$140,242	\$835	\$89,423	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$250,133	\$19,633	\$140,242	\$835	\$89,423	0.0
Impacts driven by other agencies	45,576	4,007	18,544	522	22,503	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
Total FY 2025-26	\$295,709	\$23,640	\$158,786	\$1,357	\$111,926	0.0

Executive Director's Office, Executive Director's Office, Vehicle Lease Payments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Changes from FY 2024-25	\$45,576	\$4,007	\$18,544	\$522	\$22,503	0.0
Percentage Change	18.2%	20.4%	13.2%	62.5%	25.2%	n/a
FY 2025-26 Executive Request	\$294,160	\$23,504	\$158,155	\$1,340	\$111,161	0.0
Staff Rec. Above/-Below Request	\$1,549	\$136	\$631	\$17	\$765	0.0

Leased Space

This line item is used by the Department to pay for leased space in locations around the State. Most leases are for smaller spaces throughout the State for workforce centers and vocational rehabilitation offices. However, the Department's primary offices in Denver at 633 17th Street are also located in leased space rather than in Capitol Complex facilities.

Statutory authority: Section 24-75-112 (1)(b), C.R.S.

Executive Director's Office, Executive Director's Office, Leased Space						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$8,601,338	\$643,575	\$3,893,264	\$0	\$4,064,499	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$8,601,338	\$643,575	\$3,893,264	\$0	\$4,064,499	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$8,601,338	\$643,575	\$3,893,264	\$0	\$4,064,499	0.0
BA4 Leased space tech correction	2,137,515	451,652	782,139	0	903,724	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Total FY 2025-26	\$10,738,853	\$1,095,227	\$4,675,403	\$0	\$4,968,223	0.0
Changes from FY 2024-25	\$2,137,515	\$451,652	\$782,139	\$0	\$903,724	0.0
Percentage Change	24.9%	70.2%	20.1%	n/a	22.2%	n/a
FY 2025-26 Executive Request	\$10,738,853	\$1,095,227	\$4,675,403	\$0	\$4,968,223	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Capitol Complex Leased Space

This line item is used by the Department to reimburse the Department of Personnel for expenses related to maintaining capitol complex facilities managed by Department of Personnel.

Statutory authority: Section 24-30-1104 (4) and Part 1 of Article 82 of Title 24, C.R.S.

Executive Director's Office, Executive Director's Office, Capitol Complex Leased Space						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$61,605	\$25,243	\$28,062	\$0	\$8,300	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$61,605	\$25,243	\$28,062	\$0	\$8,300	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$61,605	\$25,243	\$28,062	\$0	\$8,300	0.0
Centrally appropriated line items	4,500	1,844	2,050	0	606	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
Total FY 2025-26	\$66,105	\$27,087	\$30,112	\$0	\$8,906	0.0
Changes from FY 2024-25	\$4,500	\$1,844	\$2,050	\$0	\$606	0.0
Percentage Change	7.3%	7.3%	7.3%	n/a	7.3%	n/a
FY 2025-26 Executive Request	\$66,542	\$27,266	\$30,311	\$0	\$8,965	0.0
Staff Rec. Above/-Below Request	-\$437	-\$179	-\$199	\$0	-\$59	0.0

Payments to OIT

This line item is used to reimburse the Governor's Office of Information Technology (OIT) for the Department's share of costs for the management and administration of OIT.

Statutory authority: Sections 24-37.5-103 and 105, C.R.S.

Executive Director's Office, Executive Director's Office, Payments to OIT						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$30,897,318	\$7,464,824	\$13,905,439	\$331,619	\$9,195,436	0.0
Other legislation	-468,947	-54,928	-210,778	-5,920	-197,321	0.0
Total FY 2024-25	\$30,428,371	\$7,409,896	\$13,694,661	\$325,699	\$8,998,115	0.0

Executive Director's Office, Executive Director's Office, Payments to OIT						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$30,428,371	\$7,409,896	\$13,694,661	\$325,699	\$8,998,115	0.0
Centrally appropriated line items	6,734,441	-88,241	3,765,424	139,436	2,917,822	0.0
Annualize prior year legislation	468,947	54,928	210,778	5,920	197,321	0.0
Technical adjustments	0	0	0	0	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
SI2 15% GF reduce to OIT payments	-1,164,724	-1,164,724	0	0	0	0.0
Total FY 2025-26	\$36,467,035	\$6,211,859	\$17,670,863	\$471,055	\$12,113,258	0.0
Changes from FY 2024-25	\$6,038,664	-\$1,198,037	\$3,976,202	\$145,356	\$3,115,143	0.0
Percentage Change	19.8%	-16.2%	29.0%	44.6%	34.6%	n/a
FY 2025-26 Executive Request	\$39,612,378	\$7,764,824	\$19,263,241	\$471,055	\$12,113,258	0.0
Staff Rec. Above/-Below Request	-\$3,145,343	-\$1,552,965	-\$1,592,378	\$0	\$0	0.0

IT Accessibility

This line item provides funding to the Governor’s Office of Information Technology to implement digital accessibility requirements outlined in H.B. 21-1110 (Colorado Laws for Persons with Disabilities).

Statutory authority: Section 24-85-101 *et seq*, C.R.S.

Recommendation: The Department did not request and staff does not recommend an appropriation to this line item.

CORE Operations

This line item is used by the Department to reimburse the Department of Personnel for the costs associated with maintaining the State’s accounting system.

Statutory authority: Section 24-30-209, C.R.S.

Executive Director's Office, Executive Director's Office, CORE Operations						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$94,194	\$558	\$26,466	\$177	\$66,993	0.0
Total FY 2024-25	\$94,194	\$558	\$26,466	\$177	\$66,993	0.0

Executive Director's Office, Executive Director's Office, CORE Operations						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$94,194	\$558	\$26,466	\$177	\$66,993	0.0
Centrally appropriated line items	-16,178	-96	-4,547	-30	-11,505	0.0
Total FY 2025-26	\$78,016	\$462	\$21,919	\$147	\$55,488	0.0
Changes from FY 2024-25						
Changes from FY 2024-25	-\$16,178	-\$96	-\$4,547	-\$30	-\$11,505	0.0
Percentage Change	-17.2%	-17.2%	-17.2%	-16.9%	-17.2%	n/a
FY 2025-26 Executive Request						
FY 2025-26 Executive Request	\$278,238	\$1,648	\$78,177	\$524	\$197,889	0.0
Staff Rec. Above/-Below Request	-\$200,222	-\$1,186	-\$56,258	-\$377	-\$142,401	0.0

Utilities

This line item is used to pay for the utilities expenses at 251 E. 12th Avenue. The building is owned by the State, and the utility expenses are paid by the Department of Labor and Employment.

Statutory authority: Section 24-75-112 (1)(q), C.R.S.

Executive Director's Office, Executive Director's Office, Utilities						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$260,309	\$0	\$0	\$0	\$260,309	0.0
Total FY 2024-25	\$260,309	\$0	\$0	\$0	\$260,309	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$260,309	\$0	\$0	\$0	\$260,309	0.0
Total FY 2025-26	\$260,309	\$0	\$0	\$0	\$260,309	0.0
Percentage Change						
Percentage Change	0.0%	n/a	n/a	n/a	0.0%	n/a
FY 2025-26 Executive Request						
FY 2025-26 Executive Request	\$260,309	\$0	\$0	\$0	\$260,309	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Information Technology Asset Maintenance

The Department relies extensively on computers and databases to track the constituents that pay fees and taxes to support its programs. The Department also relies extensively on

technology to track the individuals who qualify for benefits from its programs. The Department uses this line item to purchase the Microsoft software and on data network infrastructure.

Statutory authority: Section 24-75-112 (1)(b), C.R.S.

Executive Director's Office, Executive Director's Office, Information Technology Asset Maintenance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$218,626	\$0	\$69,243	\$0	\$149,383	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$218,626	\$0	\$69,243	\$0	\$149,383	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$218,626	\$0	\$69,243	\$0	\$149,383	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
Total FY 2025-26	\$218,626	\$0	\$69,243	\$0	\$149,383	0.0
Changes from FY 2024-25	\$0	\$0	\$0	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$218,626	\$0	\$69,243	\$0	\$149,383	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Statewide Indirect Cost Assessment

Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries offset overhead costs that would otherwise have been supported by General Fund. Recoveries from cash and federally funded programs are calculated for statewide indirect cost assessments.

Statutory authority: Section 24-75-1401, C.R.S.

Executive Director's Office, Executive Director's Office, Statewide Indirect Cost Assessment						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,459,055	\$0	\$576,659	\$6,311	\$876,085	0.0
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$1,459,055	\$0	\$576,659	\$6,311	\$876,085	0.0

Executive Director's Office, Executive Director's Office, Statewide Indirect Cost Assessment						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,459,055	\$0	\$576,659	\$6,311	\$876,085	0.0
Annualize prior year legislation	0	0	0	0	0	0.0
R1 UI funding expand and realign	0	0	0	0	0	0.0
BA2 EDO letternote realign	0	0	0	0	0	0.0
Indirect cost assessment	-847,486	0	-223,106	-3,257	-621,123	0.0
Technical adjustments	0	0	0	0	0	0.0
Total FY 2025-26	\$611,569	\$0	\$353,553	\$3,054	\$254,962	0.0
Changes from FY 2024-25	-\$847,486	\$0	-\$223,106	-\$3,257	-\$621,123	0.0
Percentage Change	-58.1%	n/a	-38.7%	-51.6%	-70.9%	n/a
FY 2025-26 Executive Request	\$611,569	\$0	\$353,553	\$3,054	\$254,962	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

→ Bottom Line Funding Recommendation

The Executive Director's Office is funded by various federal sources for the centrally appropriated line items, which makes it difficult for the Department to project, a year in advance, the exact fund splits between fund types for centrally appropriated line items. Bottom line funding provides the Department the flexibility to apply federal funds to appropriate line items in order to cover expenses.

Recommendation: Staff recommends the Executive Director's Office remain bottom line funded, and staff requests permission to apply a bottom line fund split.

(B) Office of New Americans

The Office of New Americans was established via H.B. 21-1150 (Create The Colorado Office Of New Americans) to implement a statewide strategy to facilitate economic stability and promote successful economic, social, linguistic, and cultural integration of immigrants in Colorado.

Program Costs

This line item funds staffing and operational costs for programs run by the Office of New Americans.

Statutory authority: Article 3.7 of Title 8, C.R.S.

Executive Director's Office, Office of New Americans, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$380,100	\$365,100	\$15,000	\$0	\$0	5.4
Total FY 2024-25	\$380,100	\$365,100	\$15,000	\$0	\$0	5.4
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$380,100	\$365,100	\$15,000	\$0	\$0	5.4
Centrally appropriated line items	53,423	48,987	4,436	0	0	0.0
Annualize prior year budget actions	-5,513	-5,513	0	0	0	0.1
Total FY 2025-26	\$428,010	\$408,574	\$19,436	\$0	\$0	5.5
Changes from FY 2024-25	\$47,910	\$43,474	\$4,436	\$0	\$0	0.1
Percentage Change	12.6%	11.9%	29.6%	n/a	n/a	1.9%
FY 2025-26 Executive Request	\$428,010	\$408,574	\$19,436	\$0	\$0	5.5
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Colorado Refugee Services Program

This line item funds staffing and operational costs to administer the Colorado Refugee Services Program, which provides financial assistance, medical assistance, social services, and other assistance to support refugee resettlement and integration. This program moved to the Department of Labor and Employment effective October 1, 2024.

Statutory authority: Section 8-3.7-108, C.R.S.

Executive Director's Office, Office of New Americans, Colorado Refugee Services Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$6,249,032	\$101,232	\$0	\$0	\$6,147,800	7.5
Total FY 2024-25	\$6,249,032	\$101,232	\$0	\$0	\$6,147,800	7.5
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$6,249,032	\$101,232	\$0	\$0	\$6,147,800	7.5
Annualize prior year legislation	2,049,266	0	0	0	2,049,266	0.0
Centrally appropriated line items	65,437	0	0	0	65,437	0.0
Total FY 2025-26	\$8,363,735	\$101,232	\$0	\$0	\$8,262,503	7.5

Executive Director's Office, Office of New Americans, Colorado Refugee Services Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Changes from FY 2024-25	\$2,114,703	\$0	\$0	\$0	\$2,114,703	0.0
Percentage Change	33.8%	0.0%	n/a	n/a	34.4%	0.0%
FY 2025-26 Executive Request	\$8,363,735	\$101,232	\$0	\$0	\$8,262,503	7.5
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Appropriation to the Immigration Legal Defense Fund

This line item funds the Immigration Legal Defense Fund, which was created via H.B. 21-1194 (Immigration Legal Defense Fund), to provides grants to organizations that represent indigent individuals appearing before an immigration court in Colorado.

Statutory authority: Section 8-3.8-101, C.R.S.

Executive Director's Office, Office of New Americans, Appropriation to the Immigration Legal Defense Fund						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$700,000	\$700,000	\$0	\$0	\$0	0.0
Total FY 2024-25	\$700,000	\$700,000	\$0	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$700,000	\$700,000	\$0	\$0	\$0	0.0
Annualize prior year budget actions	-350,000	-350,000	0	0	0	0.0
Total FY 2025-26	\$350,000	\$350,000	\$0	\$0	\$0	0.0
Changes from FY 2024-25	-\$350,000	-\$350,000	\$0	\$0	\$0	0.0
Percentage Change	-50.0%	-50.0%	n/a	n/a	n/a	n/a
FY 2025-26 Executive Request	\$350,000	\$350,000	\$0	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Statewide Welcome, Reception, and Integration Grant Program (new line item)

This line item funds grants from the Statewide Welcome, Reception, and Integration cash fund to community-based organizations that provide culturally and linguistically appropriate service and program navigation assistance to migrants who are within one year of arrival to the United States. The program was created by H.B. 24-1280 (Welcome, Reception, & Integration Grant Program), and FY 2025-26 is the first time that the program will appear in the Long Bill.

Statutory authority: Part 2 of Article 3.7 of Title 8, C.R.S.

Executive Director's Office, Office of New Americans, Statewide Welcome, Reception, and Integration Grant Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
Other legislation	\$2,500,000	\$0	\$2,500,000	\$0	\$0	0.8
Total FY 2024-25	\$2,500,000	\$0	\$2,500,000	\$0	\$0	0.8
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$2,500,000	\$0	\$2,500,000	\$0	\$0	0.8
Annualize prior year legislation	-2,421,726	0	-2,421,726	0	0	0.2
Total FY 2025-26	\$78,274	\$0	\$78,274	\$0	\$0	1.0
Changes from FY 2024-25	-\$2,421,726	\$0	-\$2,421,726	\$0	\$0	0.2
Percentage Change	-96.9%	n/a	-96.9%	n/a	n/a	25.0%
FY 2025-26 Executive Request	\$78,274	\$0	\$78,274	\$0	\$0	1.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(C) Office of Future Work

The Office of the Future of Work (OFW) serves as the central point of contact for the State's efforts to respond to the changing nature of work, and centralizes responsibilities and accountability for researching, analyzing, and developing recommendations on the future of work. OFW was created via executive order in 2019, and S.B. 23-051 (Conforming Workforce Development Statutes) codified it in statute.

Program Costs

This line item funds staffing and operations for research and programs administered by the Office of Future Work. This includes funding for grant programs such as the Scale-up Grant and Qualified Apprenticeship Intermediaries Grant created through H.B. 24-1439 (Financial Incentives Expand Apprenticeship Programs).

Statutory authority: Article 15.8 of Title 8, C.R.S.

Executive Director's Office, Office of Future Work, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
Other legislation	\$1,466,848	\$133,515	\$1,333,333	\$0	\$0	3.3

Executive Director's Office, Office of Future Work, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB 24-1430 (Long Bill)	\$810,998	\$731,198	\$79,800	\$0	\$0	6.7
Total FY 2024-25	\$2,277,846	\$864,713	\$1,413,133	\$0	\$0	10.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$2,277,846	\$864,713	\$1,413,133	\$0	\$0	10.0
Centrally appropriated line items	83,869	61,687	22,182	0	0	0.0
Annualize prior year budget actions	25,382	0	25,382	0	0	0.3
SI4 BuildUp grant GF sweep	-222,701	-222,701	0	0	0	0.0
SI3 Scale-up and qualified appren grants transfer	-200,000	0	-200,000	0	0	0.0
Annualize prior year legislation	-157,404	-157,404	0	0	0	-2.2
Total FY 2025-26	\$1,806,992	\$546,295	\$1,260,697	\$0	\$0	8.1
Changes from FY 2024-25	-\$470,854	-\$318,418	-\$152,436	\$0	\$0	-1.9
Percentage Change	-20.7%	-36.8%	-10.8%	n/a	n/a	-19.0%
FY 2025-26 Executive Request	\$2,229,693	\$768,996	\$1,460,697	\$0	\$0	8.1
Staff Rec. Above/-Below Request	-\$422,701	-\$222,701	-\$200,000	\$0	\$0	0.0

State Apprenticeship Agency

This line item funds staff and operations for the State Apprenticeship Agency, created through H.B. 21-1007 (State Apprenticeship Agency). The agency administers grant programs to grow apprenticeship programs, ensures program compliance with apprenticeship standards, and registers and oversees apprenticeship programs.

Statutory authority: Section 8-15.7-102, C.R.S.

Executive Director's Office, Office of Future Work, State Apprenticeship Agency						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$838,436	\$838,436	\$0	\$0	\$0	8.0
Other legislation	\$87,326	\$87,326	\$0	\$0	\$0	0.8
Total FY 2024-25	\$925,762	\$925,762	\$0	\$0	\$0	8.8
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$925,762	\$925,762	\$0	\$0	\$0	8.8
Centrally appropriated line items	79,831	79,831	0	0	0	0.0

Executive Director's Office, Office of Future Work, State Apprenticeship Agency						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Total FY 2025-26	\$1,005,593	\$1,005,593	\$0	\$0	\$0	8.8
Changes from FY 2024-25	\$79,831	\$79,831	\$0	\$0	\$0	0.0
Percentage Change	8.6%	8.6%	n/a	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$1,005,593	\$1,005,593	\$0	\$0	\$0	8.8
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(D) Office of Just Transition

House Bill 19-1314 (Just Transition From Coal-based Electrical Energy Economy) created the Just Transitions Office to oversee the creation of a plan that will assist communities and workers whose coal-related industries and jobs are subject to significant economic transition. The office is required to:

- Identify or estimate the timing and location of facility closures and job layoffs in coal-related industries and their impact on affected workers, businesses, and coal transition communities, then make recommendations to the advisory committee as to how the office can most effectively respond to these economic dislocations;
- Provide administrative, logistical, research, and policy support to the advisory committee's work;
- Participate in CDLE's SMART Act presentation to the General Assembly regarding requirements for financing components of the just transition plan, administering the plan, and expected results; and
- Engage in relevant administrative proceedings, such as matters before the Public Utilities Commission and the Air Quality Control Commission.

The statute provides for a 19-member advisory committee to recommend a just transition plan for the State. The final plan was submitted December 31, 2020.

Office of Just Transition

This line item funds pays for administrative staffing costs to operate the office and oversee its programs.

Executive Director's Office, Office of Just Transition, Office of Just Transition						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$400,885	\$400,885	\$0	\$0	\$0	3.5
Total FY 2024-25	\$400,885	\$400,885	\$0	\$0	\$0	3.5

Executive Director's Office, Office of Just Transition, Office of Just Transition						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$400,885	\$400,885	\$0	\$0	\$0	3.5
Centrally appropriated line items	31,750	31,750	0	0	0	0.0
Total FY 2025-26	\$432,635	\$432,635	\$0	\$0	\$0	3.5
Changes from FY 2024-25	\$31,750	\$31,750	\$0	\$0	\$0	0.0
Percentage Change	7.9%	7.9%	n/a	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$432,635	\$432,635	\$0	\$0	\$0	3.5
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Coal Transition Community Assistance

This line item funds grants and programs from the Just Transition cash fund to support the economic development of communities impacted by the coal transition.

Statutory authority: Section 8-83-504 (4)(a)(II), C.R.S.

Executive Director's Office, Office of Just Transition, Coal Transition Community Assistance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$10,000,000	\$0	\$10,000,000	\$0	\$0	0.0
Total FY 2024-25	\$10,000,000	\$0	\$10,000,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$10,000,000	\$0	\$10,000,000	\$0	\$0	0.0
Total FY 2025-26	\$10,000,000	\$0	\$10,000,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$10,000,000	\$0	\$10,000,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Coal Transition Worker Assistance

This line item funds grants and programs to support coal transition workers, their family members, and other household members through the coal transition, such as by providing

apprenticeship and workforce assistance programs, housing assistance, child care assistance, and behavioral health assistance.

Statutory authority: Section 8-83-504.5, C.R.S.

Executive Director's Office, Office of Just Transition, Coal Transition Worker Assistance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$5,000,000	\$0	\$5,000,000	\$0	\$0	0.0
Total FY 2024-25	\$5,000,000	\$0	\$5,000,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$5,000,000	\$0	\$5,000,000	\$0	\$0	0.0
Total FY 2025-26	\$5,000,000	\$0	\$5,000,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$5,000,000	\$0	\$5,000,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(E) Colorado Disability Opportunity Office

House Bill 24-1360 (Colorado Disability Opportunity Office) created the Colorado Disability Opportunity Office in the Department of Labor and Employment and moved the Colorado Disability Funding Committee and its functions from the Department of Personnel and Administration to the new office. The Colorado Disability Opportunity Office's duties include:

- Serve as a statewide resource in disability issues in Colorado,
- Coordinate and convene a disability technical advisory committee,
- Engage stakeholders across the State in developing recommendations to improve grant administration and collaboration in aging and disability issues and cross-agency efforts,
- Implement a statewide strategy to facilitate economic stability and integration for individuals with disabilities, and
- Advise the Colorado Disability Funding Committee on its responsibilities to assist people in obtaining disability benefits, fund projects or programs to benefit individuals with disabilities, and raise funds for the Disability Support fund through buying and selling select license plate registration numbers.

Colorado Disability Opportunity Office

This line item funds the staffing and operating expenses for the Colorado Disability Opportunity Office.

Statutory authority: Part 1 of Article 88 of Title 8, C.R.S.

Executive Director's Office, Colorado Disability Opportunity Office, Colorado Disability Opportunity Office						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
Other legislation	\$5,638,925	\$0	\$5,638,925	\$0	\$0	6.0
Total FY 2024-25	\$5,638,925	\$0	\$5,638,925	\$0	\$0	6.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$5,638,925	\$0	\$5,638,925	\$0	\$0	6.0
BA3 CDOO support & realign	100,000	0	100,000	0	0	0.0
Annualize prior year legislation	-140,020	0	-140,020	0	0	0.0
Total FY 2025-26	\$5,598,905	\$0	\$5,598,905	\$0	\$0	6.0
Changes from FY 2024-25	-\$40,020	\$0	-\$40,020	\$0	\$0	0.0
Percentage Change	-0.7%	n/a	-0.7%	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$7,705,086	\$0	\$7,705,086	\$0	\$0	7.0
Staff Rec. Above/-Below Request	-\$2,106,181	\$0	-\$2,106,181	\$0	\$0	-1.0

(2) Division of Unemployment Insurance

The Department is responsible for administering Colorado's Unemployment Insurance Programs (UI programs). UI programs provide temporary benefits to individuals who have lost their job through no fault of their own. Program responsibilities include: general administration, tax collection from employers, benefits payments, employer audits, call center operation, claimant appeals, and quality control measures. Administrative funding for the Division of Unemployment Insurance is “on budget”, while benefits paid are “off budget”.

Division of Unemployment Insurance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$78,665,197	\$0	\$16,404,109	\$0	\$62,261,088	496.7
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$78,665,197	\$0	\$16,404,109	\$0	\$62,261,088	496.7
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$78,665,197	\$0	\$16,404,109	\$0	\$62,261,088	496.7
R1/BA1/S1 UI funding expand and realign	30,000,000	0	30,000,000	0	0	0.0
Centrally appropriated line items	3,856,103	0	832,942	0	3,023,161	0.0
Annualize prior year budget actions	-2,044,054	0	-2,044,054	0	0	-12.0
Annualize prior year legislation	100,000	100,000	0	0	0	0.0
Total FY 2025-26	\$110,577,246	\$100,000	\$45,192,997	\$0	\$65,284,249	484.7
Changes from FY 2024-25	\$31,912,049	\$100,000	\$28,788,888	\$0	\$3,023,161	-12.0
Percentage Change	40.6%	n/a	175.5%	0.0%	4.9%	-2.4%
FY 2025-26 Executive Request	\$110,577,246	\$100,000	\$45,192,997	\$0	\$65,284,249	484.7
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Line Item Detail

Program Costs

This line item funds personal services, operating expenses, IT staff, and operating costs not housed in the Executive Director’s Office for UI programs.

Statutory authority: Part 1 of Article 71 or Title 8, C.R.S.

Division of Unemployment Insurance, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$78,665,197	\$0	\$16,404,109	\$0	\$62,261,088	496.7
Other legislation	\$0	\$0	\$0	\$0	\$0	0.0
Total FY 2024-25	\$78,665,197	\$0	\$16,404,109	\$0	\$62,261,088	496.7
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$78,665,197	\$0	\$16,404,109	\$0	\$62,261,088	496.7
R1 UI funding expand and realign	30,000,000	0	30,000,000	0	0	0.0
Centrally appropriated line items	3,856,103	0	832,942	0	3,023,161	0.0
Annualize prior year legislation	100,000	100,000	0	0	0	0.0
Annualize prior year budget actions	-2,044,054	0	-2,044,054	0	0	-12.0
Total FY 2025-26	\$110,577,246	\$100,000	\$45,192,997	\$0	\$65,284,249	484.7
Changes from FY 2024-25	\$31,912,049	\$100,000	\$28,788,888	\$0	\$3,023,161	-12.0
Percentage Change	40.6%	n/a	175.5%	n/a	4.9%	-2.4%
FY 2025-26 Executive Request	\$110,577,246	\$100,000	\$45,192,997	\$0	\$65,284,249	484.7
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(3) Division of Employment and Training

The Division of Employment and Training provides services to businesses and potential employees to increase labor participation in the State. The 45 state and county run one-stop centers (also known as workforce centers and American job centers) offer job search assistance, additional job training, and classes to improve interview and resume skills to job seekers. Services at the centers, which are located throughout the State, are free to job seekers and employers, with the goal of matching qualified job seekers with employers. The State supports an online job search board (ConnectingColorado.com) and online resources, as well as in-person services at workforce centers.

Workforce centers in the State's largest counties are operated by the counties themselves. The following counties have entered into contract with the State to operate their own centers: Adams, Arapahoe (with Douglas), Boulder, Denver, El Paso (with Teller), Jefferson (with Gilpin and Clear Creek), Larimer, Mesa, and Weld. All other counties are included in a Rural Consortium group served by state-staffed regional workforce centers.

Division of Employment and Training						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$47,794,721	\$1,656,562	\$590,787	\$838,526	\$44,708,846	152.5
Other legislation	\$14,003,304	\$0	\$14,003,304	\$0	\$0	57.4
Total FY 2024-25	\$61,798,025	\$1,656,562	\$14,594,091	\$838,526	\$44,708,846	209.9
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$61,798,025	\$1,656,562	\$14,594,091	\$838,526	\$44,708,846	209.9
R4 Hospitality Edu grant reduction	-504,535	-504,535	0	0	0	-0.5
Centrally appropriated line items	1,657,436	78,922	325,524	44,598	1,208,392	0.0
Annualize prior year budget actions	5,377	0	5,377	0	0	0.0
Annualize prior year legislation	-47,000	50,436	-97,436	0	0	-3.1
Total FY 2025-26	\$62,909,303	\$1,281,385	\$14,827,556	\$883,124	\$45,917,238	206.3
Changes from FY 2024-25	\$1,111,278	-\$375,177	\$233,465	\$44,598	\$1,208,392	-3.6
Percentage Change	1.8%	-22.6%	1.6%	5.3%	2.7%	-1.7%
FY 2025-26 Executive Request	\$62,909,303	\$1,281,385	\$14,827,556	\$883,124	\$45,917,238	206.3
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Decision Items

→ R4 Hospitality Education Grant Program reduction

Request

For budget balancing, the Department requests to reduce \$504,545 General Fund and 0.5 FTE from the Hospitality Education Grant Program for FY 2025-26 and ongoing, effectively pausing the program and eliminating 0.5 FTE. The grant funds program development in existing high school hospitality programs.

Recommendation

Staff recommends approving the Department request. While this risks a major decrease in ProStart offerings statewide, the Department does not have other sources of ongoing General Fund to cut that would not also require reducing necessary FTE and/or changing legislative directives.

Analysis

The Hospitality Education Grant Program was created in S.B. 14-015 (Hospitality Education Grant Program) to increase the number and quality of hospitality programs operating in high schools. Programs must have existed for at least three years to be eligible for grant funding.

The only grantee of this program is the Colorado Restaurant Foundation, due to strict program eligibility criteria. Grant funding is used towards ProStart, which is a hospitality education program for high school students.⁴ ProStart programs use grant funding for new equipment, curriculum materials, and experiential learning costs, as well as facility upgrades and professional development for teachers. Outside of grant funding, the Foundation receives revenue from sponsorships, special events, and fundraising.

Restaurant and Hospitality Industry in Colorado

In 2023, food services and drinking places contributed \$15.2 billion to Colorado's GDP, having grown by 10.7% from 2022.⁵ Despite its growth and contribution to state GDP, the Colorado restaurant industry has struggled in recent years. In 2024, about 200 restaurants closed throughout Colorado, driven by rising rent, property tax, and food costs, increased minimum and tipped wages, and decreasing consumer demand.⁶ However, reports on the State's hospitality workforce, particularly its restaurant workforce, is mixed. While the Colorado

⁴ <https://corerestaurant.org/colorado-prostart/>

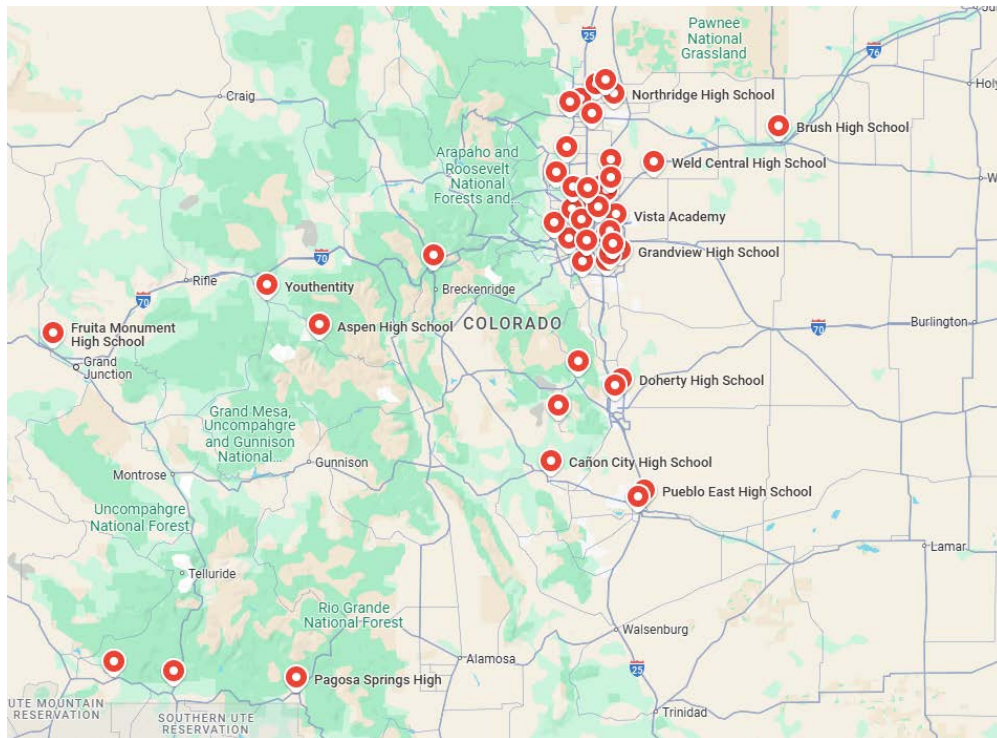
⁵ U.S. Bureau of Economic Analysis, "[SAGDP2N Gross domestic product \(GDP\) by state](#)." (accessed Tuesday, February 18, 2025).

⁶ <https://www.axios.com/local/denver/2025/01/27/colorado-restaurant-industry-closures>

Restaurant Association reports that restaurants face labor shortages,⁷ a Colorado Sun analysis indicates that the number of hospitality workers in Denver has returned to pre-pandemic levels, despite there being high job turnover and low employee retention in the restaurant industry.⁸ From April 2022 to 2023, the state reported hospitality and leisure as a top industry for absolute job growth.⁹

Colorado ProStart Performance

ProStart is currently offered in 85 high schools, with 32 programs offering concurrent enrollment with Metropolitan State University of Denver. Currently 1,900 students are enrolled in the program. In total, 1,184 students have received ServSafe Food Handler certifications, and 123 have received secondary certifications like ServSafe Food Safety Manager. Forty-three percent of participating high school students work in hospitality while in the program, and the program has connected 28 students to apprenticeships. In 2023 and 2024, the program had a 10 percent increase in participating schools and a 50 percent increase in student enrollment. There is no outyear data on the number of students who graduate from postsecondary hospitality programs or stay in this sector through their careers. The map below shows current schools involved in ProStart; most are concentrated in the Denver area, however ProStart anticipates expanding to eight new rural schools in 2025 and 2026, if funding continues.



⁷ <https://www.denver7.com/news/360/help-wanted-a-closer-look-at-colorados-workforce-landscape-and-labor-shortage>

⁸ <https://coloradosun.com/2024/08/11/denver-top-chefs-restaurants-struggles/>

⁹ <https://www.naswa.org/system/files/2023-12/2023stateoftheworkforce-12-21allpages-compressed.pdf>

ProStart Funding

The Hospitality Education Grant represents about 60.0% of Colorado ProStart’s funding, as shown in the budget table below.

Colorado ProStart Budget (Per Academic Year)		
	2023-24	2024-25
Revenue		
National Restaurant Association Education Foundation (NRAEF) Support		
NRAEF Restaurant Youth Registered Apprenticeship Funding	\$50,000	\$0
NRAEF ProStart Grant	28,867	30,000
Colorado Restaurant Association (CRA) Funding & Fundraising		
Colorado Restaurant Foundation Revenue	107,000	140,000
CRA Grant	20,000	20,000
Other Grants		
Daniels Fund Grant	50,000	79,500
Hospital Education Grant	362,500	425,000
Total Revenue	\$618,367	\$694,500
Expenses		
Direct Support to Students and Schools		
Contributions to ProStart schools from Hospitality Grant - testing, supplies, tools and equipment, workplace learning, teacher training, professional development, curriculum purchase, boot camp events, marketing	\$252,500	\$297,500
Contribution from Daniels Fund Grant	50,000	42,000
ProStart Coordinator (full-time, from Hospitality Grant)	110,000	127,500
Administrative Expenses (other fund sources)	226,000	233,000
Additional student support		
ProStart student events	75,000	75,000
Total Expenses	\$713,500	\$775,000
Net Revenue	-\$95,133	-\$80,500

The impact of dedicated state support to ProStart results in a higher percentage of high schools served, compared to ProStart in other states which lack exclusive state support, such as California and Florida.

Other States' ProStart Funding Sources			
State	Fund Sources	Number of Schools Served	Percent of total state high schools (est.)
California	Private Donations (no state support)	145	9.3%
Florida	Various. State support from competitive Hospitality Education Program funding, which gains revenue from collecting \$10 of each hotel and restaurants' licensing fees	210	9.4%
Delaware	Various. State support that varies each year depending on costs to the program (reimbursed based on invoices)	26	51.0%
Minnesota	Various, including \$250,000 direct state appropriation (which is now ending. Also requesting a state funding this year)	69	8.6%

Other States' ProStart Funding Sources			
State	Fund Sources	Number of Schools Served	Percent of total state high schools (est.)
Colorado	Various. State support from Hospitality Education Grant	85	13.1%

Pausing Colorado ProStart Funding

The elimination of ProStart funding would result in schools paying \$13,000 to \$23,500 more to support ProStart curriculum and material costs. This could mean that schools in low-income districts would not offer ProStart, through lack of financial means. Currently, ProStart serves 25 high schools where 50.0% or more of the student body receives free or reduced lunch, excluding students served by the CEC Early College Denver.

Eliminating the Hospitality Education Grant Program funding was considered for budget balancing in FY 2020-21 and FY 2021-22. Staff did not bring this forward for FY 2020-21 budget balancing process due to pandemic-related concerns for the restaurant industry. The next year, the Department requested eliminating the program to meet FY 2021-22 budget balancing marks set by the Governor's Office. Staff did not recommend the request, but instead offered a modest 3.0% reduction (equating to \$12,058), due to a few reasons:

- Continued impact of the pandemic on the hospitality field,
- The improvement of statewide budget projections at the time,
- Staff belief on student benefit from general access to career and technical opportunities, and
- The effectiveness of the program.¹⁰

The JBC did not reduce or eliminate any funding from the Hospitality Education Grant program at that time.

The Department argues that there are other existing workforce development programs that could include ProStart. However, JBC staff reviewed postsecondary and workforce readiness programs serving high school students, and only found one program (the Career Development Incentive Program) that could feasibly be used by ProStart. Even then, this program would not support schools' up-front costs of offering ProStart programming.

However, due to current budget balancing constraints and the lack of other ongoing General Fund appropriations to the Department that do not fund necessary staff or are required for federal match, **staff recommends approving the Department's request.** While the JBC could consider moving this program to the Department of Education (CDE), staff does not recommend this for budget balancing as this would not reduce General Fund and may in fact increase General Fund costs due to adding a new program for CDE to administer.

¹⁰ https://leg.colorado.gov/sites/default/files/fy2021-22_labfig_0.pdf

Line Item Detail

(A) Division of Employment and Training

State Operations and Program Costs

This line item funds administrative staff of the Employment and Training division and supports the administration of several other employment programs. Funding in this line item is primarily from the Employment Support Fund (which collects revenue from an employer support surcharge) and federal funds. It also includes federal Wagner-Peyser funds, which are allocated towards one-stop workforce center operations. The one-stop workforce centers serve as centers for the dissemination of all federal employment program information, including job training and search programs. Additional federal funding for Workforce Center programs, including all funds for worker training, are included in the Workforce Innovation and Opportunity Act line item.

Statutory authority: Sections 8-83-101 through 106 and 8-15.5-101 through 108, C.R.S.

Division of Employment and Training, Employment and Training, State Operations and Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$4,190,287	\$0	\$561,864	\$0	\$3,628,423	52.3
Total FY 2024-25	\$4,190,287	\$0	\$561,864	\$0	\$3,628,423	52.3
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$4,190,287	\$0	\$561,864	\$0	\$3,628,423	52.3
Centrally appropriated line items	453,130	0	5,545	0	447,585	0.0
Annualize prior year legislation	81,487	150,000	-68,513	0	0	0.0
Annualize prior year budget actions	5,377	0	5,377	0	0	0.0
Total FY 2025-26	\$4,730,281	\$150,000	\$504,273	\$0	\$4,076,008	52.3
Changes from FY 2024-25	\$539,994	\$150,000	-\$57,591	\$0	\$447,585	0.0
Percentage Change	12.9%	n/a	-10.2%	n/a	12.3%	0.0%
FY 2025-26 Executive Request	\$4,730,281	\$150,000	\$504,273	\$0	\$4,076,008	52.3
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Trade Adjustment Act Assistance

This line item reflects federal pass through funding used to provide job training assistance to workers dislocated because of foreign trade agreements. Assistance includes extended Unemployment Insurance benefits and supplemental salary payments.

Statutory authority: Sections 8-83-103 and 104 and 8-83-216 (1)(j), C.R.S.

Division of Employment and Training, Employment and Training, Trade Adjustment Act Assistance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$2,000,000	\$0	\$0	\$0	\$2,000,000	0.0
Total FY 2024-25	\$2,000,000	\$0	\$0	\$0	\$2,000,000	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$2,000,000	\$0	\$0	\$0	\$2,000,000	0.0
Total FY 2025-26	\$2,000,000	\$0	\$0	\$0	\$2,000,000	0.0
Percentage Change	0.0%	n/a	n/a	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$2,000,000	\$0	\$0	\$0	\$2,000,000	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Workforce Innovation and Opportunity Act

Federal Workforce Innovation and Opportunity Act (WIOA) funds are distributed to state and county run one-stop centers for services and programs that provide job training and job skills. The federally-funded program serves eligible adults and youth who need additional employment services, education, and/or training to prepare them to enter the workforce or to reenter after a job loss. The WIOA funds skills assessments, basic skills remediation, occupational skills training, and retraining.

Statutory authority: Section 8-83-201, C.R.S. *et seq.*

Division of Employment and Training, Employment and Training, Workforce Innovation and Opportunity Act						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$38,080,423	\$0	\$0	\$0	\$38,080,423	87.2
Total FY 2024-25	\$38,080,423	\$0	\$0	\$0	\$38,080,423	87.2
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$38,080,423	\$0	\$0	\$0	\$38,080,423	87.2
Centrally appropriated line items	760,807	0	0	0	760,807	0.0
Total FY 2025-26	\$38,841,230	\$0	\$0	\$0	\$38,841,230	87.2
Changes from FY 2024-25	\$760,807	\$0	\$0	\$0	\$760,807	0.0
Percentage Change	2.0%	n/a	n/a	n/a	2.0%	0.0%

Division of Employment and Training, Employment and Training, Workforce Innovation and Opportunity Act						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Executive Request	\$38,841,230	\$0	\$0	\$0	\$38,841,230	87.2
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Workforce Development Council

This line item supports the staff of the Workforce Development Council. The Council was created to meet the requirements of Title I of the federal Workforce Investment Act of 1998, and its function was reauthorized in the Workforce Innovation and Opportunity Act of 2014. The Council is responsible for designating local workforce investment areas, coordinating the delivery of workforce development programs, and reviewing the allocation of federal Title I funds for adult employment and training activities and youth activities. The Council is supported by state General Fund and funds transferred (or also called, reappropriated) from the Departments of Human Services, Education, and Local Affairs, and from Community Colleges. The Office of State Planning and Budgeting is required to determine each agency's contributions on an annual basis.

With the passage of H.B. 15-1170 (Increasing Postsecondary and Workforce Readiness), the Council works with local education providers, business, industry, and the Department of Education to raise the level of Postsecondary and Workforce Readiness. Also with the passage of H.B. 15-1274 (Creation of Career Pathways for Students), the Council works with its partners to design integrated career pathways within identified growth industries. These bills are the source of the General Fund and 3.5 of the FTE in this line.

Statutory authority: Parts 1 and 3 of Article 46.3 of Title 24, C.R.S.

Division of Employment and Training, Employment and Training, Workforce Development Council						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,524,011	\$906,562	\$28,923	\$588,526	\$0	12.5
Total FY 2024-25	\$1,524,011	\$906,562	\$28,923	\$588,526	\$0	12.5
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,524,011	\$906,562	\$28,923	\$588,526	\$0	12.5
Centrally appropriated line items	120,649	74,387	1,664	44,598	0	0.0
Annualize prior year legislation	-128,487	-99,564	-28,923	0	0	-3.1
Total FY 2025-26	\$1,516,173	\$881,385	\$1,664	\$633,124	\$0	9.4
Changes from FY 2024-25	-\$7,838	-\$25,177	-\$27,259	\$44,598	\$0	-3.1
Percentage Change	-0.5%	-2.8%	-94.2%	7.6%	n/a	-24.8%

Division of Employment and Training, Employment and Training, Workforce Development Council

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Executive Request	\$1,516,173	\$881,385	\$1,664	\$633,124	\$0	9.4
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Workforce Improvement Grants

Workforce improvement grants are federal and private grants awarded to the Workforce Development Council for the creation of workforce development activities. These are typically directed toward special populations (youth, people who are disabled, veterans, etc.).

Statutory authority: Section 24-46.3-101, C.R.S.

Division of Employment and Training, Employment and Training, Workforce Improvement Grants

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,000,000	\$0	\$0	\$0	\$1,000,000	0.0
Total FY 2024-25	\$1,000,000	\$0	\$0	\$0	\$1,000,000	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,000,000	\$0	\$0	\$0	\$1,000,000	0.0
Total FY 2025-26	\$1,000,000	\$0	\$0	\$0	\$1,000,000	0.0
Percentage Change	0.0%	n/a	n/a	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$1,000,000	\$0	\$0	\$0	\$1,000,000	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Hospitality Education Grant Program

Senate Bill 14-015 (Hospitality Career Education Grant Program) created the hospitality career secondary education grant program in the Department of Labor and Employment. The program awards grants to increase the number and quality of hospitality programs operating in secondary schools. This line item supports program development, grant administration, and grant awards to hospitality programs in Colorado high schools.

Statutory authority: Part 2 of Article 46.3 of Title 24, C.R.S.

Division of Employment and Training, Employment and Training, Hospitality Education Grant Program

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						

Division of Employment and Training, Employment and Training, Hospitality Education Grant Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB 24-1430 (Long Bill)	\$500,000	\$500,000	\$0	\$0	\$0	0.5
Total FY 2024-25	\$500,000	\$500,000	\$0	\$0	\$0	0.5
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$500,000	\$500,000	\$0	\$0	\$0	0.5
Centrally appropriated line items	4,535	4,535	0	0	0	0.0
R4 Hospitality Edu grant reduction	-504,535	-504,535	0	0	0	-0.5
Total FY 2025-26	\$0	\$0	\$0	\$0	\$0	0.0
Changes from FY 2024-25	-\$500,000	-\$500,000	\$0	\$0	\$0	-0.5
Percentage Change	-100.0%	-100.0%	n/a	n/a	n/a	-100.0%
FY 2025-26 Executive Request	\$0	\$0	\$0	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Employment Support and Job Retention Services Program Cash Fund

House Bill 19-1107 (Employment Support Job Retention Services Program) created the Employment Support and Job Retention Services Cash Fund to support the Employment Support and Job Retention Services program. Funds from this source are expended in the Employment Support and Job Retention Services Program line item. The program was extended through September 1, 2029 via H.B. 22-1230 (Employment Support and Job Retention Services).

Statutory authority: Section 8-83-406, C.R.S.

Division of Employment and Training, Employment and Training, Employment Support and Job Retention Services Program Cash Fund						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$250,000	\$250,000	\$0	\$0	\$0	0.0
Total FY 2024-25	\$250,000	\$250,000	\$0	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$250,000	\$250,000	\$0	\$0	\$0	0.0
Total FY 2025-26	\$250,000	\$250,000	\$0	\$0	\$0	0.0
Percentage Change	0.0%	0.0%	n/a	n/a	n/a	n/a
FY 2025-26 Executive Request	\$250,000	\$250,000	\$0	\$0	\$0	0.0

Division of Employment and Training, Employment and Training, Employment Support and Job Retention Services Program Cash Fund						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Employment Support and Job Retention Services Program

House Bill 19-1107 (Employment Support Job Retention Services Program) created this program to assist eligible individuals with job retention services. Under the provisions of this bill, the Department must develop a competitive solicitation process to contract with an outside nonprofit to administer the program. The administering entity must develop formal memoranda of understanding with public agencies and private nonprofit organizations to provide employment, job training, and job retention services to eligible individuals. Services that are eligible for reimbursement include transportation, emergency childcare, emergency housing, job training or education fees, work tools and equipment, food and nutrition, utility and internet bills, prepaid cell phones, licenses and certifications, legal services related to employment, interpretation, and qualified medical and mental health expenses, among others. The program was extended through September 1, 2029 via H.B. 22-1230 (Employment Support and Job Retention Services).

Statutory authority: Part 4 of Article 83 of Title 8, C.R.S.

Division of Employment and Training, Employment and Training, Employment Support and Job Retention Services Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$250,000	\$0	\$0	\$250,000	\$0	0.0
Total FY 2024-25	\$250,000	\$0	\$0	\$250,000	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$250,000	\$0	\$0	\$250,000	\$0	0.0
Total FY 2025-26	\$250,000	\$0	\$0	\$250,000	\$0	0.0
Percentage Change	0.0%	n/a	n/a	0.0%	n/a	n/a
FY 2025-26 Executive Request	\$250,000	\$0	\$0	\$250,000	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Veterans Service-to-Career Program

House Bill 16-1267 (Lee and Fields/Carroll and Woods) required CDLE to develop a grant program to which workforce centers could apply to enhance workforce center services for veterans that were not available under the federal Workforce Innovation and Opportunity Act.

The bill specified that workforce centers “may contract with a nonprofit agency to administer the program” and specified that, “in selecting workforce centers to administer the program, the Department shall give preference to a workforce center that partners with a nonprofit agency that is an integrated service and support center for veterans and their families.” The program was reauthorized under S.B. 24-109 (Continue Colorado Veterans’ Service-to-Career Program), extended its repeal date to September 1, 2027, and permitted it to be financed with the General Fund instead of the Marijuana Tax Cash Fund. However, it did not provide the program with any General Fund appropriations.

Statutory authority: Sections 8-14.3-201 through 205, C.R.S.

Recommendation: The Department did not request and staff does not recommend an appropriation for this line item

STEM Teacher Externship Program

House Bill 23-1198 (Teacher Externship Program for Science Technology Engineering and Math Disciplines) created an externship program through the Department, appropriating one-time General Fund in FY 2023-24 with roll-forward through FY 2024-25.

Statutory authority: Sections 8-83-602.5, C.R.S.

Recommendation: The Department did not request and staff does not recommend an appropriation for this line item.

(B) Workforce Development Enterprise

Workforce Development Enterprise

House Bill 24-1409 (Employment-Related Funding and Workforce Enterprise) created the Workforce Development Enterprise, which is funded by the Workforce Development Fund. The Workforce Development Enterprise ensures access to workforce development programs and workforce centers. The line item also includes funds allocated to counties that operate their own workforce centers and amounts allocated to the Colorado Rural Workforce Consortium (CRWC). The CRWC sites are staffed by the State. This line item includes base operating support for resource and referral services.

Statutory authority: Section 8-83-107, C.R.S.

Division of Employment and Training, Workforce Development Enterprise, Workforce Development Enterprise						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
Other legislation	\$14,003,304	\$0	\$14,003,304	\$0	\$0	57.4
Total FY 2024-25	\$14,003,304	\$0	\$14,003,304	\$0	\$0	57.4

Division of Employment and Training, Workforce Development Enterprise, Workforce Development Enterprise						
Item FY 2025-26 Recommended Appropriation	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation	\$14,003,304	\$0	\$14,003,304	\$0	\$0	57.4
Centrally appropriated line items	318,315	0	318,315	0	0	0.0
Total FY 2025-26	\$14,321,619	\$0	\$14,321,619	\$0	\$0	57.4
Changes from FY 2024-25	\$318,315	\$0	\$318,315	\$0	\$0	0.0
Percentage Change	2.3%	n/a	2.3%	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$14,321,619	\$0	\$14,321,619	\$0	\$0	57.4
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(4) Division of Labor Standards and Statistics

The Division of Labor Standards and Statistics enforces state labor standards through the Labor Standards subdivision, and provides labor market information through the Labor Statistics subdivision.

Division of Labor Standards and Statistics						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$11,644,674	\$4,114,126	\$3,901,995	\$0	\$3,628,553	111.7
Other legislation	\$453,405	\$453,405	\$0	\$0	\$0	4.3
Total FY 2024-25	\$12,098,079	\$4,567,531	\$3,901,995	\$0	\$3,628,553	116.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$12,098,079	\$4,567,531	\$3,901,995	\$0	\$3,628,553	116.0
Centrally appropriated line items	908,215	430,903	212,949	0	264,363	0.0
Annualize prior year budget actions	3,007	0	3,007	0	0	0.2
Annualize prior year legislation	-112,225	-112,225	0	0	0	-0.7
Total FY 2025-26	\$12,897,076	\$4,886,209	\$4,117,951	\$0	\$3,892,916	115.5
Changes from FY 2024-25	\$798,997	\$318,678	\$215,956	\$0	\$264,363	-0.5
Percentage Change	6.6%	7.0%	5.5%	0.0%	7.3%	-0.4%
FY 2025-26 Executive Request	\$12,897,076	\$4,886,209	\$4,117,951	\$0	\$3,892,916	115.5
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Line Item Detail

(A) Labor Standards

This program administers Colorado employment and labor laws pertaining to wages paid, hours worked, minimum wage, labor standards, child labor, employment-related immigration laws, whistleblower protections, and working conditions. The division also conducts all-union agreement elections, elections to certify or decertify collective bargaining agreements, certifications of all-union provisions in the building and construction trades industries, and investigates and mediates allegations of unfair labor practices.

Labor Program Costs

This line item funds the personal services and operating expenses for the Labor standards program section of the division.

Statutory authority: Articles 1 through 3.3, Articles 4 through 10, Articles 12 and 13, and Articles 13.5 through 14.4 of Title 8, C.R.S.

Division of Labor Standards and Statistics, Labor Standards, Labor Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$8,016,121	\$4,114,126	\$3,901,995	\$0	\$0	81.4
Other legislation	\$453,405	\$453,405	\$0	\$0	\$0	4.3
Total FY 2024-25	\$8,469,526	\$4,567,531	\$3,901,995	\$0	\$0	85.7
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$8,469,526	\$4,567,531	\$3,901,995	\$0	\$0	85.7
Centrally appropriated line items	643,852	430,903	212,949	0	0	0.0
Annualize prior year budget actions	3,007	0	3,007	0	0	0.2
Annualize prior year legislation	-112,225	-112,225	0	0	0	-0.7
Total FY 2025-26	\$9,004,160	\$4,886,209	\$4,117,951	\$0	\$0	85.2
Changes from FY 2024-25	\$534,634	\$318,678	\$215,956	\$0	\$0	-0.5
Percentage Change	6.3%	7.0%	5.5%	n/a	n/a	-0.6%
FY 2025-26 Executive Request	\$9,004,160	\$4,886,209	\$4,117,951	\$0	\$0	85.2
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(B) Labor Statistics

The Labor Market Information (LMI) subdivision, also called the Labor Statistics subdivision, provides information on employment trends across the state, unemployment numbers, and job growth information, and supports federally-funded programs that track the Colorado economy. LMI also works with state and county one-stop centers to provide relevant training classes in fields that are growing or have potential long-term growth in Colorado. The subdivision is federally funded.

Labor Market Information Program Costs

This line item provides funding for the personal services and operating expenses associated with the Labor Market Information program.

Statutory authority: Sections 24-1-136, 8-72-106, and 8-72-107, C.R.S.

Division of Labor Standards and Statistics, Labor Statistics, Labor Market Information Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$3,628,553	\$0	\$0	\$0	\$3,628,553	30.3
Total FY 2024-25	\$3,628,553	\$0	\$0	\$0	\$3,628,553	30.3
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$3,628,553	\$0	\$0	\$0	\$3,628,553	30.3
Centrally appropriated line items	264,363	0	0	0	264,363	0.0
Total FY 2025-26	\$3,892,916	\$0	\$0	\$0	\$3,892,916	30.3
Changes from FY 2024-25	\$264,363	\$0	\$0	\$0	\$264,363	0.0
Percentage Change	7.3%	n/a	n/a	n/a	7.3%	0.0%
FY 2025-26 Executive Request	\$3,892,916	\$0	\$0	\$0	\$3,892,916	30.3
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(5) Division of Oil and Public Safety

The Division of Oil and Public Safety is responsible for a variety of regulatory functions related to environmental protection, public safety, and consumer protection. Included in its duties are rulemaking and enforcing rules, regulations, and statutes that govern amusement rides, explosives, boilers, conveyances, fuel products (gas and compressed natural gas), petroleum storage tanks, and cleanup of petroleum spills.

Division of Oil and Public Safety						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$7,414,416	\$253,468	\$6,432,209	\$19,318	\$709,421	71.5
Total FY 2024-25	\$7,414,416	\$253,468	\$6,432,209	\$19,318	\$709,421	71.5
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$7,414,416	\$253,468	\$6,432,209	\$19,318	\$709,421	71.5
R3 Petro Storage Tank Fund spending inc	100,000	0	100,000	0	0	0.0
SI1 Petro Redev cash fund transfer	0	0	0	0	0	0.0
Centrally appropriated line items	401,796	13,607	388,189	0	0	0.0
Annualize prior year budget actions	0	-70,000	70,000	0	0	0.0
Total FY 2025-26	\$7,916,212	\$197,075	\$6,990,398	\$19,318	\$709,421	71.5
Changes from FY 2024-25	\$501,796	-\$56,393	\$558,189	\$0	\$0	0.0
Percentage Change	6.8%	-22.2%	8.7%	0.0%	0.0%	0.0%
FY 2025-26 Executive Request	\$7,916,212	\$197,075	\$6,990,398	\$19,318	\$709,421	71.5
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Decision Items

→ R3 Petroleum Storage Tank Fund spending increase

Request

The Department requests a \$100,000 cash fund spending authority increase in FY 2025-26 and ongoing from the Petroleum Storage Tank cash fund (PSTF) to address rising costs due to inflation. With this request, the Department will invest in maintenance and equipment replacement for the petroleum laboratory and FTE training.

Recommendation

Staff recommends approving this request.

Analysis

The Petroleum Storage Tank cash fund (PSTF), established in Section 8-20.5-103, C.R.S., is a TABOR-exempt fund that is continuously appropriated to the Department for corrective actions to remediate leaking petroleum storage tanks, but annually appropriated for administrative and inspection costs. The PSTF revenue sources include registration and renewal fees of storage tank owners and operators, penalties, and an environmental surcharge fee assessed by tank truckload of petroleum products based on the PSTF balance.

The Division of Oil & Public Safety's Petroleum Inspection Program inspects and tests petroleum products throughout the State. Specific to this request, its Petroleum Laboratory analyses samples from all fuel dispensing facilities to ensure compliance with federal, state, and local statutes and regulations.

Due to inflation driving up other inspection costs, the Program has had to delay laboratory equipment maintenance. Deferred maintenance thus far has not led to lab errors or slower processing time, except for delays in testing octane of gasoline fuels. However, continual deferral increases the chance of equipment failure.

The Department currently has \$88,206.45 in deferred annual maintenance costs that it will address if this request is approved. It will also invest \$10,000 into staff training on emerging technologies, regulation changes, and remediation cleanup standards, which had been reduced due to inflationary pressures adjusting the Program's allocation of funding. The PSTF has the fund balance to sustain \$100,000 in increased spending authority.

Petroleum Storage Tank Fund Performance				
	FY2022-23	FY2023-24	FY2024-25 (Approp.)	FY2025-26 (Est.)
Beginning Balance	\$6,159,059	\$10,104,933	\$1,862,689	\$2,548,461
Fees Revenue	\$37,564,425	\$21,598,971	\$36,151,102	\$36,151,102
Other Revenue (Interest, Federal Grants, etc.)	\$875,533	\$228,055	\$241,738	\$241,738
Expenses	\$34,494,084	\$30,069,270	\$35,707,068	\$35,941,998
End Balance	\$10,104,933	\$1,862,689	\$2,548,461	\$2,999,303

→ SI1 Staff-initiated Petroleum Redevelopment cash fund transfer

Recommendation

Staff recommends a one-time transfer of \$700,000 from the Petroleum Cleanup and Redevelopment Fund, also known as the Petroleum Redevelopment Fund, made on June 30,

2025. If the JBC approves staff recommendation, staff requests to include this transfer in the larger cash fund transfer bill.

Analysis

The Petroleum Redevelopment Fund consists of civil penalties, gifts and donations, any legislative appropriations, interest, and transfers of up to \$500,000 from the Petroleum Storage Tank Fund (PSTF) at the discretion of the Division of Oil and Public Safety Director as permitted through S.B. 23-280 (Hazardous Material Mitigation). The PSTF is an enterprise fund. The Petroleum Redevelopment Fund is not an enterprise, and is used for administration, investigation, abatement action, and corrective action plan preparation and implementation for petroleum releases not covered by the PSTF, as determined by the Division of Oil and Public Safety's Director to have environmental and property benefit. For example, the fund can be used for brownfield projects, which involves cleaning up former industrial or commercial sites suspected of contamination. As of FY 2024-25, the fund's estimated excess reserve balance is \$1,184,426, and the fund has made an average expenditure of \$23,845 from FY 2022-23 through FY 2024-25.

The Department worked with the Governor's Office to approve this one-time cash fund transfer, as the Fund has seen minimal spending due to lack of interest in developing brownfield properties.

The fund, created at Section 8-20.5-103(9), C.R.S., is continuously appropriated to the Department.

Petroleum Redevelopment Fund				
	FY 2023-24 Actual	FY 2024-25 Estimate	FY 2025-26 Estimate	FY 2026-27 Estimate
Beginning FY Balance	\$532,898	\$624,707	\$467,318	\$488,495
Revenues	133,417	557,574	36,141	5,430
Expenditures	-41,608	-14,963	-14,964	-1,500
Ending FY Balance without transfer	\$624,707	\$1,167,318	\$488,495	\$492,425
Transfer Option		-700,000		
Ending FY Balance after transfer		\$467,318		

Line Item Detail

Personal Services

This line item covers administration of a variety of regulatory functions related to public health and safety, including establishing and enforcing rules, regulations, and statutes, which govern carnival and amusement park rides, conveyances, explosives, boilers, retail fuel dispensers, underground and aboveground petroleum storage tanks, cleanup of oil spills, and reimbursement of cleanup costs to qualifying storage tank owners/operators.

The Long Bill includes appropriations for administrative costs. However, the majority of revenues and expenditures related to petroleum storage tank cleanup and redevelopment are off budget.

Statutory authority: Section 8-1-151, C.R.S., Articles 20 and 20.5 of Title 8, C.R.S., and Articles 4, 5.5, and 7 of Title 9, C.R.S.

Division of Oil and Public Safety, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$6,458,501	\$108,886	\$5,765,897	\$19,318	\$564,400	70.0
Total FY 2024-25	\$6,458,501	\$108,886	\$5,765,897	\$19,318	\$564,400	70.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$6,458,501	\$108,886	\$5,765,897	\$19,318	\$564,400	70.0
Centrally appropriated line items	388,189	0	388,189	0	0	0.0
Annualize prior year budget actions	0	-70,000	70,000	0	0	0.0
Total FY 2025-26	\$6,846,690	\$38,886	\$6,224,086	\$19,318	\$564,400	70.0
Changes from FY 2024-25	\$388,189	-\$70,000	\$458,189	\$0	\$0	0.0
Percentage Change	6.0%	-64.3%	7.9%	0.0%	0.0%	0.0%
FY 2025-26 Executive Request	\$6,846,690	\$38,886	\$6,224,086	\$19,318	\$564,400	70.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Operating Expenses

This line item provides funding for operating expenses of the division.

Statutory authority: Section 8-1-151, C.R.S., Articles 20 and 20.5 of Title 8, C.R.S., and Articles 4, 5.5, and 7 of Title 9, C.R.S.

Division of Oil and Public Safety, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$811,122	\$19,789	\$646,312	\$0	\$145,021	0.0
Total FY 2024-25	\$811,122	\$19,789	\$646,312	\$0	\$145,021	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$811,122	\$19,789	\$646,312	\$0	\$145,021	0.0

Division of Oil and Public Safety, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
R3 Petro Storage Tank Fund spending inc	100,000	0	100,000	0	0	0.0
SI1 Petro Redev cash fund transfer	0	0	0	0	0	0.0
Total FY 2025-26	\$911,122	\$19,789	\$746,312	\$0	\$145,021	0.0
Changes from FY 2024-25	\$100,000	\$0	\$100,000	\$0	\$0	0.0
Percentage Change	12.3%	0.0%	15.5%	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$911,122	\$19,789	\$746,312	\$0	\$145,021	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Underground Damage Prevention Safety Commission

Senate Bill 18-167 (Enforce Requirements 811 Locate Underground Facilities) created the Underground Damage Prevention Safety Commission as an independent agency within the Department of Labor and Employment. The Commission has rule making and enforcement authority regarding portions of the underground damage prevention law. Before conducting an excavation, a person must dial “811” to contact the Utility Notification Center of Colorado (also known as Colorado 811) to learn the location of underground facilities within the excavation area. The Commission is required to enter into a memorandum of understanding with Colorado 811 facilitate implementation and administration of the law. Effective January 1, 2021 all underground facility owners and operators are full members of Colorado 811.

Statutory authority: Sections 9-1.5-104.2 and 9-1.5-104.7, C.R.S.

Division of Oil and Public Safety, Underground Damage Prevention Safety Commission						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$144,793	\$124,793	\$20,000	\$0	\$0	1.5
Total FY 2024-25	\$144,793	\$124,793	\$20,000	\$0	\$0	1.5
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$144,793	\$124,793	\$20,000	\$0	\$0	1.5
Centrally appropriated line items	13,607	13,607	0	0	0	0.0
Total FY 2025-26	\$158,400	\$138,400	\$20,000	\$0	\$0	1.5
Changes from FY 2024-25	\$13,607	\$13,607	\$0	\$0	\$0	0.0
Percentage Change	9.4%	10.9%	0.0%	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$158,400	\$138,400	\$20,000	\$0	\$0	1.5

Division of Oil and Public Safety, Underground Damage Prevention Safety Commission						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(6) Division of Workers' Compensation

The Division of Workers' Compensation is responsible with regulating and overseeing the provision of disability and medical benefits to injured workers.

Division of Workers' Compensation						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$24,713,133	\$0	\$24,713,133	\$0	\$0	120.0
Total FY 2024-25	\$24,713,133	\$0	\$24,713,133	\$0	\$0	120.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$24,713,133	\$0	\$24,713,133	\$0	\$0	120.0
R2 Workers' Comp cash sweep	0	0	0	0	0	0.0
Centrally appropriated line items	2,661,436	0	2,661,436	0	0	0.0
Impacts driven by other agencies	0	0	0	0	0	0.0
Total FY 2025-26	\$27,374,569		\$27,374,569	\$0	\$0	120.0
Changes from FY 2024-25	\$2,661,436	\$0	\$2,661,436	\$0	\$0	0.0
Percentage Change	10.8%	0.0%	10.8%	0.0%	0.0%	0.0%
FY 2025-26 Executive Request	\$27,314,587	\$0	\$27,314,587	\$0	\$0	120.0
Staff Rec. Above/-Below Request	\$59,982	\$0	\$59,982	\$0	\$0	0.0

Decision Items

→ R2 Worker's Compensation cash fund sweep

Request

For budget balancing, the Department requests a \$15.0 million fund transfer from the Major Medical Insurance Fund to the General Fund. This will be a one-time transfer for FY 2025-26, with no fee impact. The fund covers claims for those injured before 1981, and is estimated to have a \$15.0 million excess reserve in 15 years.

Recommendation

Staff recommends approval for the transfer to be made on June 30, 2025 to apply for FY 2024-25 budget balancing.

Analysis

The Major Medical Insurance Fund, found in Section 8-46-202, C.R.S., pays claims for workers injured before 1981. The Fund was originally created to attract more commercial insurers into the State, through offering Major Medical Fund coverage for catastrophic claims in excess of a \$20,000 cap. This incentive stopped being offered in 1981, after the General Assembly determined there was sufficient commercial insurer competition in the State.

The fund is only used to cover the life of claims for existing beneficiaries. The fund covers lifetime medical benefits, wage replacement, funeral benefits, and survivor benefits. As of October 2024, 623 workers or spouses are eligible for benefits from the fund, with 197 actively receiving benefits. The remaining 426 eligible but inactive beneficiaries have not submitted a claim for two years, but are eligible to do so at any time.

Financial Health of the Major Medical Fund and Transfer Impact

After accounting for estimated interest revenues, claims, and operating expenses, the Department's projections anticipate a \$15.0 million excess reserve balance in 15 years. This excess reserve analysis is inclusive of the Statewide R1 request to transfer interest income from the Major Medical Fund and set a 1.5% interest cap on the fund, investments from the fund into a wider Division IT update, and \$25.0 million of the fund's balance continuing as part of the TABOR emergency reserve.

The Department anticipates the fund will start FY 2025-26 with a balance of \$30,721,272. After the proposed transfer and other expenditures, the Department projects that the fund would end FY 2025-26 with a balance of \$10,866,014. This will be enough to continue paying benefits.

The fund has historically collected revenue through a surcharge and interest, but the Department has not charged a surcharge since FY 2021-22 due to having high fund balances. The Department does not anticipate resuming a surcharge as a result of a \$15.0 million transfer. The Department would resume a surcharge if it determined that the Major Medical Fund lacked money to cover claims, but this would only happen if medical costs increased rapidly, which the Department's actuarial estimates do not anticipate.

Line Item Detail

(A) Workers' Compensation

This subdivision enforces the State's workers' compensation rules and ensures that insurance carriers and self-insured employers are in compliance. The primary source of cash funds is the Workers' Compensation Cash Fund, which is funded by an employer paid surcharge on workers' compensation insurance premiums.

Personal Services

This line item funds salaries of staff who oversee the administration of the Workers' Compensation laws in Colorado.

Statutory authority: Articles 14.5, 40 through 44, and 46 through 47 of Title 8, C.R.S.

Division of Workers' Compensation, Workers' Compensation, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$9,765,284	\$0	\$9,765,284	\$0	\$0	104.0
Total FY 2024-25	\$9,765,284	\$0	\$9,765,284	\$0	\$0	104.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$9,765,284	\$0	\$9,765,284	\$0	\$0	104.0
Centrally appropriated line items	576,737	0	576,737	0	0	0.0
Total FY 2025-26	\$10,342,021	\$0	\$10,342,021	\$0	\$0	104.0
Changes from FY 2024-25	\$576,737	\$0	\$576,737	\$0	\$0	0.0
Percentage Change	5.9%	n/a	5.9%	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$10,342,021	\$0	\$10,342,021	\$0	\$0	104.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Operating Expenses

This line item funds the operating expenses for administration of the Workers' Compensation laws in Colorado.

Statutory authority: Articles 14.5, 40 through 44, and 46 through 47 of Title 8, C.R.S.

Division of Workers' Compensation, Workers' Compensation, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$671,295	\$0	\$671,295	\$0	\$0	0.0
Total FY 2024-25	\$671,295	\$0	\$671,295	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$671,295	\$0	\$671,295	\$0	\$0	0.0
Total FY 2025-26	\$671,295	\$0	\$671,295	\$0	\$0	0.0

Division of Workers' Compensation, Workers' Compensation, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$671,295	\$0	\$671,295	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Administrative Law Judge Services

This line item is used to purchase administrative law services from the Department of Personnel.

Statutory authority: Sections 24-30-1003(1) and 24-75-112 (1)(b), C.R.S.

Division of Workers' Compensation, Workers' Compensation, Administrative Law Judge Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$4,427,576	\$0	\$4,427,576	\$0	\$0	0.0
Total FY 2024-25	\$4,427,576	\$0	\$4,427,576	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$4,427,576	\$0	\$4,427,576	\$0	\$0	0.0
Centrally appropriated line items	1,995,970	0	1,995,970	0	0	0.0
Impacts driven by other agencies	0	0	0	0	0	0.0
Total FY 2025-26	\$6,423,546	\$0	\$6,423,546	\$0	\$0	0.0
Changes from FY 2024-25	\$1,995,970	\$0	\$1,995,970	\$0	\$0	0.0
Percentage Change	45.1%	n/a	45.1%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$6,363,564	\$0	\$6,363,564	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$59,982	\$0	\$59,982	\$0	\$0	0.0

Physicians Accreditation

This line item funds the physicians' accreditation training program, which trains and accredits physicians to work on workers' compensation claims. Physicians seeking accreditation pay a fee, which is deposited into the Physician Accreditation Cash Fund. Currently accredited physicians also use the program to stay current on approved workers' compensation policies and treatment plans. Pursuant to Section 8-42-101 (3.6) (I), C.R.S., these funds are continuously appropriated and are included for informational purposes only.

Statutory authority: Section 8-42-101 (3.5) through (3.9), C.R.S.

Division of Workers' Compensation, Workers' Compensation, Physicians Accreditation						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$120,000	\$0	\$120,000	\$0	\$0	0.0
Total FY 2024-25	\$120,000	\$0	\$120,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$120,000	\$0	\$120,000	\$0	\$0	0.0
Total FY 2025-26	\$120,000	\$0	\$120,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$120,000	\$0	\$120,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Utilization Review

This line item funds Department reviews of an independent physician's treatment of workers' compensation claimants. Any party involved with a claim can request reviews. This line item is continuously appropriated from the Utilization Review Cash Fund, which gains revenue through fees paid by the requesting party pursuant to Section 8-43-501 (2)(a), C.R.S. The appropriation is included in the Long Bill for informational purposes.

Statutory authority: Section 8-43-501, C.R.S.

Division of Workers' Compensation, Workers' Compensation, Utilization Review						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$35,000	\$0	\$35,000	\$0	\$0	0.0
Total FY 2024-25	\$35,000	\$0	\$35,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$35,000	\$0	\$35,000	\$0	\$0	0.0
Total FY 2025-26	\$35,000	\$0	\$35,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$35,000	\$0	\$35,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Immediate Payment

These funds are used to pay workers' compensation claims brought against bankrupt employers who were self-insured. The program is funded with an assessment imposed by the Department on each self-insured employer. This line item is continuously appropriated from the Immediate Payment Fund pursuant to Section 8-44-206 (3)(b)(I), C.R.S. The appropriation is included in the Long Bill for informational purposes.

Statutory authority: Section 8-44-206 (3), C.R.S.

Division of Workers' Compensation, Workers' Compensation, Immediate Payment						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Total FY 2024-25	\$1,000	\$0	\$1,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Total FY 2025-26	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(B) Major Medical insurance and Subsequent Injury Fund

The Major Medical Insurance Fund and the Subsequent Injury Fund receive revenues from the workers' compensation premium surcharge to cover claimants with approved injuries, sustained before 1981 and 1994 respectively.

Personal Services

This line item provides funding to support personal services expenditures within the subdivision.

Statutory authority: Sections 8-46-101 and 8-46-202, C.R.S.

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,603,654	\$0	\$1,603,654	\$0	\$0	16.0
Total FY 2024-25	\$1,603,654	\$0	\$1,603,654	\$0	\$0	16.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,603,654	\$0	\$1,603,654	\$0	\$0	16.0
Centrally appropriated line items	88,729	0	88,729	0	0	0.0
Total FY 2025-26	\$1,692,383	\$0	\$1,692,383	\$0	\$0	16.0
Changes from FY 2024-25	\$88,729	\$0	\$88,729	\$0	\$0	0.0
Percentage Change	5.5%	n/a	5.5%	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$1,692,383	\$0	\$1,692,383	\$0	\$0	16.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Operating Expenses

This line item provides funding for operating expenses of the subdivision.

Statutory authority: Sections 8-46-101 and 8-46-202, C.R.S.

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$88,324	\$0	\$88,324	\$0	\$0	0.0
Total FY 2024-25	\$88,324	\$0	\$88,324	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$88,324	\$0	\$88,324	\$0	\$0	0.0
Total FY 2025-26	\$88,324	\$0	\$88,324	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$88,324	\$0	\$88,324	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Major Medical Benefits

The Major Medical Insurance Fund was established in 1971 to provide unlimited benefits to industrial workers who had sustained catastrophic injuries. Claims are approved for individuals who sustained qualified injuries from 1971 to 1981. Expenses fluctuate each year depending on the specific medical treatments required by clients. Funds are continuously appropriated pursuant to Section 8-46-202 (1)(c), C.R.S. The appropriation is included in the Long Bill for informational purposes.

Statutory authority: Section 8-46-202, C.R.S.

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Major Medical Benefits						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$6,000,000	\$0	\$6,000,000	\$0	\$0	0.0
Total FY 2024-25	\$6,000,000	\$0	\$6,000,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$6,000,000	\$0	\$6,000,000	\$0	\$0	0.0
R2 Workers' Comp cash sweep	0	0	0	0	0	0.0
Total FY 2025-26	\$6,000,000	\$0	\$6,000,000	\$0	\$0	0.0
Changes from FY 2024-25	\$0	\$0	\$0	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$6,000,000	\$0	\$6,000,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Subsequent Injury Benefits

This line item is used to pay benefits to injured workers who have become permanently, totally disabled from more than one work-related injury. Funds are continuously appropriated pursuant to Section 8-46-101 (4)(b), C.R.S. The appropriation is included in the Long Bill for informational purposes.

Statutory authority: Section 8-46-101, C.R.S.

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Subsequent Injury Benefits						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$2,000,000	\$0	\$2,000,000	\$0	\$0	0.0

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Subsequent Injury Benefits						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Total FY 2024-25	\$2,000,000	\$0	\$2,000,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$2,000,000	\$0	\$2,000,000	\$0	\$0	0.0
Total FY 2025-26	\$2,000,000	\$0	\$2,000,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$2,000,000	\$0	\$2,000,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Medical Disaster

This line item is used to offset employee incurred medical, nursing, hospital, and drug expenses that are in excess of the allotted expenses pursuant to the "Workers' Compensation Act of Colorado." Employees must validate their entitlement to disability benefits under the Act, and the incurred expenses can be for recovery, to alleviate chronic pain, or to reduce a disability. The Medical Disaster Insurance Fund is continuously appropriated pursuant to Section 8-46-303 (2), C.R.S. The appropriation is included in the Long Bill for informational purposes.

Statutory authority: Section 8-46-303, C.R.S.

Division of Workers' Compensation, Major Medical Insurance and Subsequent Injury Funds, Medical Disaster						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Total FY 2024-25	\$1,000	\$0	\$1,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Total FY 2025-26	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$1,000	\$0	\$1,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(7) Division of Vocational Rehabilitation and Independent Living Services

This Division of Vocational Rehabilitation and Independent Living Services (DVR) oversees vocational rehabilitation programs designed to enable individuals with any type of disability to participate in the workforce. These programs include Vocational Rehabilitation Services, Vocational Rehabilitation Mental Health Services, School-to-Work Alliance Program, Disability Navigator Program, Employment First, Independent Living Services, and the Business Enterprises Program for Individuals who are Blind. This division also includes funding for grants and technical assistance to independent living centers, which support individuals with disabilities living in the community.

Division of Vocational Rehabilitation and Independent Living Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$81,104,370	\$12,586,511	\$876,570	\$22,390,012	\$45,251,277	242.1
Total FY 2024-25	\$81,104,370	\$12,586,511	\$876,570	\$22,390,012	\$45,251,277	242.1
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$81,104,370	\$12,586,511	\$876,570	\$22,390,012	\$45,251,277	242.1
Centrally appropriated line items	2,134,553	111,980	0	0	2,022,573	0.0
Annualize prior year budget actions	-260,243	-288,544	0	6,133	22,168	-1.8
Impacts driven by other agencies	1,680	456	0	0	1,224	0.0
Total FY 2025-26	\$82,980,360	\$12,410,403	\$876,570	\$22,396,145	\$47,297,242	240.3
Changes from FY 2024-25	\$1,875,990	-\$176,108	\$0	\$6,133	\$2,045,965	-1.8
Percentage Change	2.3%	-1.4%	0.0%	0.0%	4.5%	-0.7%
FY 2025-26 Executive Request	\$82,980,360	\$12,410,403	\$876,570	\$22,396,145	\$47,297,242	240.3
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Line Item Detail

(A) Vocational Rehabilitation Programs

Personal Services

This line item funds the personnel costs of programmatic and administrative staff including the vocational rehabilitation counselors responsible for the provision of client services including

Employment First responsibilities. The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds.

Statutory authority: Section 8-84-103, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Personal Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$19,916,099	\$4,089,892	\$0	\$0	\$15,826,207	229.5
Total FY 2024-25	\$19,916,099	\$4,089,892	\$0	\$0	\$15,826,207	229.5
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$19,916,099	\$4,089,892	\$0	\$0	\$15,826,207	229.5
Centrally appropriated line items	2,060,888	109,139	0	0	1,951,749	0.0
Annualize prior year budget actions	-628	-134	0	0	-494	0.2
Total FY 2025-26	\$21,976,359	\$4,198,897	\$0	\$0	\$17,777,462	229.7
Changes from FY 2024-25	\$2,060,260	\$109,005	\$0	\$0	\$1,951,255	0.2
Percentage Change	10.3%	2.7%	n/a	n/a	12.3%	0.1%
FY 2025-26 Executive Request	\$21,976,359	\$4,198,897	\$0	\$0	\$17,777,462	229.7
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Operating Expenses

This line item funds the operating expenses of the Vocational Rehabilitation program, including its case management system, information technology hardware and software, travel, and supplies. The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds.

Statutory authority: Article 84 of Title 8, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$2,539,404	\$0	\$0	\$540,893	\$1,998,511	0.0
Total FY 2024-25	\$2,539,404	\$0	\$0	\$540,893	\$1,998,511	0.0
FY 2025-26 Recommended Appropriation						

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Operating Expenses						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation	\$2,539,404	\$0	\$0	\$540,893	\$1,998,511	0.0
Total FY 2025-26	\$2,539,404	\$0	\$0	\$540,893	\$1,998,511	0.0
Percentage Change	0.0%	n/a	n/a	0.0%	0.0%	n/a
FY 2025-26 Executive Request	\$2,539,404	\$0	\$0	\$540,893	\$1,998,511	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Administrative Law Judge Services

This line item is used to purchase administrative law services from the Department of Personnel. The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds.

Statutory authority: Sections 24-30-1003(1) and 24-75-112 (1)(b), C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Administrative Law Judge Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$45,406	\$12,326	\$0	\$0	\$33,080	0.0
Total FY 2024-25	\$45,406	\$12,326	\$0	\$0	\$33,080	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$45,406	\$12,326	\$0	\$0	\$33,080	0.0
Centrally appropriated line items	18,174	4,934	0	0	13,240	0.0
Impacts driven by other agencies	1,680	456	0	0	1,224	0.0
Total FY 2025-26	\$65,260	\$17,716	\$0	\$0	\$47,544	0.0
Changes from FY 2024-25	\$19,854	\$5,390	\$0	\$0	\$14,464	0.0
Percentage Change	43.7%	43.7%	n/a	n/a	43.7%	n/a
FY 2025-26 Executive Request	\$65,260	\$17,716	\$0	\$0	\$47,544	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Voc Rehab Services

This line item funds direct client services provided by the Vocational Rehabilitation Programs for individuals whose disability results in barriers to employment or independent living. These

services provide individuals with the skills to obtain and maintain employment and live independently in the community. Services include:

- Vocational rehabilitation assessments, counseling and guidance;
- Vocational and academic training, personal and vocational adjustment training, job coaching, on-the-job training, job-seeking skills training;
- Placement services provided to assist an individual with a disability to find adequate and suitable employment in his/her chosen career;
- Supportive services including transportation, personal assistance services and services to family members if necessary for the individual to utilize the services identified above; and
- Post-employment services to previously rehabilitated individuals to maintain or regain suitable employment.

The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds.

Statutory authority: Section 8-84-106, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Voc Rehab Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$17,007,172	\$1,143,950	\$0	\$3,821,251	\$12,041,971	0.0
Total FY 2024-25	\$17,007,172	\$1,143,950	\$0	\$3,821,251	\$12,041,971	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$17,007,172	\$1,143,950	\$0	\$3,821,251	\$12,041,971	0.0
Total FY 2025-26	\$17,007,172	\$1,143,950	\$0	\$3,821,251	\$12,041,971	0.0
Percentage Change	0.0%	0.0%	n/a	0.0%	0.0%	n/a
FY 2025-26 Executive Request	\$17,007,172	\$1,143,950	\$0	\$3,821,251	\$12,041,971	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Disability Navigator Program

This line item funds the DVR portion of the Disability Navigator Program which places disability navigators in workforce centers. The funding in this line is reappropriated from the Division of Employment and Training, where the federal 78.7 percent to non-federal 21.3 percent funding match is applied.

Statutory authority: Section 8-83-211, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Disability Navigator Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,813,924	\$0	\$0	\$386,366	\$1,427,558	0.6
Total FY 2024-25	\$1,813,924	\$0	\$0	\$386,366	\$1,427,558	0.6
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,813,924	\$0	\$0	\$386,366	\$1,427,558	0.6
Annualize prior year budget actions	28,795	0	0	6,133	22,662	0.0
Centrally appropriated line items	5,235	0	0	0	5,235	0.0
Total FY 2025-26	\$1,847,954	\$0	\$0	\$392,499	\$1,455,455	0.6
Changes from FY 2024-25	\$34,030	\$0	\$0	\$6,133	\$27,897	0.0
Percentage Change	1.9%	n/a	n/a	1.6%	2.0%	0.0%
FY 2025-26 Executive Request	\$1,847,954	\$0	\$0	\$392,499	\$1,455,455	0.6
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

School to Work Alliance Program

This line item funds the School to Work Alliance Program (SWAP) Contracts. SWAP is a collaborative program between Vocational Rehabilitation and the Colorado Department of Education. Vocational Rehabilitation contracts with School Districts and Boards of Cooperative Education Services (BOCES) to provide services to youth with mild to moderate disabilities who are transitioning from school into the workforce. The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds. School districts participating in the program receive a 1:1 federal match for funds they provide for the program. These funds support direct services to eligible students within the school district. The balance of the federal 78.7 percent match pays for division staff support for the SWAP program and other DVR programs.

Statutory authority: Section 8-84-106, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, School to Work Alliance Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$25,419,022	\$0	\$0	\$17,269,139	\$8,149,883	0.0
Total FY 2024-25	\$25,419,022	\$0	\$0	\$17,269,139	\$8,149,883	0.0

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, School to Work Alliance Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$25,419,022	\$0	\$0	\$17,269,139	\$8,149,883	0.0
Total FY 2025-26	\$25,419,022	\$0	\$0	\$17,269,139	\$8,149,883	0.0
Percentage Change	0.0%	n/a	n/a	0.0%	0.0%	n/a
FY 2025-26 Executive Request	\$25,419,022	\$0	\$0	\$17,269,139	\$8,149,883	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Voc Rehab Mental Health Services

This line item funds the provision of mental health services to eligible individuals who are receiving vocational rehabilitation services. The Vocational Rehabilitation Program contracts with mental health providers for these services. The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds.

Statutory authority: Section 8-84-106, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Voc Rehab Mental Health Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,748,180	\$0	\$0	\$372,363	\$1,375,817	0.0
Total FY 2024-25	\$1,748,180	\$0	\$0	\$372,363	\$1,375,817	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,748,180	\$0	\$0	\$372,363	\$1,375,817	0.0
Total FY 2025-26	\$1,748,180	\$0	\$0	\$372,363	\$1,375,817	0.0
Percentage Change	0.0%	n/a	n/a	0.0%	0.0%	n/a
FY 2025-26 Executive Request	\$1,748,180	\$0	\$0	\$372,363	\$1,375,817	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Business Enterprises Program for People Who Are Blind

The Business Enterprise Program assists blind or visually-impaired individuals in operation of vending and food service businesses. The Program is the result of the federal Randolph-Sheppard Vending Facility program, which gives priority to blind and visually impaired

individuals who wish to operate and manage food and vending services in federal and state government office buildings and facilities. The Program utilizes funding from this line item to support site development, initial merchandise and supply inventory, purchasing equipment, and provide technical support to vendors. The funding in this line is based on a match of 21.3 percent non-federal to 78.7 percent federal funds.

Statutory authority: Part 2 of Article 84 of Title 8, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs,
Business Enterprises Program for People Who Are Blind

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,636,468	\$0	\$338,935	\$0	\$1,297,533	6.0
Total FY 2024-25	\$1,636,468	\$0	\$338,935	\$0	\$1,297,533	6.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,636,468	\$0	\$338,935	\$0	\$1,297,533	6.0
Centrally appropriated line items	52,349	0	0	0	52,349	0.0
Total FY 2025-26	\$1,688,817	\$0	\$338,935	\$0	\$1,349,882	6.0
Changes from FY 2024-25	\$52,349	\$0	\$0	\$0	\$52,349	0.0
Percentage Change	3.2%	n/a	0.0%	n/a	4.0%	0.0%
FY 2025-26 Executive Request	\$1,688,817	\$0	\$338,935	\$0	\$1,349,882	6.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Business Enterprises Program

This line item pays for costs associated with the Business Enterprise Program that are not eligible for the federal match. This includes: costs associated with temporary state operation of vending facilities when a vendor leaves the program; equipment maintenance and repair during this interim period; and payments to operators to support their health insurance, IRA contributions, and vacation pay (operators are not state employees). Revenues from the operation of the vending stands and payments by the vendors support this program. Expenses and revenues in this line item are highly unpredictable, as they are dependent upon whether one or more operators abandon sites during the year.

Statutory authority: Part 2 of Article 84 of Title 8, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs,
Business Enterprises Program

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
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Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Business Enterprises Program						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$500,000	\$0	\$500,000	\$0	\$0	0.0
Total FY 2024-25	\$500,000	\$0	\$500,000	\$0	\$0	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$500,000	\$0	\$500,000	\$0	\$0	0.0
Total FY 2025-26	\$500,000	\$0	\$500,000	\$0	\$0	0.0
Percentage Change	0.0%	n/a	0.0%	n/a	n/a	n/a
FY 2025-26 Executive Request	\$500,000	\$0	\$500,000	\$0	\$0	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Federal Social Security Reimbursements

This line item funds the purchase of services outlined in a consumer's individualized plan for employment including training and assistive technology. The federal funds in this line item represent incentive payments from the federal Supplemental Security Income Program (SSI Program) when vocational rehabilitation programs successfully remove people from the SSI Program.

Statutory authority: Section 8-84-107, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Federal Social Security Reimbursements						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$1,631,992	\$0	\$0	\$0	\$1,631,992	0.0
Total FY 2024-25	\$1,631,992	\$0	\$0	\$0	\$1,631,992	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$1,631,992	\$0	\$0	\$0	\$1,631,992	0.0
Total FY 2025-26	\$1,631,992	\$0	\$0	\$0	\$1,631,992	0.0
Percentage Change	0.0%	n/a	n/a	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$1,631,992	\$0	\$0	\$0	\$1,631,992	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Older Blind Grants

This line item provides independent living services to individuals age 55 or older who are blind or visually impaired. Most of the individuals served through these grants have become blind later in life, and are provided assistance in learning new strategies for accomplishing daily tasks and participating in community and family activities. The appropriation is included in the Long Bill for informational purposes.

Statutory authority: Section 8-84-107, C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Older Blind Grants						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$462,000	\$0	\$0	\$0	\$462,000	0.0
Total FY 2024-25	\$462,000	\$0	\$0	\$0	\$462,000	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$462,000	\$0	\$0	\$0	\$462,000	0.0
Total FY 2025-26	\$462,000	\$0	\$0	\$0	\$462,000	0.0
Percentage Change	0.0%	n/a	n/a	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$462,000	\$0	\$0	\$0	\$462,000	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Employment First Initiatives

Employment First is a nationally recognized model for achieving increased, successful employment outcomes for people with disabilities. This line item provides support for Employment First initiatives including an Office of Employment First contracted to the university center of excellence in developmental disabilities at the University of Colorado and a two-year State program to invest in the future of Employment First. Funding for the two-year program ends after June 2024.

Statutory authority: Section 8-84-106, C.R.S.

Recommendation: The Department did not request and staff does not recommend an appropriation to this line item.

(B) Office of Independent Living Services

Independent Living Centers are consumer-controlled, community-based, nonresidential, agencies that provide an array of independent living services to people of any age with any disability.

Program Costs

This line item funds the personnel and operating costs associated with state support for the provision of independent living services by the nine Independent Living Centers.

Statutory authority: Section 8-85-103 (1), C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Office of Independent Living Services, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$277,229	\$277,229	\$0	\$0	\$0	4.0
Total FY 2024-25	\$277,229	\$277,229	\$0	\$0	\$0	4.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$277,229	\$277,229	\$0	\$0	\$0	4.0
Centrally appropriated line items	36,287	36,287	0	0	0	0.0
Total FY 2025-26	\$313,516	\$313,516	\$0	\$0	\$0	4.0
Changes from FY 2024-25	\$36,287	\$36,287	\$0	\$0	\$0	0.0
Percentage Change	13.1%	13.1%	n/a	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$313,516	\$313,516	\$0	\$0	\$0	4.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Independent Living Services

This line item provides funding for independent living services provided by the nine independent living centers. These services include:

- Information and referral services,
- Independent living skills training,
- Peer counseling, including cross-disability peer counseling,
- Individual and systems advocacy,
- Transition services or diversion from nursing homes and institutions to home- and community-based living,
- Transition services upon leaving secondary education, and
- Any other services and assistance as defined by federal regulations.

Statutory authority: Section 8-85-103 (2)(a), C.R.S.

Division of Vocational Rehabilitation and Independent Living Services, Office of Independent Living Services, Independent Living Services						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$7,780,684	\$6,736,324	\$37,635	\$0	\$1,006,725	0.0
Total FY 2024-25	\$7,780,684	\$6,736,324	\$37,635	\$0	\$1,006,725	0.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$7,780,684	\$6,736,324	\$37,635	\$0	\$1,006,725	0.0
Total FY 2025-26	\$7,780,684	\$6,736,324	\$37,635	\$0	\$1,006,725	0.0
Percentage Change	0.0%	0.0%	0.0%	n/a	0.0%	n/a
FY 2025-26 Executive Request	\$7,780,684	\$6,736,324	\$37,635	\$0	\$1,006,725	0.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

(8) Division of Family and Medical Leave Insurance

The Division of Family and Medical Leave Insurance (FAMLI) provides paid family and medical leave insurance benefits to eligible employees. FAMLI's funding is entirely cash funded from the collection of premium revenues that began in January 2023. After the program collected premium payments from employers and employees for one year, employees began receiving paid family and medical leave benefits in January 2024.

Division of Family and Medical Leave Insurance						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$39,714,613	\$0	\$39,714,613	\$0	\$0	352.0
Total FY 2024-25	\$39,714,613	\$0	\$39,714,613	\$0	\$0	352.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$39,714,613	\$0	\$39,714,613	\$0	\$0	352.0
Centrally appropriated line items	1,952,035	0	1,952,035	0	0	0.0
Total FY 2025-26	\$41,666,648		\$41,666,648	\$0	\$0	352.0
Changes from FY 2024-25	\$1,952,035	\$0	\$1,952,035	\$0	\$0	0.0
Percentage Change	4.9%	0.0%	4.9%	0.0%	0.0%	0.0%
FY 2025-26 Executive Request	\$41,666,648	\$0	\$41,666,648	\$0	\$0	352.0
Staff Rec. Above/-Below Request	\$0		\$0	\$0	\$0	0.0

Line Item Detail

Program Costs

This line item funds the FAMLI Programs personal services, operating expenses, IT staff, and operating costs not housed in the Executive Director's Office from the FAMLI Fund. Pursuant to Section 8-13.3-518 (1), C.R.S., these funds are continuously appropriated and are included for informational purposes only.

Statutory authority: Sections 8-13.3-516 (1) and 8-13.3-518 (1), C.R.S.

Division of Family and Medical Leave Insurance, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE

Division of Family and Medical Leave Insurance, Program Costs						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$39,714,613	\$0	\$39,714,613	\$0	\$0	352.0
Total FY 2024-25	\$39,714,613	\$0	\$39,714,613	\$0	\$0	352.0
FY 2025-26 Recommended Appropriation						
FY 2024-25 Appropriation	\$39,714,613	\$0	\$39,714,613	\$0	\$0	352.0
Centrally appropriated line items	1,952,035	0	1,952,035	0	0	0.0
Total FY 2025-26	\$41,666,648	\$0	\$41,666,648	\$0	\$0	352.0
Changes from FY 2024-25	\$1,952,035	\$0	\$1,952,035	\$0	\$0	0.0
Percentage Change	4.9%	n/a	4.9%	n/a	n/a	0.0%
FY 2025-26 Executive Request	\$41,666,648	\$0	\$41,666,648	\$0	\$0	352.0
Staff Rec. Above/-Below Request	\$0	\$0	\$0	\$0	\$0	0.0

Long Bill Footnotes

Staff recommends **continuing** the following footnotes.

- 69 Department of Labor and Employment, Executive Director’s Office, Office of Just Transition, Coal Transition Community Assistance; Coal Transition Worker Assistance – This appropriation remains available until the close of the 2026-27 state fiscal year.

Comment: This footnote represents legislative intent to provide roll-forward authority to appropriations for Coal Transition Worker Assistance through FY 2026-27.

- 70 Department of Labor and Employment, Division Of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs -- In addition to the transfer authority provided in Section 24-75-108, C.R.S., the Department may transfer up to 15.0 percent of the total appropriation among the following line items in this section: Personal Services, Operating Expenses, Vocational Rehabilitation Services, School to Work Alliance Program, and Vocational Rehabilitation Mental Health Services.

Comment: This footnote provides the Department authority to transfer up to 15.0 percent of total appropriations among certain line items related to vocational rehabilitation.

- 71 Department of Labor and Employment, Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Personal Services; Administrative Law Judge Services; Vocational Rehabilitation Services; Disability Navigator Program -- Amounts in this line item are calculated based on the assumed federal match rate of 78.7 percent federal funds to 21.3 percent nonfederal funds and are assumed to be demonstrated on a federal fiscal year basis.

Comment: This footnote expresses legislative intent. The Department has consistently indicated that it complies with the required federal match rates for this program, however this footnote provides flexibility in the use of the federal funds so the Department may “overspend” the state share during the state fiscal year while ensuring match rate compliance during the federal fiscal year.

- 72 Department of Labor and Employment, Division of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Vocational Rehabilitation Services; Office of Independent Living Services, Independent Living Services -- In addition to the transfer authority provided in Section 24-75-108, C.R.S., if authorized by an independent living center based on a cooperative agreement between the independent living center and the Division of Vocational Rehabilitation, the Department may transfer General Fund from the Independent Living Services line item to the Vocational Rehabilitation Services line item, in an amount agreed upon between the two entities, for the purpose of drawing down federal funds for the provision of vocational rehabilitation services.

Comment: This footnote gives the Department authority to transfer funding between line items based on agreements between independent living centers and the Department, in order to ensure the Department meets the federal match rate.

Requests for Information

Staff recommends the following **new** requests for information.

- N1 Department of Labor and Employment, Division of Unemployment Insurance – The Department is requested to submit to the Joint Budget Committee by November 1, 2025, its plan to reduce state-financed technology and administrative expenditures to the Unemployment Insurance program and how such reductions are represented in the Department's FY 2026-27 budget request.

Comment: Staff recommends this request for information to provide the Committee with details on how the Division of Unemployment Insurance plans to contain costs as pandemic-related federal funding decreases, and how it is implementing that plan in their appropriation request for the next fiscal year.

- N2 Department of Labor and Employment, Executive Director's Office, Colorado Disability Opportunity Office – The Department is requested to submit to the Joint Budget Committee, by November 1 of each fiscal year, a report sharing a review and summary of the activity of, information on, and data on the programs that the Colorado Disability Opportunity Office administered during the prior state fiscal year.

Comment: House Bill 24-1360 requires the Colorado Disability Opportunity Office submit a report to the Governor on or before November 1, 2025, and every November 1 thereafter, on the programs that the Office had administered. This request ensures the JBC receives the same report, to inform future funding requests from the Office.

Staff recommends **continuing** the following requests for information.

- N3 Department of Labor and Employment, Division Of Labor Standards and Statistics, Labor Standards -- For the new wage theft payment program established in S.B. 23-231 (Amend Fund To Allow Payment Overdue Wage Claims), the Department is requested to provide a report to the Joint Budget Committee by November 1st of each fiscal year with data on:

- The number of employees that received wage payments from the Wage Theft Enforcement Fund;
- The average amount per payment, and total amount of wages paid out from the Wage Theft Enforcement Fund; and
- Wage payments recouped by the Division from employers.

Comment: The request provides useful information on program impact.

- N4 Department of Labor and Employment, Division Of Labor Standards and Statistics, Labor Standards -- For the new Strategic Wage Education with Employers Program (SWEEP), the Department is requested to provide a report to the Joint Budget Committee by November 1st of each fiscal year with data on:

- Number of employers with apparent labor violations who are contacted to offer voluntary compliance assistance through the SWEEP program;
- Number of employers curing violations in response to SWEEP outreach;
- Percentage of employers contacted through SWEEP who agree to cure violations through the offer of voluntary compliance assistance.

This annual report will also include analyses of:

- Number of employers curing violations through SWEEP versus through traditional enforcement;
- The outcomes of the SWEEP program across types of violations; and
- The outcomes of the SWEEP program across different industries.

Comment: The request provides useful information on program impact. The Division received its SWEEP funding in July 2024 and anticipated launching its expanded SWEEP program in early 2025. Staff recommends continuing this RFI through anticipation that the Division will be able to start reporting initial metrics by November 1, 2025.

N5 Department of Labor and Employment, Division Of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs -- The Department is requested to provide a report by November 1st of each fiscal year on the number of individuals receiving vocational rehabilitation services, including: a break-down by category of the number of individuals receiving services and the number for whom a determination is pending; the average cost by category of services; the most recent actual fiscal year and projected current fiscal year expenditures, and the projected balance of the State's federal vocational rehabilitation account. The Department is also requested to provide data on vocational rehabilitation employment outcomes, including Employment First outcomes.

Comment: The request provides useful information on program impact.

N6 Department of Labor and Employment, Division of Vocational Rehabilitation and Independent Living Services, Office of Independent Living Services -- The Department is requested to submit to the Joint Budget Committee, by November 1st of each fiscal year, its annual report on independent living services and outcomes. As part of this report, the Department is requested to include data on the distribution of state funds to independent living centers and the numbers of clients served.

Comment: The request provides useful information on program impact.

N7 Department of Labor and Employment, Division of Workers' Compensation, Workers' Compensation -- The Department is requested to submit to the Joint Budget Committee, by November 1st of each year, an update on the number of workers' compensation claims for the past five years.

Comment: The request provides useful information on program impact.

N8 Colorado Department of Labor and Employment, Division of Unemployment Insurance -- The Division is requested to identify key performance indicators for the state's unemployment insurance programs that indicates how promptly and effectively the

Division is responding to the needs of unemployed Coloradans. The Department is encouraged to identify the report elements it believes would be most relevant and helpful for internal and external stakeholders and to work with the Governor's Office, JBC staff, and other interested parties to develop report components. The Department is requested to provide the report to the Joint Budget Committee by November 1st of each fiscal year. The Division will report on:

- The total number of existing claims;
- The claims processing backlog;
- The mean and median processing times for UI claims;
- The percentage of claims flagging as fraudulent; and
- The percentage of claims investigated and found to be fraudulent.

Comment: This report provides useful information on the Unemployment Insurance Division and how it has handled the drastic increase of UI claims.

Staff recommends **eliminating** the following requests for information.

N9 Department of Labor and Employment, Division Of Vocational Rehabilitation and Independent Living Services, Vocational Rehabilitation Programs, Employment First Initiatives -- The Department is requested to update the Joint Budget Committee on the Employment First program and the work of the two individuals hired through the FY 2023-24 budget request with a preliminary report on January 2, 2024, and a final report on April 1, 2025, providing updates on the identified barriers within the state's purview that limit employment opportunities for persons with disabilities; steps being taken to resolve the barriers; and any legislative or budget requests needed to address the barriers.

Comment: The Department was appropriated 1.8 FTE and \$270,508 General Fund appropriations in FY 2023-24, and 2.0 FTE and \$271,703 General Fund appropriations in FY 2024-25 towards its Employment First program. These appropriations were annualized out of the Division of Vocational Rehabilitation and Independent Living Services in this document. Since this appropriation no longer exists within the Department, staff recommends eliminating this request for information. This request for information was created to ensure documentation of and accountability for recommendations made to agencies as per the Department's request, and staff expects the Department to submit its final report on April 1, 2025.

Indirect Cost Assessment

The Department of Labor and Employment indirect cost assessment methodology is calculated based on actual employee work hours, and the associated cash or federal funds to which the work hours are associated.

- The Indirect Cost Pool is comprised of personal services and operating expense line items in the Executive Director's Office, and the statewide indirect cost assessment. The estimated indirect cost pool for FY 2025-26 is about \$611,569 split between 46.4 percent federal funds, 40.2 percent cash funds, 7.9 percent General Fund, and 5.4 percent reappropriated funds.
- The Indirect Cost Rate is calculated based on staff's work time in each division. Staff members log their work activities by minutes, and each work activity is assigned a specific code associated with the funding source of the work activity (cash or federal funds). These funds are appropriated directly to the line items that make up the indirect cost pool based on the total time charged to a specific fund. Actual assessment is based on monthly reports of work time during the budget fiscal year. The Department's provisional indirect cost rate for FY 2025-26 is 20.1 percent.

Additional Balancing Options

As part of staff budget briefings in November and December 2024, staff identified budget reduction options for each department that the JBC could consider in addition to or instead of the options presented in the budget request. **Items staff recommends and items that agencies have requested formally are addressed earlier in this packet.** Other items that could be considered, if needed to bring the budget into balance, are listed below.

A General Fund reduction of 5.0 percent to the sections of the budget covered in this figure setting packet equates to a reduction of \$1,796,114. The Staff recommendations included in this figure setting packet, if adopted by the JBC, provide budget reductions and revenue enhancements totaling \$16.3 million in one-time relief and \$26.6 million in ongoing relief. Options from the table below, if adopted, increase that amount.

Items in the table are ordered from lowest impact on program operations to highest, based on staff's understanding of the impact of the change.

Additional Options for General Fund Relief				
Option	General Fund	Other Funds	Bill? Y/N	Description
Revenue Enhancements				
Uninsured Employer Fund Transfer to General Fund	500,000	-500,000	Y	The Uninsured Employer Fund was created to cover workers' compensation benefits for employees of employers who did not offer workers' compensation. The Fund has an excess balance of \$6,598,388 and made an annual average expenditure of \$693,953 since FY 2022-23. The Department indicates a one-time transfer could result in benefit reduction but JBC staff believes the Fund has the balance to weather a one-time transfer. However, staff does not recommend this transfer yet, given the large one-time transfer provided by the Workers' Compensation Division from the Major Medical Fund.
Lineworker Apprenticeship Grant Fund Transfer	200,000	-200,000	Y	The Lineworker Apprenticeship Grant Program Cash Fund was created through SB 24-218 (Modernize Energy Distribution Systems) through a \$800,000 General Fund transfer. The cash fund is continuously appropriated to the Department to administer the Lineworker Apprenticeship Grant Program, to be used to train apprentices as transmission or distribution lineworkers. The funding also supports 0.8 FTE. The Department is in the process of awarding \$600,000 in grant funding, to serve between 176 to 236 apprentices. \$200,000 is remaining in the cash fund, which the Committee could sweep. Staff is not yet recommending this option, because this will impact FTE and operations for the grant.
Subtotal - Revenue	\$700,000	-\$700,000		
Expenditure Reductions				
Repeal the Employment Support and Job Retention Services Program	-\$250,000	-\$250,000	Y	Repeal the Employment Support and Job Retention Services program effective in FY 2025-26, and recuperate the \$250,000 General Fund appropriated to that program and its cash fund across its four remaining fiscal years (through FY 2028-29). Staff does not recommend this reduction yet, as this program serves individuals whose household income is at or below the federal poverty line and who may not be eligible for other Title I WOIA or job support programs.
Subtotal - Expenditures	-\$250,000	-\$250,000		

Additional Options for General Fund Relief				
Option	General Fund	Other Funds	Bill? Y/N	Description
Net General Fund Relief	\$950,000			

Appendix A: Numbers Pages

Appendix A details actual expenditures for the last two state fiscal years, the appropriation for the current fiscal year, and the requested and recommended appropriations for next fiscal year. This information is listed by line item and fund source.

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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DEPARTMENT OF LABOR AND EMPLOYMENT
Joe Barela, Executive Director

(1) EXECUTIVE DIRECTOR'S OFFICE

The Executive Director's Office provides administrative and technical support for department divisions and programs including accounting, budgeting, and human resources functions.

(A) Executive Director's Office

Personal Services	<u>10,603,079</u>	<u>12,518,891</u>	<u>11,937,059</u>	<u>12,802,260</u>	<u>12,913,408</u> *
FTE	112.2	113.5	113.2	113.2	114.2
General Fund	55,648	166,444	154,251	228,685	228,685
Cash Funds	4,648,335	5,796,886	5,990,867	6,241,249	6,352,397
Reappropriated Funds	174,800	240,417	922,054	921,498	921,498
Federal Funds	5,724,295	6,315,144	4,869,887	5,410,828	5,410,828
Health, Life, and Dental	<u>3,295,928</u>	<u>8,648,744</u>	<u>27,012,036</u>	<u>27,612,504</u>	<u>27,598,476</u> *
General Fund	1,013,465	2,097,484	2,177,241	2,367,972	2,367,972
Cash Funds	2,282,463	6,519,460	13,240,300	13,659,797	13,645,769
Reappropriated Funds	0	31,800	65,497	134,202	134,202
Federal Funds	0	0	11,528,998	11,450,533	11,450,533
Short-term Disability	<u>37,296</u>	<u>70,174</u>	<u>208,041</u>	<u>100,566</u>	<u>100,435</u> *
General Fund	8,494	13,535	18,164	8,697	8,697
Cash Funds	28,802	56,439	92,603	50,121	49,990
Reappropriated Funds	0	200	1,040	615	615
Federal Funds	0	0	96,234	41,133	41,133

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Paid Family and Medical Leave Insurance	0	0	624,127	646,046	645,654 *
General Fund	0	0	54,492	55,908	55,908
Cash Funds	0	0	277,811	321,753	321,361
Reappropriated Funds	0	0	3,121	3,957	3,957
Federal Funds	0	0	288,703	264,428	264,428
Unfunded Liability Amortization Equalization					
Disbursement Payments	0	0	13,869,452	14,356,576	14,347,869 *
General Fund	0	0	1,210,932	1,242,399	1,242,399
Cash Funds	0	0	6,173,552	7,150,071	7,141,364
Reappropriated Funds	0	0	69,350	87,912	87,912
Federal Funds	0	0	6,415,618	5,876,194	5,876,194
S.B. 04-257 Amortization Equalization					
Disbursement	959,719	2,088,247	0	0	0
General Fund	277,567	456,624	0	0	0
Cash Funds	682,152	1,622,623	0	0	0
Reappropriated Funds	0	9,000	0	0	0
Federal Funds	0	0	0	0	0
S.B. 06-235 Supplemental Amortization					
Equalization Disbursement	959,719	2,088,247	0	0	0
General Fund	277,567	456,624	0	0	0
Cash Funds	682,152	1,622,623	0	0	0
Reappropriated Funds	0	9,000	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Salary Survey	<u>2,467,807</u>	<u>3,958,559</u>	<u>5,332,685</u>	<u>4,243,119</u>	<u>4,243,119</u> *
General Fund	457,965	578,352	472,001	407,255	407,255
Cash Funds	2,009,842	3,342,269	2,408,701	1,961,257	1,961,257
Reappropriated Funds	0	37,938	27,277	24,142	24,142
Federal Funds	0	0	2,424,706	1,850,465	1,850,465
Step Increases	<u>0</u>	<u>0</u>	<u>7,404,256</u>	<u>1,388,159</u>	<u>1,388,159</u> *
General Fund	0	0	398,876	127,523	127,523
Cash Funds	0	0	2,301,694	420,371	420,371
Reappropriated Funds	0	0	16,765	3,658	3,658
Federal Funds	0	0	4,686,921	836,607	836,607
PERA Direct Distribution	<u>2,058,182</u>	<u>359,402</u>	<u>2,339,000</u>	<u>2,553,224</u>	<u>2,553,224</u>
General Fund	0	25,182	204,216	221,087	221,087
Cash Funds	853,594	159,109	1,041,133	1,270,817	1,270,817
Reappropriated Funds	16,587	1,944	11,695	15,643	15,643
Federal Funds	1,188,001	173,167	1,081,956	1,045,677	1,045,677
Temporary Employees Related to Authorized Leave	<u>0</u>	<u>0</u>	<u>371,656</u>	<u>371,656</u>	<u>371,656</u> *
General Fund	0	0	13,654	13,654	13,654
Cash Funds	0	0	97,950	97,950	97,950
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	260,052	260,052	260,052
Workers' Compensation	<u>552,714</u>	<u>544,909</u>	<u>589,017</u>	<u>472,576</u>	<u>528,903</u> *
General Fund	27,376	22,777	28,144	22,581	25,271
Cash Funds	137,916	135,507	180,281	144,635	161,882
Reappropriated Funds	1,418	1,603	2,129	1,707	1,912
Federal Funds	386,004	385,022	378,463	303,653	339,838

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Operating Expenses	<u>2,220,912</u>	<u>1,727,900</u>	<u>2,004,121</u>	<u>2,004,121</u>	<u>2,004,121</u> *
General Fund	13,352	93,191	125,628	125,628	125,628
Cash Funds	206,856	467,711	810,505	810,505	810,505
Reappropriated Funds	0	0	0	0	0
Federal Funds	2,000,704	1,166,998	1,067,988	1,067,988	1,067,988
Legal Services	<u>964,654</u>	<u>1,828,234</u>	<u>1,777,056</u>	<u>1,190,276</u>	<u>1,190,276</u> *
General Fund	25,059	373,690	515,674	320,787	320,787
Cash Funds	462,117	675,533	621,521	447,793	447,793
Reappropriated Funds	0	0	0	0	0
Federal Funds	477,478	779,011	639,861	421,696	421,696
Payment to Risk Management and Property Funds	<u>388,193</u>	<u>589,386</u>	<u>417,709</u>	<u>358,295</u>	<u>392,166</u> *
General Fund	19,035	23,727	28,345	24,316	26,612
Cash Funds	90,286	136,733	140,306	120,329	131,726
Reappropriated Funds	1,341	1,380	3,069	2,633	2,881
Federal Funds	277,531	427,546	245,989	211,017	230,947
Vehicle Lease Payments	<u>167,847</u>	<u>160,992</u>	<u>250,133</u>	<u>294,160</u>	<u>295,709</u> *
General Fund	1,183	6,981	19,633	23,504	23,640
Cash Funds	93,260	92,793	140,242	158,155	158,786
Reappropriated Funds	0	0	835	1,340	1,357
Federal Funds	73,405	61,218	89,423	111,161	111,926
Leased Space	<u>6,170,941</u>	<u>5,816,403</u>	<u>8,601,338</u>	<u>10,738,853</u>	<u>10,738,853</u> *
General Fund	481,974	320,936	643,575	1,095,227	1,095,227
Cash Funds	2,647,675	2,626,226	3,893,264	4,675,403	4,675,403
Reappropriated Funds	0	0	0	0	0
Federal Funds	3,041,292	2,869,241	4,064,499	4,968,223	4,968,223

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Capitol Complex Leased Space	<u>40,488</u>	<u>18,460</u>	<u>61,605</u>	<u>66,542</u>	<u>66,105</u> *
General Fund	4,943	5,025	25,243	27,266	27,087
Cash Funds	27,729	13,435	28,062	30,311	30,112
Reappropriated Funds	0	0	0	0	0
Federal Funds	7,816	0	8,300	8,965	8,906
Payments to OIT	<u>19,297,956</u>	<u>18,860,504</u>	<u>30,428,371</u>	<u>39,612,378</u>	<u>36,467,035</u> *
General Fund	598,579	6,012,400	7,409,896	7,764,824	6,211,859
Cash Funds	9,550,838	10,520,314	13,694,661	19,263,241	17,670,863
Reappropriated Funds	14,372	0	325,699	471,055	471,055
Federal Funds	9,134,167	2,327,790	8,998,115	12,113,258	12,113,258
IT Accessibility	<u>0</u>	<u>127,181</u>	<u>0</u>	<u>0</u>	<u>0</u>
FTE	0.0	1.0	0.0	0.0	0.0
General Fund	0	110,176	0	0	0
Cash Funds	0	17,005	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
CORE Operations	<u>428,802</u>	<u>277,190</u>	<u>94,194</u>	<u>278,238</u>	<u>78,016</u>
General Fund	2,604	2,057	558	1,648	462
Cash Funds	131,323	58,159	26,466	78,177	21,919
Reappropriated Funds	339	374	177	524	147
Federal Funds	294,536	216,600	66,993	197,889	55,488

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Utilities	<u>187,916</u>	<u>158,500</u>	<u>260,309</u>	<u>260,309</u>	<u>260,309</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	187,916	158,500	260,309	260,309	260,309
Information Technology Asset Maintenance	<u>253</u>	<u>0</u>	<u>218,626</u>	<u>218,626</u>	<u>218,626</u> *
General Fund	0	0	0	0	0
Cash Funds	2	0	69,243	69,243	69,243
Reappropriated Funds	0	0	0	0	0
Federal Funds	251	0	149,383	149,383	149,383
Statewide Indirect Cost Assessment	<u>1,125,851</u>	<u>0</u>	<u>1,459,055</u>	<u>611,569</u>	<u>611,569</u> *
General Fund	0	0	0	0	0
Cash Funds	699,788	0	576,659	353,553	353,553
Reappropriated Funds	8,087	0	6,311	3,054	3,054
Federal Funds	417,976	0	876,085	254,962	254,962
SUBTOTAL - (A) Executive Director's Office	51,928,258	59,841,923	115,259,846	120,180,053	117,013,688
FTE	<u>112.2</u>	<u>114.5</u>	<u>113.2</u>	<u>113.2</u>	<u>114.2</u>
General Fund	3,264,811	10,765,205	13,500,523	14,078,961	12,529,753
Cash Funds	25,235,130	33,862,825	51,805,821	57,324,731	55,793,061
Reappropriated Funds	216,944	333,656	1,455,019	1,671,940	1,672,033
Federal Funds	23,211,372	14,880,237	48,498,483	47,104,421	47,018,841

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
(B) Office of New Americans					
Program Costs	<u>445,772</u>	<u>904,061</u>	<u>380,100</u>	<u>428,010</u>	<u>428,010</u>
FTE	3.1	1.4	5.4	5.5	5.5
General Fund	445,772	904,061	365,100	408,574	408,574
Cash Funds	0	0	15,000	19,436	19,436
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Colorado Refugee Services Program	<u>0</u>	<u>0</u>	<u>6,249,032</u>	<u>8,363,735</u>	<u>8,363,735</u>
FTE	0.0	0.0	7.5	7.5	7.5
General Fund	0	0	101,232	101,232	101,232
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	6,147,800	8,262,503	8,262,503
Appropriation to the Immigration Legal Defense Fund	<u>576,480</u>	<u>775,696</u>	<u>700,000</u>	<u>350,000</u>	<u>350,000</u>
FTE	0.1	0.1	0.0	0.0	0.0
General Fund	348,653	348,653	700,000	350,000	350,000
Cash Funds	227,827	427,043	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Statewide Welcome, Reception, and Integration Grant Program	<u>0</u>	<u>0</u>	<u>2,500,000</u>	<u>78,274</u>	<u>78,274</u>
FTE	0.0	0.0	0.8	1.0	1.0
Cash Funds	0	0	2,500,000	78,274	78,274

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
SUBTOTAL - (B) Office of New Americans	1,022,252	1,679,757	9,829,132	9,220,019	9,220,019
<i>FTE</i>	<u>3.2</u>	<u>1.5</u>	<u>13.7</u>	<u>14.0</u>	<u>14.0</u>
General Fund	794,425	1,252,714	1,166,332	859,806	859,806
Cash Funds	227,827	427,043	2,515,000	97,710	97,710
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	6,147,800	8,262,503	8,262,503
(C) Office of Future Work					
Program Costs	<u>116,314</u>	<u>515,251</u>	<u>2,277,846</u>	<u>2,229,693</u>	<u>1,806,992</u>
<i>FTE</i>	<u>0.9</u>	<u>3.3</u>	<u>10.0</u>	<u>8.1</u>	<u>8.1</u>
General Fund	116,314	515,251	864,713	768,996	546,295
Cash Funds	0	0	1,413,133	1,460,697	1,260,697
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
State Apprenticeship Agency	<u>737,935</u>	<u>785,498</u>	<u>925,762</u>	<u>1,005,593</u>	<u>1,005,593</u>
<i>FTE</i>	<u>8.0</u>	<u>8.0</u>	<u>8.8</u>	<u>8.8</u>	<u>8.8</u>
General Fund	737,935	785,498	925,762	1,005,593	1,005,593
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
SUBTOTAL - (C) Office of Future Work	854,249	1,300,749	3,203,608	3,235,286	2,812,585
<i>FTE</i>	<u>8.9</u>	<u>11.3</u>	<u>18.8</u>	<u>16.9</u>	<u>16.9</u>
General Fund	854,249	1,300,749	1,790,475	1,774,589	1,551,888
Cash Funds	0	0	1,413,133	1,460,697	1,260,697
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
(D) Office of Just Transition					
Office of Just Transition	<u>1,256,794</u>	<u>2,138,967</u>	<u>400,885</u>	<u>432,635</u>	<u>432,635</u>
FTE	3.5	3.5	3.5	3.5	3.5
General Fund	377,724	354,563	400,885	432,635	432,635
Cash Funds	879,070	1,784,404	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Coal Transition Community Assistance	<u>0</u>	<u>0</u>	<u>10,000,000</u>	<u>10,000,000</u>	<u>10,000,000</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	10,000,000	10,000,000	10,000,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Coal Transition Worker Assistance	<u>0</u>	<u>0</u>	<u>5,000,000</u>	<u>5,000,000</u>	<u>5,000,000</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	5,000,000	5,000,000	5,000,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
SUBTOTAL - (D) Office of Just Transition	1,256,794	2,138,967	15,400,885	15,432,635	15,432,635
FTE	<u>3.5</u>	<u>3.5</u>	<u>3.5</u>	<u>3.5</u>	<u>3.5</u>
General Fund	377,724	354,563	400,885	432,635	432,635
Cash Funds	879,070	1,784,404	15,000,000	15,000,000	15,000,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
(E) Colorado Disability Opportunity Office					
Colorado Disability Opportunity Office	0	0	5,638,925	7,705,086	5,598,905 *
FTE	0.0	0.0	6.0	7.0	6.0
General Fund	0	0	0	0	0
Cash Funds	0	0	5,638,925	7,705,086	5,598,905
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
SUBTOTAL - (E) Colorado Disability Opportunity Office					
Office	0	0	5,638,925	7,705,086	5,598,905
FTE	0.0	0.0	6.0	7.0	6.0
General Fund	0	0	0	0	0
Cash Funds	0	0	5,638,925	7,705,086	5,598,905
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
TOTAL - (1) Executive Director's Office					
	55,061,553	64,961,396	149,332,396	155,773,079	150,077,832
FTE	127.8	130.8	155.2	154.6	154.6
General Fund	5,291,209	13,673,231	16,858,215	17,145,991	15,374,082
Cash Funds	26,342,028	36,074,272	76,372,879	81,588,224	77,750,373
Reappropriated Funds	216,944	333,656	1,455,019	1,671,940	1,672,033
Federal Funds	23,211,372	14,880,237	54,646,283	55,366,924	55,281,344

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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(2) DIVISION OF UNEMPLOYMENT INSURANCE

skills to live independently in the community.

Program Costs	<u>96,162,027</u>	<u>101,666,769</u>	<u>78,665,197</u>	<u>110,577,246</u>	<u>80,577,246</u> *
FTE	484.7	496.7	496.7	484.7	484.7
General Fund	0	0	0	100,000	100,000
Cash Funds	12,246,865	15,828,543	16,404,109	45,192,997	15,192,997
Reappropriated Funds	0	0	0	0	0
Federal Funds	83,915,162	85,838,226	62,261,088	65,284,249	65,284,249

TOTAL - (2) Division of Unemployment Insurance	96,162,027	101,666,769	78,665,197	110,577,246	80,577,246
FTE	<u>484.7</u>	<u>496.7</u>	<u>496.7</u>	<u>484.7</u>	<u>484.7</u>
General Fund	0	0	0	100,000	100,000
Cash Funds	12,246,865	15,828,543	16,404,109	45,192,997	15,192,997
Reappropriated Funds	0	0	0	0	0
Federal Funds	83,915,162	85,838,226	62,261,088	65,284,249	65,284,249

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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(3) EMPLOYMENT & TRAINING

The Division of Employment and Training administers the Workforce Development Centers, the Workforce Development Council, and various workforce development programs.

(A) Division of Employment and Training

State Operations and Program Costs	<u>9,727,025</u>	<u>4,190,287</u>	<u>4,730,281</u>	<u>4,730,281</u>
FTE	53.9	52.3	52.3	52.3
General Fund	1,790,773	0	150,000	150,000
Cash Funds	0	561,864	504,273	504,273
Reappropriated Funds	0	0	0	0
Federal Funds	7,936,252	3,628,423	4,076,008	4,076,008
Trade Adjustment Act Assistance	<u>931,286</u>	<u>2,000,000</u>	<u>2,000,000</u>	<u>2,000,000</u>
FTE	0.0	0.0	0.0	0.0
General Fund	0	0	0	0
Cash Funds	0	0	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	931,286	2,000,000	2,000,000	2,000,000
Workforce Innovation and Opportunity Act	<u>35,986,704</u>	<u>38,080,423</u>	<u>38,841,230</u>	<u>38,841,230</u>
FTE	87.2	87.2	87.2	87.2
General Fund	0	0	0	0
Cash Funds	0	0	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	35,986,704	38,080,423	38,841,230	38,841,230

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Workforce Development Council	<u>1,396,144</u>	<u>1,524,011</u>	<u>1,516,173</u>	<u>1,516,173</u>	
FTE	12.5	12.5	9.4	9.4	
General Fund	856,933	906,562	881,385	881,385	
Cash Funds	25,091	28,923	1,664	1,664	
Reappropriated Funds	222,699	588,526	633,124	633,124	
Federal Funds	291,421	0	0	0	
Workforce Improvement Grants	<u>0</u>	<u>1,000,000</u>	<u>1,000,000</u>	<u>1,000,000</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	1,000,000	1,000,000	1,000,000	
Hospitality Education Grant Program	<u>416,193 0.5</u>	<u>500,000 0.5</u>	<u>0 0.0</u>	<u>0 0.0</u>	*
General Fund	416,193	500,000	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Employment Support and Job Retention Services					
Program Cash Fund	<u>250,000</u>	<u>250,000</u>	<u>250,000</u>	<u>250,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	250,000	250,000	250,000	250,000	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Employment Support and Job Retention Services					
Program	<u>250,000</u>	<u>250,000</u>	<u>250,000</u>	<u>250,000</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	250,000	250,000	250,000	250,000	
Federal Funds	0	0	0	0	
Veterans Service-to-Career Program	<u>278,810</u>	<u>0</u>	<u>0</u>	<u>0</u>	
General Fund	0	0	0	0	
Cash Funds	278,810	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
STEM Teacher Externship Program	<u>223,039</u>	<u>0</u>	<u>0</u>	<u>0</u>	
FTE	0.8	0.0	0.0	0.0	
General Fund	223,039	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (A) Division of Employment and Training	49,459,201	47,794,721	48,587,684	48,587,684	
FTE	<u>154.9</u>	<u>152.5</u>	<u>148.9</u>	<u>148.9</u>	
General Fund	3,536,938	1,656,562	1,281,385	1,281,385	
Cash Funds	303,901	590,787	505,937	505,937	
Reappropriated Funds	472,699	838,526	883,124	883,124	
Federal Funds	45,145,663	44,708,846	45,917,238	45,917,238	

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
(B) Workforce Development Enterprise					
Workforce Development Enterprise	0	14,003,304	14,321,619	14,321,619	
FTE	0.0	57.4	57.4	57.4	
Cash Funds	0	14,003,304	14,321,619	14,321,619	
Workforce Development Enterprise	13,276,471	0	0	0	
FTE	57.4	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	13,276,471	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Workforce Development Enterprise					
Enterprise	13,276,471	14,003,304	14,321,619	14,321,619	
FTE	57.4	57.4	57.4	57.4	
General Fund	0	0	0	0	
Cash Funds	13,276,471	14,003,304	14,321,619	14,321,619	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
TOTAL - (3) Employment & Training					
FTE	212.3	209.9	206.3	206.3	
General Fund	3,536,938	1,656,562	1,281,385	1,281,385	
Cash Funds	13,580,372	14,594,091	14,827,556	14,827,556	
Reappropriated Funds	472,699	838,526	883,124	883,124	
Federal Funds	45,145,663	44,708,846	45,917,238	45,917,238	

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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(4) DIVISION OF LABOR STANDARDS AND STATISTICS

of all-union provisions, and investigates and mediates allegations of unfair labor practices. This division also collects, analyses, and reports Colorado employment, wage, and other labor statistics data.

(A) Labor Standards

Labor Program Costs	<u>5,781,436</u>	<u>6,742,202</u>	<u>8,469,526</u>	<u>9,004,160</u>	<u>9,004,160</u>
FTE	64.8	73.7	85.7	85.2	85.2
General Fund	2,715,848	3,334,249	4,567,531	4,886,209	4,886,209
Cash Funds	2,972,592	3,314,956	3,901,995	4,117,951	4,117,951
Reappropriated Funds	0	0	0	0	0
Federal Funds	92,997	92,997	0	0	0
SUBTOTAL - (A) Labor Standards	5,781,436	6,742,202	8,469,526	9,004,160	9,004,160
<i>FTE</i>	<u>64.8</u>	<u>73.7</u>	<u>85.7</u>	<u>85.2</u>	<u>85.2</u>
General Fund	2,715,848	3,334,249	4,567,531	4,886,209	4,886,209
Cash Funds	2,972,592	3,314,956	3,901,995	4,117,951	4,117,951
Reappropriated Funds	0	0	0	0	0
Federal Funds	92,997	92,997	0	0	0

(B) Labor Statistics

Labor Market Information Program Costs	<u>3,276,559</u>	<u>4,053,820</u>	<u>3,628,553</u>	<u>3,892,916</u>	<u>3,892,916</u>
FTE	30.3	30.3	30.3	30.3	30.3
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	3,276,559	4,053,820	3,628,553	3,892,916	3,892,916

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
SUBTOTAL - (B) Labor Statistics	3,276,559	4,053,820	3,628,553	3,892,916	3,892,916
<i>FTE</i>	<u>30.3</u>	<u>30.3</u>	<u>30.3</u>	<u>30.3</u>	<u>30.3</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	3,276,559	4,053,820	3,628,553	3,892,916	3,892,916
TOTAL - (4) Division of Labor Standards and Statistics	9,057,995	10,796,022	12,098,079	12,897,076	12,897,076
<i>FTE</i>	<u>95.1</u>	<u>104.0</u>	<u>116.0</u>	<u>115.5</u>	<u>115.5</u>
General Fund	2,715,848	3,334,249	4,567,531	4,886,209	4,886,209
Cash Funds	2,972,592	3,314,956	3,901,995	4,117,951	4,117,951
Reappropriated Funds	0	0	0	0	0
Federal Funds	3,369,556	4,146,817	3,628,553	3,892,916	3,892,916

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
(5) DIVISION OF OIL AND PUBLIC SAFETY					
sement of cleanup costs to qualifying storage tank owners/operators.					
Personal Services	<u>6,068,209</u>	<u>6,125,250</u>	<u>6,458,501</u>	<u>6,846,690</u>	<u>6,846,690</u>
FTE	68.0	70.0	70.0	70.0	70.0
General Fund	0	130,097	108,886	38,886	38,886
Cash Funds	4,932,322	4,922,794	5,765,897	6,224,086	6,224,086
Reappropriated Funds	0	0	19,318	19,318	19,318
Federal Funds	1,135,887	1,072,359	564,400	564,400	564,400
Operating Expenses	<u>568,193</u>	<u>559,281</u>	<u>811,122</u>	<u>911,122</u>	<u>911,122</u> *
General Fund	0	12,221	19,789	19,789	19,789
Cash Funds	519,660	525,010	646,312	746,312	746,312
Reappropriated Funds	0	0	0	0	0
Federal Funds	48,533	22,050	145,021	145,021	145,021
Underground Damage Prevention Safety Commission	<u>105,811</u>	<u>114,975</u>	<u>144,793</u>	<u>158,400</u>	<u>158,400</u>
FTE	1.5	1.5	1.5	1.5	1.5
General Fund	105,811	114,867	124,793	138,400	138,400
Cash Funds	0	108	20,000	20,000	20,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
TOTAL - (5) Division of Oil and Public Safety	6,742,213	6,799,506	7,414,416	7,916,212	7,916,212
FTE	<u>69.5</u>	<u>71.5</u>	<u>71.5</u>	<u>71.5</u>	<u>71.5</u>
General Fund	105,811	257,185	253,468	197,075	197,075
Cash Funds	5,451,982	5,447,912	6,432,209	6,990,398	6,990,398
Reappropriated Funds	0	0	19,318	19,318	19,318
Federal Funds	1,184,421	1,094,409	709,421	709,421	709,421

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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(6) DIVISION OF WORKERS' COMPENSATION

r injury at more than one employer) Insurance Programs.

(A) Workers' Compensation

Personal Services	<u>7,403,597</u>	<u>8,679,127</u>	<u>9,765,284</u>	<u>10,342,021</u>	<u>10,342,021</u>
FTE	95.0	102.4	104.0	104.0	104.0
General Fund	0	0	0	0	0
Cash Funds	7,403,597	8,679,127	9,765,284	10,342,021	10,342,021
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Operating Expenses	<u>502,363</u>	<u>687,166</u>	<u>671,295</u>	<u>671,295</u>	<u>671,295</u>
General Fund	0	0	0	0	0
Cash Funds	502,363	687,166	671,295	671,295	671,295
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Administrative Law Judge Services	<u>4,089,852</u>	<u>3,561,452</u>	<u>4,427,576</u>	<u>6,363,564</u>	<u>6,423,546</u> *
General Fund	0	0	0	0	0
Cash Funds	4,089,852	3,561,452	4,427,576	6,363,564	6,423,546
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Physicians Accreditation	<u>67,170</u>	<u>138,925</u>	<u>120,000</u>	<u>120,000</u>	<u>120,000</u>
General Fund	0	0	0	0	0
Cash Funds	67,170	138,925	120,000	120,000	120,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Utilization Review	<u>0</u>	<u>0</u>	<u>35,000</u>	<u>35,000</u>	<u>35,000</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	35,000	35,000	35,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Immediate Payment	<u>90</u>	<u>108</u>	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
General Fund	0	0	0	0	0
Cash Funds	90	108	1,000	1,000	1,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
SUBTOTAL - (A) Workers' Compensation	12,063,072	13,066,778	15,020,155	17,532,880	17,592,862
FTE	<u>95.0</u>	<u>102.4</u>	<u>104.0</u>	<u>104.0</u>	<u>104.0</u>
General Fund	0	0	0	0	0
Cash Funds	12,063,072	13,066,778	15,020,155	17,532,880	17,592,862
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

(B) Major Medical Insurance and Subsequent Injury Funds

Personal Services	<u>1,153,776</u>	<u>954,909</u>	<u>1,603,654</u>	<u>1,692,383</u>	<u>1,692,383</u>
FTE	16.0	16.0	16.0	16.0	16.0
General Fund	0	0	0	0	0
Cash Funds	1,153,776	954,909	1,603,654	1,692,383	1,692,383
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Operating Expenses	<u>49,460</u>	<u>88,286</u>	<u>88,324</u>	<u>88,324</u>	<u>88,324</u>
General Fund	0	0	0	0	0
Cash Funds	49,460	88,286	88,324	88,324	88,324
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Major Medical Benefits	<u>1,537,664</u>	<u>1,535,183</u>	<u>6,000,000</u>	<u>6,000,000</u>	<u>6,000,000</u>
General Fund	0	0	0	0	0
Cash Funds	1,537,664	1,535,183	6,000,000	6,000,000	6,000,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Subsequent Injury Benefits	<u>714,562</u>	<u>708,345</u>	<u>2,000,000</u>	<u>2,000,000</u>	<u>2,000,000</u>
General Fund	0	0	0	0	0
Cash Funds	714,562	708,345	2,000,000	2,000,000	2,000,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Medical Disaster	<u>90</u>	<u>114</u>	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
General Fund	0	0	0	0	0
Cash Funds	90	114	1,000	1,000	1,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
SUBTOTAL - (B) Major Medical Insurance and Subsequent Injury Funds	3,455,552	3,286,837	9,692,978	9,781,707	9,781,707
<i>FTE</i>	<u>16.0</u>	<u>16.0</u>	<u>16.0</u>	<u>16.0</u>	<u>16.0</u>
General Fund	0	0	0	0	0
Cash Funds	3,455,552	3,286,837	9,692,978	9,781,707	9,781,707
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
TOTAL - (6) Division of Workers' Compensation	15,518,624	16,353,615	24,713,133	27,314,587	27,374,569
<i>FTE</i>	<u>111.0</u>	<u>118.4</u>	<u>120.0</u>	<u>120.0</u>	<u>120.0</u>
General Fund	0	0	0	0	0
Cash Funds	15,518,624	16,353,615	24,713,133	27,314,587	27,374,569
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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(7) DIVISION OF VOCATIONAL REHABILITATION AND INDEPENDENT LIVING SERVICES

skills to live independently in the community.

(A) Vocational Rehabilitation Programs

Personal Services	<u>17,838,554</u>	<u>18,737,563</u>	<u>19,916,099</u>	<u>21,976,359</u>	<u>21,976,359</u>
FTE	223.7	227.7	229.5	229.7	229.7
General Fund	3,800,289	4,020,695	4,089,892	4,198,897	4,198,897
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	14,038,265	14,716,868	15,826,207	17,777,462	17,777,462
Operating Expenses	<u>2,117,717</u>	<u>2,115,509</u>	<u>2,539,404</u>	<u>2,539,404</u>	<u>2,539,404</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	414,659	662,329	540,893	540,893	540,893
Federal Funds	1,703,058	1,453,180	1,998,511	1,998,511	1,998,511
Administrative Law Judge Services	<u>41,943</u>	<u>36,524</u>	<u>45,406</u>	<u>65,260</u>	<u>65,260</u> *
FTE	0.0	0.0	0.0	0.0	0.0
General Fund	11,386	9,915	12,326	17,716	17,716
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	30,557	26,609	33,080	47,544	47,544

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Voc Rehab Services	<u>18,378,413</u>	<u>22,049,352</u>	<u>17,007,172</u>	<u>17,007,172</u>	<u>17,007,172</u>
General Fund	1,143,950	1,143,950	1,143,950	1,143,950	1,143,950
Cash Funds	0	0	0	0	0
Reappropriated Funds	1,028,180	5,825,860	3,821,251	3,821,251	3,821,251
Federal Funds	16,206,283	15,079,542	12,041,971	12,041,971	12,041,971
Disability Navigator Program	<u>0</u>	<u>0</u>	<u>1,813,924</u>	<u>1,847,954</u>	<u>1,847,954</u>
FTE	0.0	0.0	0.6	0.6	0.6
Reappropriated Funds	0	0	386,366	392,499	392,499
Federal Funds	0	0	1,427,558	1,455,455	1,455,455
School to Work Alliance Program	<u>15,296,145</u>	<u>15,181,670</u>	<u>25,419,022</u>	<u>25,419,022</u>	<u>25,419,022</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	3,601,573	4,190,607	17,269,139	17,269,139	17,269,139
Federal Funds	11,694,572	10,991,063	8,149,883	8,149,883	8,149,883
Voc Rehab Mental Health Services	<u>1,635,632</u>	<u>1,739,599</u>	<u>1,748,180</u>	<u>1,748,180</u>	<u>1,748,180</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	344,820	190,456	372,363	372,363	372,363
Federal Funds	1,290,812	1,549,143	1,375,817	1,375,817	1,375,817

JBC Staff Figure Setting - FY 2025-26
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	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Business Enterprises Program for People Who Are Blind	<u>767,298</u>	<u>689,123</u>	<u>1,636,468</u>	<u>1,688,817</u>	<u>1,688,817</u>
FTE	6.0	6.0	6.0	6.0	6.0
General Fund	0	0	0	0	0
Cash Funds	172,596	218,939	338,935	338,935	338,935
Reappropriated Funds	0	0	0	0	0
Federal Funds	594,702	470,184	1,297,533	1,349,882	1,349,882
Business Enterprises Program	<u>142,773</u>	<u>136,908</u>	<u>500,000</u>	<u>500,000</u>	<u>500,000</u>
General Fund	0	0	0	0	0
Cash Funds	142,773	136,908	500,000	500,000	500,000
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Federal Social Security Reimbursements	<u>2,745,922</u>	<u>3,475,415</u>	<u>1,631,992</u>	<u>1,631,992</u>	<u>1,631,992</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	2,745,922	3,475,415	1,631,992	1,631,992	1,631,992
Older Blind Grants	<u>469,321</u>	<u>490,978</u>	<u>462,000</u>	<u>462,000</u>	<u>462,000</u>
General Fund	0	0	0	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	469,321	490,978	462,000	462,000	462,000

JBC Staff Figure Setting - FY 2025-26
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	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
Employment First Initiatives	<u>273,886</u>	<u>171,413</u>	<u>326,790</u>	<u>0</u>	<u>0</u>
FTE	4.0	1.8	2.0	0.0	0.0
General Fund	63,382	171,413	326,790	0	0
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	210,504	0	0	0	0
SUBTOTAL - (A) Vocational Rehabilitation					
Programs	59,707,604	64,824,054	73,046,457	74,886,160	74,886,160
FTE	<u>233.7</u>	<u>235.5</u>	<u>238.1</u>	<u>236.3</u>	<u>236.3</u>
General Fund	5,019,007	5,345,973	5,572,958	5,360,563	5,360,563
Cash Funds	315,369	355,847	838,935	838,935	838,935
Reappropriated Funds	5,389,233	10,869,252	22,390,012	22,396,145	22,396,145
Federal Funds	48,983,995	48,252,982	44,244,552	46,290,517	46,290,517
(B) Office of Independent Living Services					
Program Costs	<u>234,053</u>	<u>238,545</u>	<u>277,229</u>	<u>313,516</u>	<u>313,516</u>
FTE	4.0	4.0	4.0	4.0	4.0
General Fund	234,053	238,545	277,229	313,516	313,516
Cash Funds	0	0	0	0	0
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0
Independent Living Services	<u>6,843,774</u>	<u>6,793,798</u>	<u>7,780,684</u>	<u>7,780,684</u>	<u>7,780,684</u>
General Fund	6,411,883	6,393,803	6,736,324	6,736,324	6,736,324
Cash Funds	0	0	37,635	37,635	37,635
Reappropriated Funds	0	0	0	0	0
Federal Funds	431,891	399,995	1,006,725	1,006,725	1,006,725

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
SUBTOTAL - (B) Office of Independent Living					
Services	7,077,827	7,032,343	8,057,913	8,094,200	8,094,200
<i>FTE</i>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>
General Fund	6,645,936	6,632,348	7,013,553	7,049,840	7,049,840
Cash Funds	0	0	37,635	37,635	37,635
Reappropriated Funds	0	0	0	0	0
Federal Funds	431,891	399,995	1,006,725	1,006,725	1,006,725
TOTAL - (7) Division of Vocational Rehabilitation and Independent Living Services					
	66,785,431	71,856,397	81,104,370	82,980,360	82,980,360
<i>FTE</i>	<u>237.7</u>	<u>239.5</u>	<u>242.1</u>	<u>240.3</u>	<u>240.3</u>
General Fund	11,664,943	11,978,321	12,586,511	12,410,403	12,410,403
Cash Funds	315,369	355,847	876,570	876,570	876,570
Reappropriated Funds	5,389,233	10,869,252	22,390,012	22,396,145	22,396,145
Federal Funds	49,415,886	48,652,977	45,251,277	47,297,242	47,297,242

JBC Staff Figure Setting - FY 2025-26
Staff Working Document - Does Not Represent Committee Decision

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	FY 2025-26 Recommendation
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(8) DIVISION OF FAMILY AND MEDICAL LEAVE INSURANCE

Program Costs	<u>39,754,541</u>	<u>405,755,347</u>	<u>39,714,613</u>	<u>41,666,648</u>	<u>41,666,648</u>
FTE	6.0	352.0	352.0	352.0	352.0
General Fund	0	0	0	0	0
Cash Funds	39,754,541	405,755,347	39,714,613	41,666,648	41,666,648
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

TOTAL - (8) Division of Family and Medical Leave Insurance	39,754,541	405,755,347	39,714,613	41,666,648	41,666,648
FTE	<u>6.0</u>	<u>352.0</u>	<u>352.0</u>	<u>352.0</u>	<u>352.0</u>
General Fund	0	0	0	0	0
Cash Funds	39,754,541	405,755,347	39,714,613	41,666,648	41,666,648
Reappropriated Funds	0	0	0	0	0
Federal Funds	0	0	0	0	0

TOTAL - Department of Labor and Employment	289,082,384	740,924,724	454,840,229	502,034,511	466,399,246
FTE	<u>1,131.8</u>	<u>1,725.2</u>	<u>1,763.4</u>	<u>1,744.9</u>	<u>1,744.9</u>
General Fund	19,777,811	32,779,924	35,922,287	36,021,063	34,249,154
Cash Funds	102,602,001	496,710,864	183,009,599	222,574,931	188,797,062
Reappropriated Funds	5,606,177	11,675,607	24,702,875	24,970,527	24,970,620
Federal Funds	161,096,396	199,758,329	211,205,468	218,467,990	218,382,410

Appendix B: UI Technology and Administrative Costs

FY 2024-25 Technology Costs for the UI Division

Technology costs to the UI Division has increased since the pandemic, due primarily to investments in fraud prevention. To address the budget shortfall created by decreasing federal funds, the Department requests to shift current technology expenditures financed by federal funding to the Tech Fund. Their request also includes shifting costs financed by the UI Revenue Fund to the Tech Fund as the UI Revenue Fund lacks a consistent balance to continue paying technology costs. Technology expenses comprise 36.6% of total anticipated UI program expenditure in FY 2024-25.

Requested Changes to Funding Sources of Technology Expenses	
Type of Expense	FY 2024-25 Amount
Expenses not shifting	
Current Tech Fund expenses	\$8,815,048
Current federal expenses	4,986,246
Subtotal - Expenses not shifting	\$13,801,294
Expenses shifting to Tech Fund	
Federal expenses	\$18,991,956
UI Revenue Fund expenses	1,128,156
Subtotal - Expenses shifting to Tech Fund	\$20,120,112
Total technology expenses	\$33,921,406

Rise in administrative costs to the UI Division

The Department saw an increase of \$29.5 million in administrative costs between FY 2021-22 and FY 2023-24, driven by increased costs for purchased personal services. These are mainly contract provider costs, driven by pandemic investments to increase claims processing. A majority of this (about \$13.0 million) is driven by staffing costs to support the UI system modernization project, which ended in FY 2024-25. While most of this increase was covered by federal pandemic funding, the Department requests \$10.0 million in spending authority from their requested UI Admin Fund to cover a shortfall in administrative funding after federal funding decreases.

UI Division Administrative Expenses from FY 2021-22 to FY 2023-24, and YTD FY 2024-25 (includes centrally appropriated costs)						
	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 YTD	Difference FY 2023-24 to FY 2021-22	
					Expenditure increase	% change
Personal Services	\$54,529,317	\$58,119,296	\$59,199,091	\$33,200,696	\$4,669,774	8.6%
Personal Services - Purchased*	3,286,007	32,751,390	27,499,294	10,816,717	24,213,287	736.9%
Operating Expenses	15,309,849	12,606,478	15,874,794	10,934,679	564,945	3.7%
Travel Expenses	13,092	16,471	44,566	12,807	31,473	240.4%
Total	\$73,138,265	\$103,493,635	\$102,617,745	\$54,964,900	\$29,479,480	