

**STATE
FISCAL IMPACT**

Drafting Number: LLS 10-1005
Prime Sponsor(s): Rep. Peniston
 Sen. Williams

Date: April 26, 2010
Bill Status: House Business Affairs and Labor
Fiscal Analyst: David Porter (303-866-4375)

TITLE: CONCERNING THE CREATION OF THE PAY EQUITY COMMISSION WITHIN THE DEPARTMENT OF LABOR AND EMPLOYMENT.

Fiscal Impact Summary	FY 2010-2011	FY 2011-2012
State Revenue Cash Funds Pay Equity Commission Cash Fund	Potential Gifts, Grants, and Donations	
State Expenditures Cash Funds Pay Equity Commission Cash Fund	Potential Gifts, Grants, and Donations	
FTE Position Change		
Effective Date: Upon signature of the Governor, or upon becoming law without his signature.		
Appropriation Summary for FY 2010-2011: None required.		
Local Government Impact: None.		

Summary of Legislation

This bill creates the 11-member Pay Equity Commission in the Department of Labor and Employment. Members are appointed by the Governor by August 1, 2010. The commission must meet by September 1, 2010, and meet at least quarterly thereafter. Members serve without compensation or reimbursement for expenses. The department may accept gifts, grants, and donations to fund any commission costs. Moneys received are deposited into the continuously appropriated Pay Equity Commission Cash Fund that is created by the bill.

The commission work includes:

- ▶ educating employers about issues or practices the contribute to pay inequities;
- ▶ developing and maintaining an inventory of best practices for encouraging equal pay;
- ▶ encouraging employers to implement these best practices and developing a program to recognize employers that pursue pay equity practices;
- ▶ conducting outreach and education to employees and employers regarding pay equity; and
- ▶ studying other state models of pay equity and working to establish Colorado as a model employer with regards to pay equity.

The commission is to submit a report to the executive director of the department and the business and labor committees of the General Assembly by June 30, 2012, and each June through 2015. The report shall detail the commission's work in the areas listed above and provide recommendations for policy or administrative changes. The bill sunsets on July 1, 2015.

State Revenue

The bill authorizes the Department of Labor and Employment to accept gifts, grants, and donations for the commission's work. To date, no gifts, grants, or donations have been identified.

State Expenditures

No state expenditures are expected under this bill. The bill stipulates that the Department of Labor and Employment and Civil Rights Division of the Department of Regulatory Agencies have a member on the committee. Although not required by the bill, these departments may provide some assistance to the commission. This fiscal note acknowledges that department staff time to participate in the committee and provide the committee with any support is staff time taken from other priorities; however, it is assumed these duties can be accomplished within current appropriations. If the commission work is substantial, departments may require assistance — contract or otherwise. In the event that work is more extensive, expenditures will be addressed through the annual budget process.

Departments Contacted

Labor and Employment

Regulatory Agencies