



Joint Budget Committee

Staff Budget Briefing FY 2026-27

Department of Labor and Employment

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November 14, 2025

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Additional Resources

To find the online version of the briefing document search the General Assembly’s website for [budget documents](https://leg.colorado.gov/content/budget/budget-documents) (leg.colorado.gov/content/budget/budget-documents).

Overview of Department

The Colorado Department of Labor and Employment (CDLE) administers the following eight divisions:

Executive Director's Office

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

- *Office of New Americans:* Advances integration of recent immigrants and refugees. Houses the Colorado Refugee Services Program, which is responsible for statewide refugee resettlement coordination.
- *Office of Future Work:* Prepares Colorado's workforce to participate in emerging industries through research and stakeholder engagement. 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:* Facilitates cross-agency collaboration on disability policy and programs. Houses the Colorado Disability Funding Committee, which awards disability application assistance and new project grants.

Division of Unemployment Insurance

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

Division of Employment and Training

Manages various workforce development programs, primarily the state's workforce centers through two programs:

- *Workforce Development Enterprise:* Funds workforce development centers. CDLE directly administers the rural consortium while other centers are locally administered by the county and funded by CDLE.
- *Colorado Workforce Development Council:* Provides workforce policy recommendations, 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

Manages worker protection and labor statistics programs, within two subdivisions:

- *Labor Standards:* Administers labor laws pertaining to wages, child labor, employment-related immigration laws, and working conditions. Conducts all-union agreement elections and certifies all-union provisions.
- *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 policies 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. Includes the Underground Damage Prevention Safety Commission and Fund, which includes enforcement and oversight for Colorado 811.

Division of Workers’ Compensation

Regulates the State’s workers’ compensation industry. Oversees workers' compensation injury compliance, and administers the following insurance programs: 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).

Division of Vocational Rehabilitation

Oversees vocational rehabilitation programs to enable individuals with disabilities to participate in the workforce, and supports independent living centers.

Division of Family and Medical Leave Insurance

Oversees the State Family and Medical Leave Insurance program.

Recent Appropriations

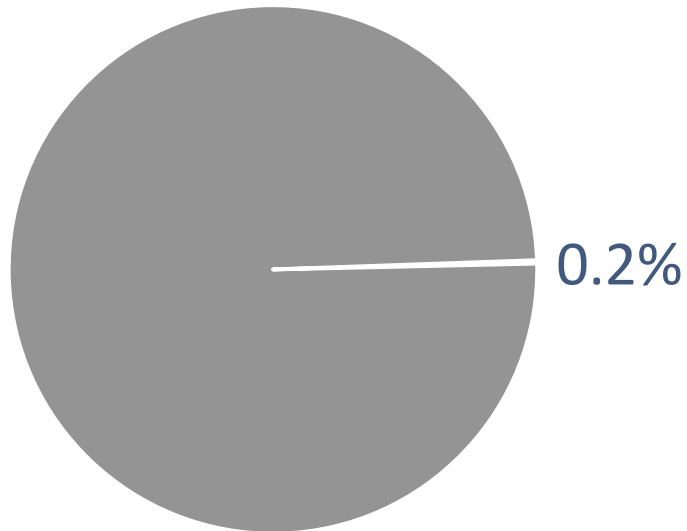
Labor and Employment

Funding Source	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27 [1]
General Fund	\$34,992,779	\$35,922,287	\$35,040,149	\$33,333,717
Cash Funds	152,602,739	213,009,599	219,791,373	229,697,684
Reappropriated Funds	24,228,984	24,702,875	24,137,360	24,037,985
Federal Funds	195,720,204	211,205,468	217,051,387	229,533,362
Total Funds	\$407,544,706	\$484,840,229	\$496,020,269	\$516,602,748
Full Time Equivalent Staff	1,724.4	1,763.4	1,753.6	1,767.4

[1] Requested appropriation.

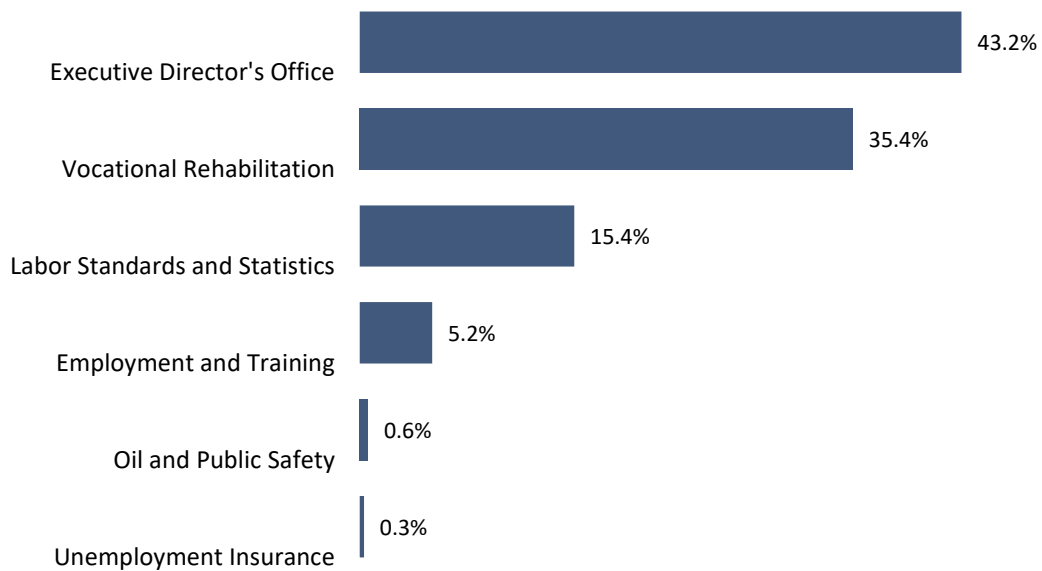
Graphic Overview

Department's Share of Statewide General Fund



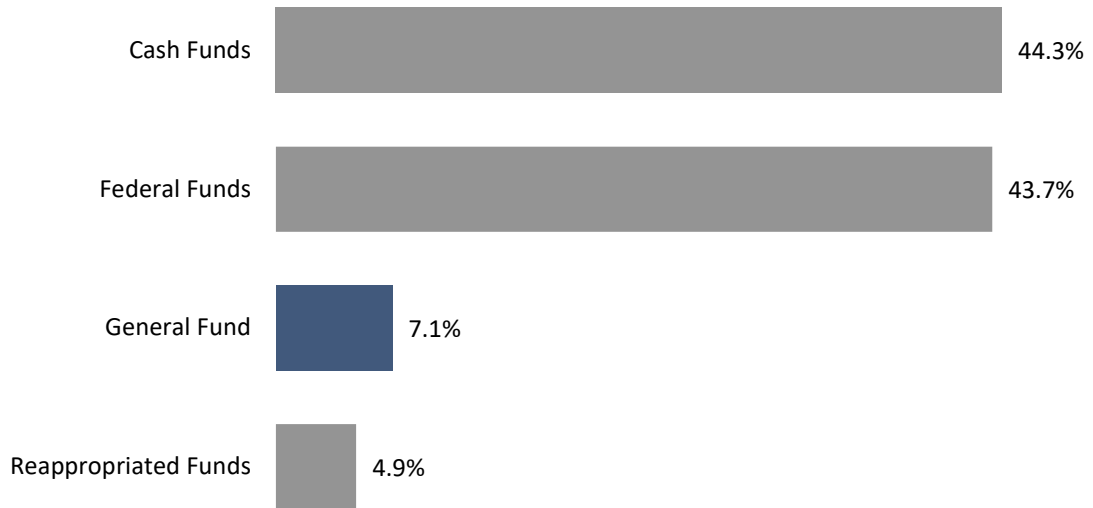
Based on the FY 2025-26 appropriation.

Distribution of General Fund by Division



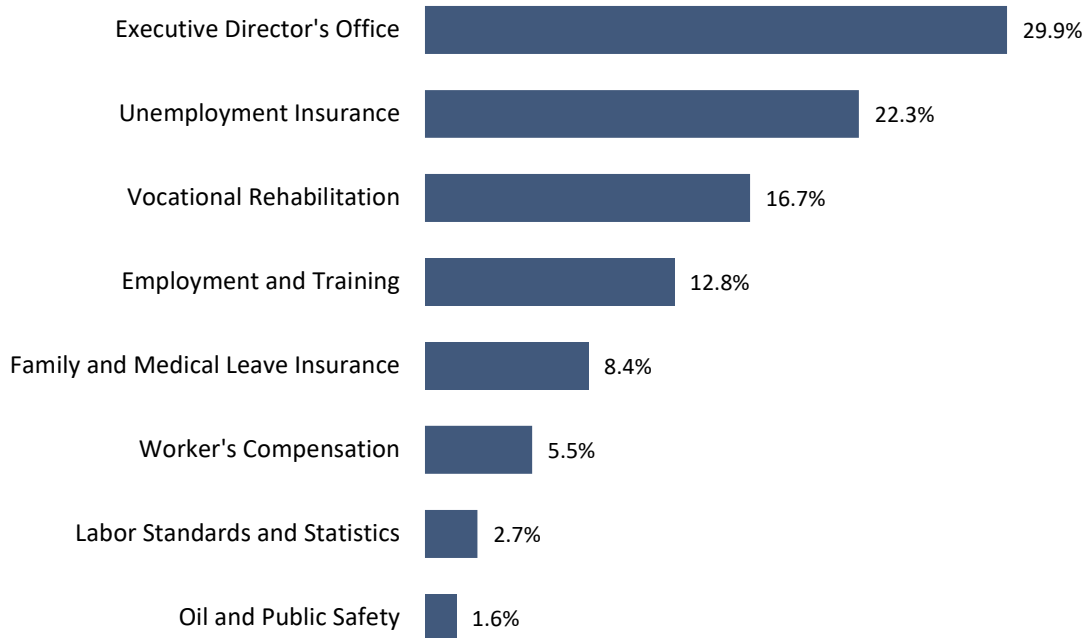
Based on the FY 2025-26 appropriation.

Department Funding Sources



Based on the FY 2025-26 appropriation.

Distribution of Total Funds by Division



Based on the FY 2025-26 Appropriation

Cash Funds Detail

Department of Labor and Employment Cash Funds Detail

Fund Name	FY 2025-26 Approp.	Notes	Primary Revenue Sources	Primary Uses in Dept.
Family and Medical Leave Insurance	\$54,001,647	[1], [2]	Employer and employee premiums for the Family and Medical Leave Insurance Program for employees statewide, a TABOR-exempt State enterprise, and any transfers by the General Assembly. [Section 8-13.3-518, C.R.S.]	Costs to pay benefits and administer the Family and Medical Leave Insurance program, and reimbursements to employers who directly pay those benefits to employees.
UI Program Support Fund	\$49,371,487	[1]	A portion of employers' support surcharge rate payments. Revenue capped at \$25.0 million, excess revenue goes to the unemployment compensation fund. [Section 8-77-109 (2)(a.9)(II)(A), C.R.S.]	Administrative and technology costs to support the UI Division
Div of Workers' Compensation cash funds	\$31,946,868	[4]	Major cash funds include the Workers' Compensation, Major Medical, and Subsequent Injury funds. Workers' Compensation cash fund collects revenue from surcharges on workers compensation insurance premiums, and interest. The Major Medical and Subsequent Injury Funds do not currently collect revenue from a surcharge.	Program administration support costs to the Division of Workers' Compensation. The Major Medical and Subsequent Injury Fund programs also pay claims from injuries occurring before 1981 and 1994, respectively.
Workforce Development Fund	\$20,724,667	[1]	A portion of employers' support surcharge payments, primarily. Balance is capped at \$6.8 million, where excess goes to the unemployment compensation fund [Section 8-83-107, C.R.S.]	Support to statewide employment and training workforce initiatives, particularly to workforce development centers.
Employment Support Fund	\$10,954,980		A portion of employers' support surcharge payments. Revenue is capped at \$3.5 million, with excess revenue deposited to either the unemployment compensation fund. [Section 8-77-109, C.R.S.]	Supports general administration, unemployment insurance system administrative, employment and training programs, and labor standards program costs.
Div of Oil and Public Safety cash funds	\$10,773,956	[3]	Largest funds are the Petroleum Storage Tank Fund; the Boiler Inspection; and the Conveyance Safety. The Petroleum Storage Tank Fund receives registration and annual renewal fees. The Boiler Inspection and Conveyance Safety funds collect fees.	Costs to support regulation and inspections by the Division of Oil and Public Safety
Disability Support Fund	\$6,301,737		Revenue from the sale of select license plate registration numbers. Moved from the Department of Personnel to this section of the budget through H.B. 24-1360. [Section 24-30-2205.5, C.R.S.]	Administrative and program costs for the Colorado Disability Opportunity Office
Unemployment Revenue	\$6,069,116		Penalties imposed by employers who fail to make timely payments to the unemployment insurance system required by law. [Section 8-77-106, C.R.S.]	Appropriated to the UI Division for enforcement costs
Various CF	\$29,646,915		Varies by cash fund.	Varies by cash fund.
Total	\$219,791,373			

[1] TABOR exempt.

[2] Continuously appropriated, amounts shown in Long Bill are for informational purposes only.

[3] The Petroleum Storage Tank Fund is continuously appropriated for purposes related to corrective actions.

[4] The Major Medical and Subsequent Injury funds are continuously appropriated for paying benefits and legal fees.

General Factors Driving the Budget

The largest drivers of the Department of Labor and Employment’s budget are increases in cash funds (comprising 44.3 percent of the Department’s FY 2025-26 budget) and federal funds (comprising 43.7 percent of the Department’s FY 2025-26 budget). The following sections discuss divisions aside from the Executive Director’s Office that occupy a large share of the Department’s appropriations.

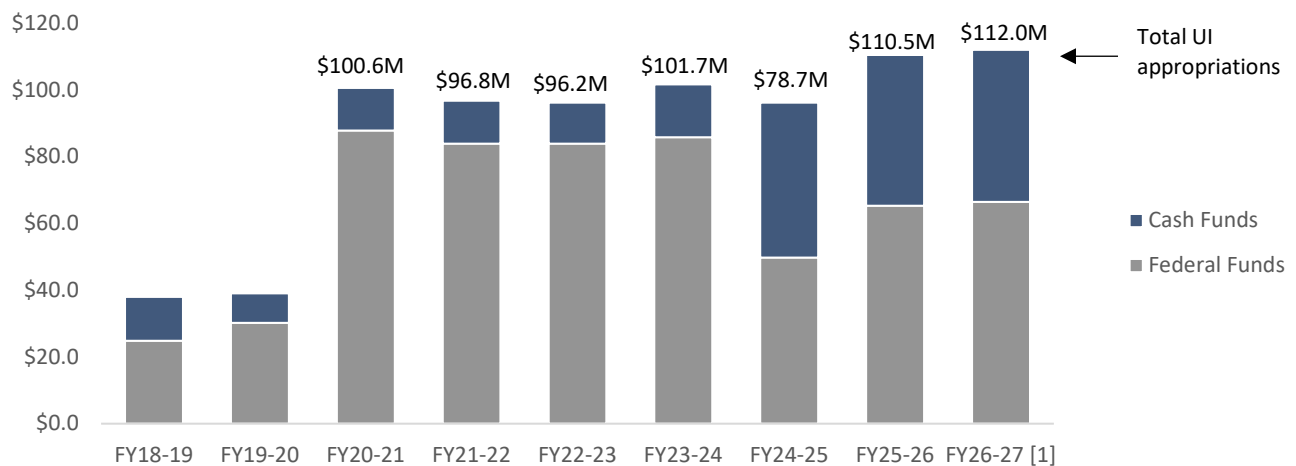
Cash and Federal Funds

Unemployment Insurance

The Division of Unemployment Insurance (UI) holds the second-highest appropriation in the Department, after the Executive Director’s Office. It operates the UI program, and accounts for 22.3 percent of the Department’s entire FY 2025-26 budget. This share was 17.3 percent in last year’s briefing.

The appropriation for the UI Division reflects administrative costs to operate the UI program. Funding for UI administration has historically consisted of around one quarter cash funds and three quarters federal funds. However, as federal funds made available during the COVID-19 pandemic have decreased, cash fund appropriations have increased. Namely, the Joint Budget Committee approved an additional \$30.0 million in cash fund appropriations to the program for FY 2024-25 and ongoing through S.B. 25-242 (Division Unemployment Insurance Funding Mechanism). Senate Bill 25-242 also created the TABOR-exempt Unemployment Insurance Program Support Fund, which covers a majority of cash fund appropriations to the Division. UI administration funding now consists of 40.8 percent cash funds and 59.1 percent federal funds. The cash funds that support UI administration are subject to annual appropriation by the General Assembly.

Federal funds to the UI program have decreased since the pandemic, and cash funds have increased.



[1] Reflects requested appropriations.

Employment and Training

Workforce development programs reside in the Division of Employment and Training. These programs provide employment services for businesses, and job training and placement services for job seekers through a network of state- and county-run workforce centers. They account for 12.8 percent of the Department's budget and are primarily driven by funding from the U.S. Department of Labor (DOL). The Division's budget is made up of 72.4 percent federal funds and 23.4 percent cash funds, mainly from the Workforce Development Fund created through H.B. 24-1409 (Employment-Related Funding & Workforce Enterprise).

General Fund

Vocational Rehabilitation and Independent Living

The Division of Vocational Rehabilitation and Independent Living Services accounts for 16.7 percent of the Department's annual appropriation and 35.4 percent of the Department's General Fund. While it does comprise a large percentage of the Department's General Fund appropriation, the division itself has a budget that consists of 57.0 percent federal funds. The Department annually submits a detailed report on Vocational Rehabilitation and Independent Living Center performance; this is located in the RFI section of this document.

Vocational rehabilitation programs assist individuals whose disabilities attain and maintain employment or independent living. Most vocational rehabilitation program services are funded through a 78.7 percent federal fund to 21.3 percent state fund rate. The federal maintenance of effort requirement creates challenges in cutting General Fund appropriations for vocational rehabilitation.

Independent Living Centers (ILCs) account for 9.9 percent of Division funding and receive the largest amount of General Fund for the division. Section 8-85-103, C.R.S., specifies the block distribution of state money to the ILCs to be: (a) a base amount of not less than \$600,000; and (b) other factors agreed to by the ILCs, which may include a per capita, per county, or other adjustments. The division distributes funding to nine ILCs that provide services to individuals with significant disabilities. These services include, among others:

- Information and referral services;
- Independent living skills training;
- Peer counseling, including cross-disability peer counseling;
- Individual and systems advocacy; and
- Transition services or diversion from nursing homes and institutions to home- and community-based living;
- Transition services upon leaving secondary education.

Labor Standards

The Labor Standards programs within the Division of Labor Standards and Statistics is responsible for regulating employers' compliance with state labor laws. It accounts for 2.7 percent of annual appropriations to the Department. While this represents a relatively small percentage of Departmental funding, it has steadily increased since 2015 through new or enhanced programs for worker protections and benefits, mainly supported by General Fund. The division's share of the Department's General Fund has grown from 4.6 percent in FY 2021-22 to 15.4 percent in FY 2025-26.

Summary of Request

Department of Labor and Employment

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2025-26 Appropriation						
SB 25-206 (Long Bill)	\$464,570,837	\$34,543,480	\$189,063,930	\$23,912,040	\$217,051,387	1,745.2
Other legislation	31,449,432	496,669	30,727,443	225,320	0	8.4
Total	\$496,020,269	\$35,040,149	\$219,791,373	\$24,137,360	\$217,051,387	1,753.6
FY 2026-27 Requested Appropriation						
FY 2025-26 Appropriation	\$496,020,269	\$35,040,149	\$219,791,373	\$24,137,360	\$217,051,387	1,753.6
R1 CDOO spend increase and new SPA	4,966,178	0	4,966,178	0	0	2.0
R2 Wage theft program inc	75,621	0	75,621	0	0	1.0
R3 ESJR program elimination	-500,000	-250,000	0	-250,000	0	0.0
R4 Office Just Transition reduction	-10,816	-10,816	0	0	0	0.0
R5 Labor Standards reduction	-122,154	-122,154	0	0	0	0.0
R6 Office Future Work reduction	-33,503	-33,503	0	0	0	0.0
R7 Ind Living Svcs reduction	-108,906	-108,906	0	0	0	0.0
Statewide R6 Hosp Grant reduce	-426,057	-426,057	0	0	0	-0.5
Impacts driven by other agencies	226,801	-181,079	207,700	30,395	169,785	4.2
Employee compensation common policies	13,777,466	953,965	5,623,258	58,113	7,142,130	0.0
Operating common policies	4,792,370	-1,669,944	405,532	62,117	5,994,665	0.0
Technical adjustments	-1,782,390	-181,781	-776,004	0	-824,605	0.0
Prior year actions	-272,131	323,843	-595,974	0	0	7.1
Total	\$516,602,748	\$33,333,717	\$229,697,684	\$24,037,985	\$229,533,362	1,767.4
Increase/-Decrease	\$20,582,479	-\$1,706,432	\$9,906,311	-\$99,375	\$12,481,975	13.8
Percentage Change	4.1%	-4.9%	4.5%	-0.4%	5.8%	0.8%

Changes assumed to be ongoing unless otherwise noted.

R1 Colorado Disability Opportunity Office (CDOO) spending authority increase and new special purpose authority (SPA) [legislation]: The Department asks for the following:

- Creation of a new special purpose authority for the grantmaking functions currently housed in the Colorado Disability Funding Committee for budget relief,
- Temporary pause in collecting historic license plate fees in FY 2026-27 for budget relief, and
- Additional spending authority and temporary FTE for the Colorado Disability Opportunity Office.

Year 1: Increased spending authority of \$4,996,178 from the Disability Support Fund, and 2.0 FTE.

Year 2: Spending authority of \$550,000 from the Disability Support Fund.

The Department requests a one-time spending increase and temporary FTE to increase grants in FY 2026-27, and ongoing appropriations starting in FY 2026-27 to implement the Office's other statutory functions. The Department plans to use ongoing funding to convene a disability collaboration conference, perform a state-wide disability needs assessment, and develop a comprehensive database of disability resources. The Department

also proposes to stop fees for historical license plates in FY 2026-27 for budgetary relief. *The request to create a new special purpose authority is discussed in the R1 New Special Purpose Authority briefing issue.*

R2 Wage Theft Enforcement program spending authority increase: The Department asks for a two-year spending authority increase from the Wage Theft Enforcement cash fund for 1.0 FTE.

Year 1 and Year 2: Spending authority increase of \$75,621 from the Wage Theft Enforcement cash fund, and 1.0 FTE.

The Department seeks an additional FTE to support administrative tasks for the Wage and Hour Outstanding Losses Expenditure program, including to help pay claims to wage theft victims.

R3 Employment Support and Job Retention (ESJR) program elimination [legislation]: The Department asks to eliminate the Employment Support and Job Retention program early for budget balancing.

Year 1 through Year 3: Reduction of \$250,000 General Fund and \$250,000 reappropriated funds.

The program would have sunset on September 1, 2029. The Department requests to sunset it on June 30, 2026. This program funds grants for wrap-around employment support services to unemployed and under-employed individuals who cannot access or are waiting to access Workforce Innovation and Opportunity Act (WIOA) services. The most-used support services are transportation and emergency housing assistance, and funding for work tools. The program has served about 500 individuals over the past two years.

R4 Office of Just Transition operating cost reduction: The Department asks to decrease General Fund to the Office of Just Transition for budget balancing.

Year 1: Reduction of \$10,816 General Fund.

The Department indicates it can absorb this reduction without eliminating staff or services. To support this reduction, the Department proposes to eliminate \$2,500 in sponsorship expenses for the Joint Organizations Leading Transition (JOLT) Energy conference, eliminate \$1,816 in out-of-state travel expenses to national policy events, and reallocate \$6,500 operational expenses to the Just Transition cash fund. The operational expense is a portion of the Program and Operations Coordinator's salary. The Department is allowed to use 5.0 percent of the Just Transition Fund for administrative purposes; this \$6,500 refinance falls within that limit.

R5 Labor Standards program reduction [legislation]: The Department asks to decrease General Fund to the Division of Labor Standards and Statistics for budget balancing.

Year 1: Reduction of \$122,154 General Fund.

The Department requests legislation to amend the required publication frequency of the supplemental healthcare staffing agency reports and the transportation network company reports from biannual to annual. The Department also requests legislation to streamline certain appeals processes by routing them directly for judicial review instead of Division Director review. The Department indicates this request's General Fund reduction comes from reducing multiple staff members workload, the hours of which equate to about 1.3 FTE. However, the Department indicates that instead of reducing FTE with this request, it will use vacancy savings and attrition to realize the reduction. Staff time will be redistributed to other work.

R6 Office of Future Work reduction: The Department asks to decrease General Fund to the Office of the Future of Work for budget balancing.

Year 1: Reduction of \$33,503 General Fund.

The Department proposes a 2.5 percent reduction in General Fund appropriations to the State Apprenticeship Agency and these four streams of work: the Colorado Registered Apprenticeship Directory, the Certified Contractor List, Career and Technical Education and Apprenticeship coordination, and Credential Quality Apprenticeship Classification. The Department indicates it can absorb this cut without cutting FTE.

R7 Office of Independent Living Services reduction: The Department asks to decrease General Fund to the Office of Independent Living for budget balancing.

Year 1: Reduction of \$108,906 General Fund.

The Department proposes a 1.6 percent General Fund reduction to grants across all nine Centers for Independent Living. The Centers provide various services to support individuals with disabilities live independently, and receive Community Provider Rate increases. Cuts to individual Centers will range from \$6,000 and \$25,000 and the Department indicates Centers will sustain cuts by reducing or cutting programs like home health, nursing home transitions, benefits counseling, and employment programs.

Statewide R6 prior reductions – Hospitality Education Grant reduction: The Department resubmits its FY 2025-26 request to decrease General Fund to the Hospitality Education Grant Program for budget balancing.

Year 1: Reduction of \$426,057 General Fund and 0.5 FTE.

The Hospitality Education Grant Program aims 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.

Impacts driven by other agencies: The request includes a net increase of \$226,801 for requests from other state agencies. These are also called “non-prioritized requests.” The amount shown in the table below applies only to this department and does not necessarily reflect the total value of the request.

Impacts driven by other agencies

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
NP6 SB24-205 AI compliance	\$334,766	\$24,892	\$136,241	\$17,231	\$156,402	2.8
NP IT accessibility	290,157	21,574	118,084	14,935	135,564	1.4
NP2 SB24-205 AI compliance	84,089	43,177	13,772	383	26,757	0.0
NP State accounting system (CORE) staff	56,903	6,098	27,892	303	22,610	0.0
NP Statewide enable AI	42,197	21,667	6,911	192	13,427	0.0
NP IT operating offset	-327,916	-168,376	-53,702	-1,494	-104,344	0.0
NP IT efficiencies	-253,395	-130,111	-41,498	-1,155	-80,631	0.0
Total	\$226,801	-\$181,079	\$207,700	\$30,395	\$169,785	4.2

Employee compensation common policies: The request includes a net increase of \$13.8 million for employee compensation common policies. A common policy refers to general policies applied consistently to all departments.

Employee compensation common policies

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Health, life, and dental	\$6,037,240	\$406,334	\$2,361,903	\$31,674	\$3,237,329	0.0
Salary survey	5,396,682	442,380	2,588,350	14,433	2,351,519	0.0
Unfunded liability amortization payments	1,569,227	61,915	432,321	9,968	1,065,023	0.0
Step plan	508,893	36,919	187,008	0	284,966	0.0
PERA direct distribution	183,824	3,198	31,196	1,520	147,910	0.0
Paid family and medical leave insurance	70,615	2,786	19,454	448	47,927	0.0
Short-term disability	10,985	433	3,026	70	7,456	0.0
Total	\$13,777,466	\$953,965	\$5,623,258	\$58,113	\$7,142,130	0.0

Operating common policies: The request includes a net increase of \$4.8 million for operating common policies.

Operating common policies

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Office of Information Technology services	\$6,484,795	-\$1,977,011	\$2,953,806	\$62,311	\$5,445,689	0.0
Legal services	1,235,901	317,320	480,721	0	437,860	0.0
State accounting system (CORE)	282,164	1,671	79,612	195	200,686	0.0
Capitol Complex leased space	92	38	42	0	12	0.0
Administrative law judge services	-3,040,284	0	-3,040,284	0	0	0.0
Risk management & property	-103,967	-7,055	-35,404	-282	-61,226	0.0
Vehicle lease payments	-54,020	-4,319	-29,164	-91	-20,446	0.0
Workers' compensation	-12,311	-588	-3,797	-16	-7,910	0.0
Total	\$4,792,370	-\$1,669,944	\$405,532	\$62,117	\$5,994,665	0.0

Technical adjustments: The request includes a net decrease of \$1.8 million for lease adjustments, including a reduction of \$181,781 General Fund.

Prior year actions: The request includes a net decrease of \$272,131 for the impact of prior year budget decisions and legislation.

Prior year actions

Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
HB 25-1001 Enforce wage hour laws	\$691,275	\$691,275	\$0	\$0	\$0	7.9
HB 25-1328 Recs direct care worker	23,281	23,281	0	0	0	0.4
SB 25-186 Sunset workers' accrued	14,309	0	14,309	0	0	0.4
FY 25-26 BA3 Disability supp fund	8,060	0	8,060	0	0	0.0
FY 25-26 Salary survey	0	0	0	0	0	0.0
FY 25-26 Step Plan	0	0	0	0	0	0.0
HB 25-1017 Comm integration plan	-497,221	0	-497,221	0	0	0.2
HB 24-1364 Edu workforce ready	-250,000	-250,000	0	0	0	0.0
SB 24-104 Tech edu apprenticeships	-100,565	-100,565	0	0	0	-1.0
HB 24-1280 Welcome recep grant	-78,274	0	-78,274	0	0	-1.0
HB 25-1267 Supp statewide energy	-42,848	0	-42,848	0	0	0.3
SB 24-143 Apprentice classification	-30,035	-30,035	0	0	0	0.0
SB 25-005 Worker collective bargain	-10,113	-10,113	0	0	0	-0.1
Total	-\$272,131	\$323,843	-\$595,974	\$0	\$0	7.1

R1 New Special Purpose Authority

This issue brief discusses the Department's request to create a new special purpose authority, including legislative requirements and considerations.

Summary

The Department requests legislation to create a new special purpose authority (SPA) to distribute grants to the disability community. These grants are currently funded by historic license plate fees that are subject to TABOR and distributed by the Colorado Disability Funding Committee, housed within the Department. Moving grant functions and funding from the Department to the SPA would make most historic plate revenue TABOR-exempt, providing about \$13.6 million General Fund relief starting in FY 2027-28.

However, the General Fund relief from this proposal may be higher or lower than reflected in the Department's request. Fee revenue has been hard to predict and the Department's proposal includes flexibility to annually adjust how much fee revenue goes to the SPA.

Recommendation

Staff does not have a recommendation on the request yet, but the Committee should consider drafting the legislation if it is open to the concept. The drafting process may reveal issues that are not currently identified by staff. If the JBC moves to draft the legislation, staff recommends giving JBC staff and Legislative Legal Services permission to work with the Executive Branch and other stakeholders.

Points to Consider

Fundamentally, the Committee would decide whether to move grantmaking functions and funding currently operated by the Colorado Disability Funding Committee outside of the state's administration and TABOR district.

If the Committee moves forward with legislation, it would also need to determine:

1. The funding structure of the SPA and Colorado Disability Opportunity Office
2. The powers and duties of the SPA
3. Requirements for the SPA board and who makes board appointments
4. Statutory reporting requirements of the SPA to the General Assembly and other state agencies
5. Any statutory grant eligibility and disbursement requirements

There may be other considerations that staff has not yet identified.

Discussion

The Department's R1 request includes three sub-requests that impact the Disability Support Fund (DSF), the Colorado Disability Opportunity Office (CDOO), and the Colorado Disability Funding Committee (CDFC): (1) create a new special purpose authority for grantmaking functions currently operated by the CDFC, (2) pause

historic license plate fees for FY 2026-27 only, and (3) increase spending authority to CDOO. This issue provides background on the first part of R1.

Current functions of the Colorado Disability Funding Committee

House Bill 24-1360 (Colorado Disability Opportunity Office) created the Colorado Disability Opportunity Office (CDOO) in the Department of Labor and Employment. The bill also transferred the 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 caregivers to a family member who is a person with disabilities. The CDFC is authorized to do the following:

- Fund grants to assist people with disabilities obtain or retain benefits;
- Fund grants to study or pilot new and innovative programs that improve quality of life for people with disabilities; and
- Generate revenue through the sale of certain license plate registration numbers.

Information on the CDFC's FY 2024-25 grant awards are summarized at the end of this document, in the Department's RFI response on CDOO performance.

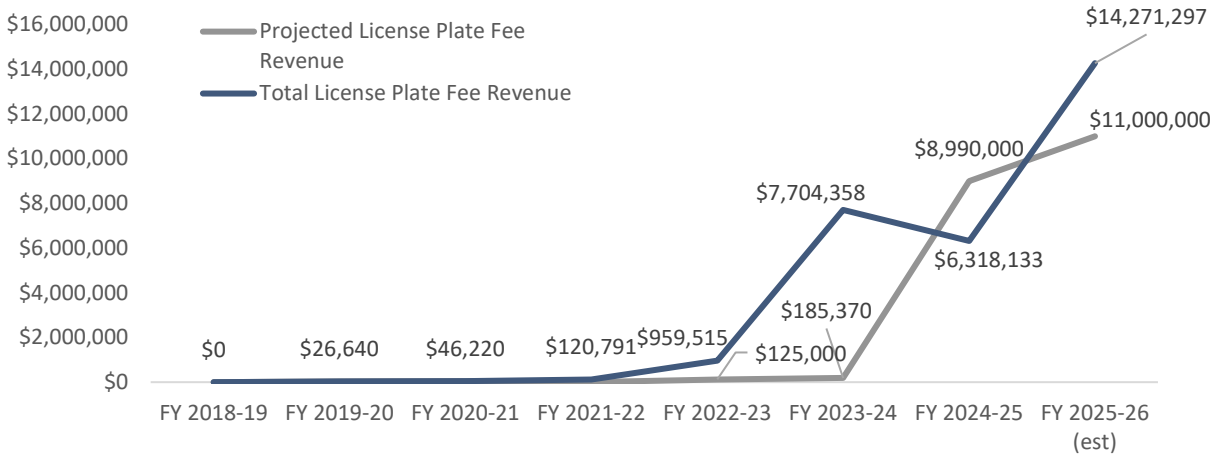
Disability Support Fund

The Disability Support Fund (DSF) finances grants offered by the CDFC and operations for CDOO. The DSF gains revenue from the sale of registration numbers for personalized plates and fees from historic plate styles. The DSF is not TABOR-exempt.

Senate Bill 22-217 (Programs That Benefit Persons With Disabilities) renewed historic solid black, blue, and red background license plates, created a \$25 fee for those plates, and transferred fee revenue to the DSF. DSF revenue grew significantly after this, namely through the sale of the black background license plate.

However, DSF fee revenue remains hard to predict. This means that the General Fund relief from this proposal may be higher or lower than reflected in the Department's request. The following figure shows the growth of license plate fee revenue into the DSF and the Department's estimates of its continued performance in FY 2025-26, and compares this to earlier fee projections.

License plate fee revenue into the Disability Support Fund has grown but remains hard to predict.



Numbers on projected license plate fee revenue are from the Schedule 9 submitted with the relevant fiscal year’s budget request. Projected and total license plate fee revenue reflected above does not include interest or transfers into the DSF.

Actual fee revenue was lower than projected in FY 2024-25, but the Department indicates the DSF gained a total revenue of \$21.0 million, driven by a \$14.3 million transfer. Staff is working with the Department to understand the source of this transfer and will correct any fee revenue data and projections by figure setting.

CDLE’s proposal to create a new special purpose authority

The Department proposes to move the grantmaking functions and funding of the CDFC into a new special purpose authority (SPA). The CDFC would be dissolved but CDOO will remain in the Department to continue its other statutory functions, including coordination of disability work across state agencies. Historic license plate revenue would be split between the SPA and CDOO. The DSF will still fund CDOO but collect less in historic license plate revenue. The Department proposes this timeline:

FY 2026-27 actions:

- Establish SPA and a separate SPA cash fund
- Transfer \$523,343 start-up costs from the DSF to the SPA cash fund¹
- Fully expend remaining grant awards operated by CDFC by the end of the fiscal year

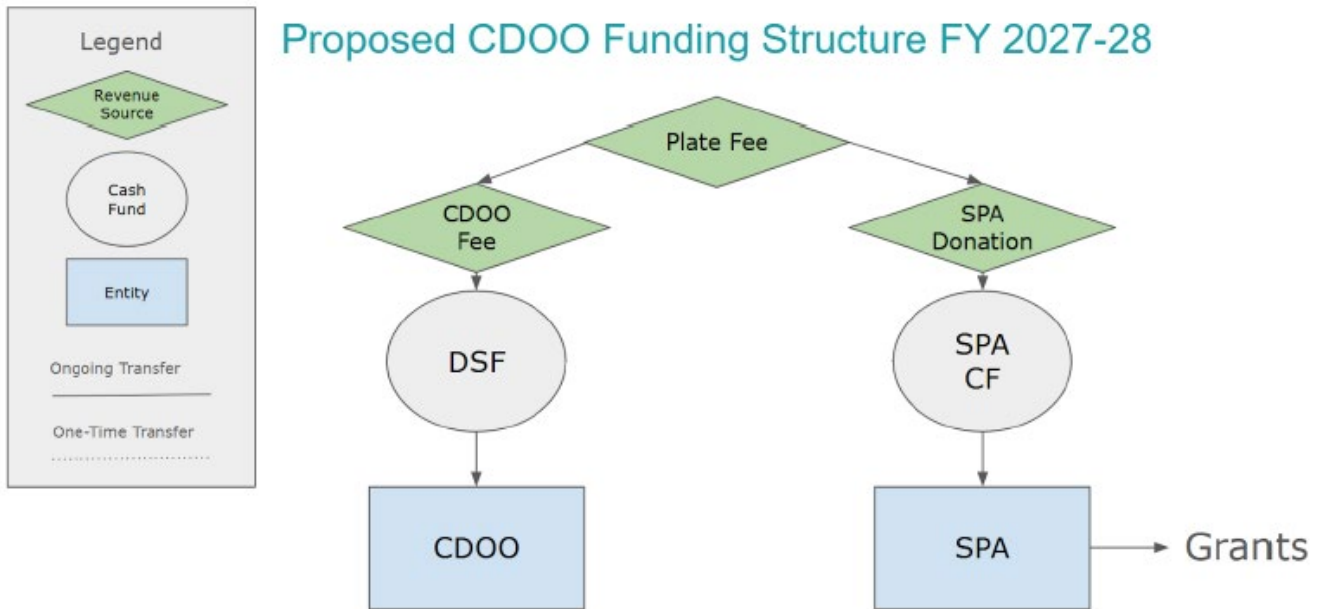
FY 2027-28 actions:

- Create new fee and donation mechanism on historic license plates to fund CDOO and the new SPA, respectively
- Dissolve the CDFC and transfer grantmaking responsibilities to the new SPA
- Transfer \$10.2 million in starting grant funds from the DSF to the SPA cash fund

The Department and OSPB submitted the visual below to explain the division between the DSF fee for CDOO and donations for the SPA cash fund.

¹ The Department request calls this a transfer, but the state cannot transfer funds to an entity outside of the state (like a special purpose authority). Therefore, this would technically happen through a warrant issued by the Treasurer.

Proposed CDOO Funding Structure FY 2027-28



The Department requests that the fee split be determined in FY 2026-27, informed by updated license plate fee revenue data. The requested legislation would include an annual administrative review process to determine fee splits. The request currently estimates that of the \$25 fee, \$2.57 will go into the DSF for CDOO, and the remaining \$22.43 will go to the SPA.

Financial impact of proposal

The proposal reduces revenue subject to TABOR by an estimated \$13.6 million, increasing available General Fund by the same amount. Revenue for CDOO operations would decrease to about \$1.5 million annually, which the Department thinks is sufficient for the Office’s operations. However, annual determination of fee splits could increase revenue for the Office in the future, which impacts projections of General Fund relief.

The proposal also includes a \$25,000 appropriation from the Disability Support Fund for the Department of Revenue in FY 2026-27 and ongoing to set up and administer the fee split.

What is a special purpose authority?

Special purpose authority is defined in Section 24-77-102 (15)(a), C.R.S., as follows:

“Special purpose authority” means any entity that is created pursuant to state law to serve a valid public purpose, which is either a political subdivision of the state or an instrumentality of the state, which is not an agency of the state, and which is not subject to administrative direction by any department, commission, bureau, or agency of the state.

Additionally, Section 24-77-102 (16)(b)(II), C.R.S. carves out a special purpose authority from the definition of a “state” for TABOR implementation.

Therefore, a special purpose authority is created in state law, and its power, duties, and governing structure is defined in its legislation. However, its revenue is not considered state revenue for TABOR purposes and expenditures do not count against TABOR limits. Finally, it operates independently of any state administrative

oversight. The state also does not have any budgetary function over SPAs, including in appropriating or transferring money.

While a SPA operates independently of the state once formed, the General Assembly can have some oversight by requiring reports. The General Assembly can also abolish a SPA and restrict powers that were previously granted. However, it cannot abolish a SPA or restrict powers that would impair the “obligation of contracts”, such as actions that would interfere with grants that have not been fully paid.²

Examples of special purpose authority entities

The table below highlights special purpose authorities created within the last five years, including their purpose and fund sources. The table shows that special purpose authority entities have a variety of functions and that most have some type of annual reporting requirement to the General Assembly. The Equal Justice Authority is most similar to the Department’s proposal to create a grantmaking SPA.

Special purpose authority examples

SPA Name	Bill	Purpose	Fund Source	Report Requirement
Colorado Electric Transmission Authority	S.B. 21-072 (Public Utilities Commission Modernize Electric Transmission Infrastructure)	Select qualified transmission operator to fund and operate electric transmission facilities.	Revenue from fee and service charges, bond proceeds, and loan repayments.	Annual performance audit. Annual activities report to the General Assembly.
Middle-income Housing Authority	S.B. 22-232 (Creation of Colorado Workforce Housing Trust Authority)	Finance affordable rental housing projects	Initial capital from warrant issued by the Treasurer of \$1.0 million General Fund. Revenue from issuing bonds, and owning properties.	Annual financial report. Quarterly report to Governor, State Auditor, and House and Senate finance and health committees.
Equal Justice Authority	H.B. 24-1286 (Equal Justice Fund Authority)	Distribute Equal Justice Fee to provide access to legal aid	Fee on docket filings in district and county court civil cases, appeals and probate courts. Courts collect fee and deposit into the Authority’s bank account. 33.0% of revenue funds grants to qualified civil legal aid providers.	Annual report to House and Senate Judiciary Committees
Building Urgent Infrastructure and Leveraging Dollars Authority	S.B. 25-081 (Treasurer’s Office)	Finance infrastructure projects	Revenue from bond proceeds, fees and service charges, loan repayments, and investments.	Annual report to General Assembly, Governor, and the CDC.

Core considerations in creating a special purpose authority

The fundamental decision for the Committee is whether to move the grantmaking functions of the CDFC and related funding outside of the state’s administration and TABOR district. Aside from any reporting requirements and actions to curtail the powers and duties of the SPA, the state will not manage the SPA’s functions or budget.

If the Committee moves forward with legislation, it would also need to determine:

1. The funding structure of the SPA and CDOO

² This is a Colorado constitutional prohibition under Article II, Section 11. This same prohibition means the CDFC cannot be dissolved if it has outstanding obligations. The Department’s request indicates that the CDFC will resolve its obligation before it is dissolved, and is likely the reason the Department requests to dissolve the CDFC in FY 2027-28.

- a. The Department requests historic license plate fees be split between the SPA and CDOO, with legislative flexibility to determine this split annually.
 - b. While the Department's general proposal to split the fee may be permissible, it may be better to move SPA revenue entirely out of state collections. For example, individuals could be required to make a donation directly to the SPA to qualify for the historic license plate, like with the Broncos or Colorado Nurses plates. Staff has not analyzed the implications of this alternative structure on estimated revenue.
2. The powers and duties of the SPA
 - a. The Department's request indicates the SPA would have grantmaking powers similar to those currently held by CDFC.
 - b. The request does not indicate what would happen with CDFC's other authorities: authority to make grants from the Disabled Parking Education and Enforcement Fund and to auction certain license plates for additional revenue.
 3. Requirements for the SPA board and who is authorized to make board appointments
 - a. The Department's request does not include proposals for board criteria, but discussions with them indicate an assumption that the Governor would make board appointments, as with the CDFC.
 - b. However, the Committee has a wide range of options in legislating who makes board appointments and selection criteria.
 4. Statutory reporting requirements of the SPA to the General Assembly and other state agencies
 - a. The Department's request does not include a proposal for reporting requirements.
 5. Any statutory grant eligibility and disbursement requirements
 - a. The Department's request does not specify this, but the assumption may be to mirror grant eligibility and disbursement requirements currently in statute.

There are likely other decisions for the Committee to make. In general, the Department's request does not specify details of how the Authority should function or fees should work. This may be because the Department anticipates discussing and negotiating this through staff analysis for figure setting and bill drafting if approved by the Committee.

Budget Reduction Options

The Executive Budget Request includes reductions of \$951,436 General Fund and \$14.7 million in balancing relief for the Department of Labor and Employment. This issue brief reviews these proposals and additional options identified by staff.

Summary

The Department of Labor and Employment represents 0.2 percent of total state General Fund appropriations in FY 2025-26. The Department’s request includes proposed reductions of \$951,436, representing 2.7 percent of its General Fund appropriations. Reductions in operating common policies and technical adjustments bring the Department’s total General Fund reduction to \$1.7 million, representing 4.9 percent. The Department also proposes revenue enhancements estimated to make \$14.7 million General Fund available.

Staff options would bring an additional \$2.3 million in General Fund relief.

Not discussed in this issue brief is a legislative placeholder that reduces General Fund in the Colorado Workforce Development Council by \$46,605, and a supplemental request outlined in the Governor’s Executive Order for a one-time transfer of \$5.0 million from the Disability Support Fund to the General Fund in FY 2025-26.

Recommendation

Staff recommends that the Department discuss its proposals and staff options in its budget hearing.

Discussion

Funding History FY 2018-19 to FY 2025-26

The Department of Labor and Employment represents 0.2 percent of total state General Fund appropriations in FY 2025-26. As reflected in the table below, General Fund in this section of the budget has increased by 38.3 percent since FY 2018-19 after adjusting for inflation. This is more than the statewide increase of 13.6 percent over the same period.³

FY 2018-19 to FY 2025-26 Appropriations Comparison - Adjusted for Inflation

Fund	FY 2018-19 Nominal	FY 2018-19 Adjusted	FY 2025-26	\$ Change from FY 2018-19 Adjusted	% Change from FY 2018-19 Adjusted
General Fund	\$19,475,174	\$25,344,379	\$35,040,149	\$9,695,770	38.3%
Total Funds	\$259,549,084	\$337,769,017	\$496,020,269	\$158,251,252	46.9%

³ Fiscal year 2018-19 appropriations are adjusted for inflation, calculated based on the Legislative Council Staff September 2025 forecast, which reflects an increase in the Denver-Aurora-Lakewood consumer price index of 30.1 percent between FY 2018-19 and FY 2025-26.

Two divisions have had the largest General Fund increase since FY 2018-19, after adjusting for inflation: (1) the Division of Labor Standards and Statistics, which increased by \$4,591,837 or 580.5 percent, and (2) the Executive Director’s Office, which increased by \$9,020,640 or 147.3 percent. General Fund increases within the Executive Director’s Office are driven by increased common policy costs. General Fund increases in Labor Standards and Statistics are driven by worker protection legislation. Most recently, H.B. 25-1001 (Enforcement Wage Hour Laws) will increase the Department’s General Fund by \$691,275 in FY 2026-27.

The Committee took several actions to decrease General Fund appropriations for the Department in the 2025 legislative session, which are listed in Appendix B.

Budget Requests for General Fund Relief

The Department of Labor and Employment’s budget request includes General Fund relief totaling \$951,436, representing 2.7 percent of the General Fund appropriations. The Department also proposes revenue enhancements estimated to make \$14.7 million General Fund available. The proposals for General Fund relief are summarized in the table below, some of which require legislation.

Budget Requests for General Fund Relief

Option	General Fund	Other Funds	Bill? Y/N	Description
Revenue Enhancements				
R1 CDOO spending authority and new SPA - pause plate fees	\$14,699,490	-\$14,699,490	Y	One-time pause to historic plate fees in FY 2026-27 for budget relief.
Subtotal - Revenue	\$14,699,490	-\$14,699,490		
Expenditure Reductions				
R3 Employment Support and Job Retention program elimination	-\$250,000	-\$250,000	Y	Ends this program three years early
R4 Office of Just Transition operating cost reduction	-10,816	0	N	Ongoing General Fund reduction
R5 Labor Standards program reduction	-122,154	0	Y	Ongoing General Fund reduction
R6 Office of Future Work reduction	-33,503	0	N	Ongoing 2.5 percent General Fund reduction
R7 Office of Independent Living Services reduction	-108,906	0	N	Ongoing 1.6 percent General Fund reduction
Statewide R6: Hospitality Education Grant reduction	-426,057	0	N	Resubmittal of FY 2025-26 request for Hospitality Education Grant program reduction
Subtotal - Expenditures	-\$951,436	-\$250,000		
Net General Fund Relief	\$15,650,926			

Additional Options for JBC Consideration

The table below summarizes options identified by the JBC staff that the Committee could consider in addition to or instead of the options presented in the budget request.

A General Fund reduction of 5.0 percent to the Department of Labor and Employment would require a reduction of \$1,752,007.

Additional Options for General Fund Relief

Option	General Fund	Other Funds	Bill? Y/N	Description
Revenue Enhancements				
One-time Uninsured Employer Fund transfer to General Fund	\$500,000	-\$500,000	Y	Budget reduction option staff is revisiting from last year.
Sweep remaining Scale-Up Grant funding	436,021	-436,021	Y	The Committee transferred \$500,000 from this grant's fund back into the General Fund last year. This option sweeps all remaining funds.
Sweep remaining Qualified Apprenticeship Intermediary Grant funding	409,458	-409,458	Y	The Committee transferred \$500,000 from this grant's fund into the General Fund last year. This option sweeps all remaining funding.
One-time Workers' Compensation Immediate Payment Fund transfer to General Fund	200,000	-200,000	Y	Budget reduction option that staff is revisiting from last year.
Subtotal - Revenue	\$1,545,479	-\$1,545,479		
Expenditure Reductions				
Refinance General Fund in the Division of Oil and Public Safety with cash funds	-\$203,138	\$203,138	Y	Refinance all General Fund appropriations to the division with various cash funds. This option must be further explored with the Department and may require legislation to adjust the authorized usage of certain cash funds.
Reduction to the Office of Future Work program costs	-32,470	0	N	Inclusive of R6, reduces General Fund to program costs by 10.0 percent.
Reduction to the Office of Just Transition	-43,597	0	N	Inclusive of R4, reduces General Fund to program costs by 10.0 percent.
Reduction to the Office of New Americans	-53,204	0	N	Reduces General Fund to the program costs by 10.0 percent.
Reduction to the State Apprenticeship Agency	-75,418	0	N	Inclusive of R6, reduces General Fund to this line item by 10.0 percent. May cut 1.0 FTE.
General Fund reduction to Independent Living Centers	-171,614	0	N	Inclusive of R7, reduces General Fund by 4.2 percent.
Reduce appropriations for H.B. 25-1001	-224,739	0	N	H.B. 25-1001 permits but does not require increased investigations due to new misclassification fines and broader anti-retaliation provisions. This option would not appropriate General Fund for 2.0 FTE for those functions.
Subtotal - Expenditures	-\$804,180	\$203,138		
Net General Fund Relief	\$2,349,659			

Revenue Enhancements

One-time Uninsured Employer Fund transfer to General Fund

Description: Transfer \$500,000 from the Unemployed Insurer Fund to the General Fund.

Key Considerations: This is a one-time option. The transfer could result in benefit reduction to injured workers.

Additional background: The Uninsured Employer Fund gains revenue from penalties, fines, and interest. It pays workers' compensation benefits to employees whose employer does not carry workers' compensation. To qualify, a worker must be injured on or after January 1, 2020 while working for an insured employer, and receive an order from a judge confirming they are owed workers' compensation benefits. The fund has an estimated excess reserve balance of \$3,351,163.

Staff presented this as a cut option last year during briefing, but did not recommend it during figure setting. At that time, this fund’s Schedule 9 indicated average spending of \$693,953 and average revenue of \$1.3 million annually. This year, the Department indicates average spending of \$1.6 million, surpassing average revenue of \$1.2 million. Staff does not know the reason for this increase or its projected duration.

The fund, created at Section 8-67-105, C.R.S., is continuously appropriated to the Department.

Uninsured Employer Fund

	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Estimate	FY 2026-27 Estimate	FY 2027-28 Estimate
Beginning FY Balance	\$4,851,621	\$5,557,123	\$4,377,622	\$3,620,250	\$2,851,165
Revenues	1,681,920	1,080,217	1,046,339	1,079,719	1,022,727
Expenditures	-976,418	-1,759,718	-1,803,711	-1,848,804	-1,895,024
Ending FY Balance without transfer	\$5,557,123	\$4,877,622	\$3,620,250	\$2,851,165	\$1,978,868
Transfer Option		-500,000			
Ending FY Balance after transfer		\$4,377,622			

Fee impact: None. Revenue is from fines, donations, interest, and appropriations.

Sweep remaining Scale-Up Grant funding

Description: Transfer the remaining balance from the Scale-Up Grant Cash Fund to General Fund.

Key Considerations: This one-time transfer effectively ends this program one year early.

Additional background: House Bill 24-1439 (Financial Incentives Expand Apprenticeship Programs) 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 help develop registered apprenticeship programs. Both grant programs received \$2.0 million General Fund transfers to their respective cash funds to spend from FY 2024-25 through FY 2026-27, as annually appropriated. Last year, the Joint Budget Committee transferred \$500,000 from each cash fund to the General Fund through S.B. 25-264 (Cash Fund Transfers to the General Fund) for budget balancing.

In Fall 2025, the Department awarded \$348,803 in grants to seven organizations:

- ActivateWork, LLC
- Colorado Autism Consultants
- Consulting and Management Services
- Fort Morgan School District
- GeriAides, LLC
- Spanish Peaks Regional Health Center/DBA Heurfano County Hospital District
- Vail Valley Partnership/Vail Valley Works Inc

It is not clear how many new programs this grant fund or if it is the only source of financial support for those programs. Many grantees seem to have operated an apprenticeship program prior to their grant award.

Sweep remaining Qualified Apprenticeship Intermediary Grant funding

Description: Transfer the remaining balance (reflected as \$409,458 in the Department’s Schedule 9) from the Qualified Apprenticeship Intermediary Grant fund to General Fund.

Key Consideration: This one-time transfer effective ends this program one year early.

Additional background: The program’s history is discussed with the Scale-Up Grant above. An entity must already be registered as a Qualified Apprenticeship Intermediary to be eligible for the grant. In August 2025, the Department awarded \$544,830 in grants to six organizations:

- Apprenti
- Grand Junction Area Chamber of Commerce
- The Master’s Apprentice
- Western Colorado Area Health Education Center
- Work Options for Women
- Workforce Boulder County

Qualified Apprenticeship Intermediaries include state agencies, workforce centers, colleges and technical schools, and nonprofits. They help employers design and provide apprenticeship programs or provide curriculum themselves, and connect job seekers with apprenticeship programs.

One-time Workers’ Compensation Immediate Payment Fund transfer to General Fund

Description: Transfer \$200,000 from the Workers’ Compensation Immediate Payment Fund to the General Fund.

Key Considerations: The Department indicated last year that it would raise fees if funds were transferred.

Additional background: The Workers’ Compensation Immediate Payment Fund, also known as the Immediate Payment Fund, gains revenue from interest and assessment fees on self-insured employers. The fund pays workers’ compensation benefits to employees covered by self-insurers who go out of business or delay payments. Per statute, the fund must have a minimum balance of \$300,000. If the fund’s total balance exceeds \$1.0 million, it must refund excess funds to self-insured employers. The fund has not collected fees since at least FY 2016-17. A transfer of \$200,000 would keep the fund balance above \$300,000.

Staff presented this as a cut option during briefing last year, but did not recommend it during figure setting. The fund’s financial outlook has not changed since then.

The fund, created at Section 8-44-206 (3), C.R.S. is annually appropriated to the Department for administrative costs and continuously appropriated to pay benefits.

Workers' Compensation Immediate Payment Fund

	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Estimate	FY 2026-27 Estimate	FY 2027-28 Estimate
Beginning FY Balance	\$715,558	\$736,901	\$563,190	\$590,101	\$617,687
Revenues	21,451	26,362	26,984	27,659	28,350
Expenditures	-108	-73	-73	-73	-73
Ending FY Balance without transfer	\$736,901	\$763,190	\$590,101	\$617,687	\$845,964
Transfer Option		-200,000			
Ending FY Balance after transfer		\$563,190			

Fee impact: Possibly. The Department indicated last year that it would collect fees to refund the transferred amount.

Expenditure Reductions

Refinance General Fund in the Division of Oil and Public Safety with cash funds

This budget option would refinance General Fund in the Division of Oil and Public Safety with cash funds in the Division. The Department’s FY 2026-27 request appropriates \$203,138 General Fund to the Division, in the following line items:

General Fund in the Division of Oil and Public Safety	
Line Item	FY 2026-27 General Fund (requested)
Personal Services	\$38,886
Operating Expenses	\$19,789
Underground Damage Prevention Safety Commission	\$144,463
Total	\$203,138

Staff will need to work with the Department to identify appropriate cash funds for this option and understand what the division’s General Fund appropriation finances. Notably, there may not be an applicable cash fund to support the Underground Damage Prevention Safety Commission, as the cash funds it could feasibly use under statute – the Damage Prevention Fund and the Safety Commission Fund – may not have the balance to support an ongoing refinance. However, the Division has access to a number of cash funds that could sustain General Fund refinancing together including the Petroleum Storage Tank Fund, the Boiler Inspection Fund, the Conveyance Safety Fund, and the Public Safety Inspection Fund, amongst others. With this option, staff would also explore expanding the authorized uses of cash funds in statute to support a refinancing.

Reduction to the Office of Future Work program costs

Description: Ongoing General Fund reduction of \$32,470 to program costs in the Office of the Future of Work.

Key Considerations: Brings total reductions to this line item to 10.0 percent, inclusive of R6. This may likely result in reduction to salary and benefits, but staff is waiting to hear from the Department on the impact of this cut.

Reduction to the Office of Just Transition

Description: Ongoing General Fund reduction of \$43,597 to the Office of Just Transition program costs.

Key Considerations: Brings total reductions to the Office of Just Transition of 10.0 percent, inclusive of R4.

Additional background: The Department indicates it can sustain this cut through refinancing this General Fund with the Just Transition Cash Fund. However, this would reduce grants and services to coal transition communities and workers.

Reduction to the Office of New Americans

Description: Ongoing General Fund reduction of \$53,204, or 10.0 percent, to program costs in the Office of New Americans.

Additional background: The Office's General Fund is used entirely to fund staff; General Fund is not used to provide services. The Department indicates that if this funding were cut, the Office would try to find private

funds to support salary and benefits. If no private funding were sourced, the Department may have to cut staff or reduce paid work hours.

Reduction to the State Apprenticeship Agency

Description: Ongoing General Fund reduction of \$75,418 to the State Apprenticeship Agency.

Key Considerations: Brings total reduction to the State Apprenticeship Agency to 10.0 percent, inclusive of R6.

Additional background: The Department indicates this could result in a cut of 1.0 FTE unless federal or private funding was sourced, and may threaten the Agency's ability to maintain recognition with the U.S. Department of Labor. To be recognized as a State Apprenticeship Agency, the state must provide sufficient resources to carry out core duties including apprenticeship registration, outreach and education, and monitoring. However, staff notes a lack of clarity in how cutting 1.0 FTE out of the Agency's total 8.0 FTE would jeopardize this status.

General Fund reduction to Independent Living Centers

Description: Ongoing General Fund reduction of \$171,614 to the Office of Independent Living Services, Independent Living Services line item.

Key Considerations: This option results in a 4.2 percent General Fund reduction to the line item, inclusive of R7.

Additional background: The Independent Living Centers line item has reverted about \$192,000 General Fund in FY 2023-24 and FY 2024-25. This option would cut General Fund in FY 2026-27 to the average amount the Department has actually spent over the past three fiscal years. When this option was discussed last year, the Department indicated the FY 2023-24 reversion was due to an unhired staff member in an Independent Living Center. Considering that the reversion continued into FY 2024-25, staff proposes to cut this amount, but has not discussed this option with the Department.

Independent Living Services Reversion History

Category	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (Appropriation vs Actual)
Reversion	\$110	\$118,779	\$0	\$210,436	\$174,598
Appropriation	\$6,132,839	\$6,286,160	\$6,411,883	\$6,604,239	\$6,736,324
Spending	\$6,132,729	\$6,167,381	\$6,411,883	\$6,393,803	\$6,561,726

Reduce appropriations for H.B. 25-1001

Description: Ongoing General Fund reduction of \$224,739 against the annualization for H.B. 25-1001 (Enforcement Wage Hour Laws).

Additional background: House Bill 25-1001 made various changes to wage theft laws. Amongst those changes was a new fine against employers who misclassify employees and expanded retaliation protections. The bill passed with an appropriation of \$328,210 General Fund and 2.8 FTE that annualizes to \$1,232,899 General Fund and 10.7 FTE in FY 2026-27.

The bill permits but does not necessarily require increased investigations due to new misclassification fines and broader anti-retaliation provisions. This option removes 2.0 FTE to the bill's annualization that would have been used for a compliance investigator for misclassification fines and a policy advisor for retaliation expansion. This option keeps 1.0 FTE as policy advisor to develop policy and implement misclassification fines.

Updates on Department Data Initiatives

This issue brief focuses on current data reporting issues in the Quarterly Census of Employment and Wages. It also shares updates on the Statewide Longitudinal Data System and outcomes reporting from the Eligible Training Provider List.

Quarterly Census of Employment and Wages

Summary

The Quarterly Census of Employment and Wages (QCEW) is historically the most reliable source of employment and wage data to benchmark monthly jobs data. Colorado's QCEW data has had underreporting issues for two years. While the Department continues to investigate and address this issue, there is no clear timeline for its resolution.

Recommendation

Staff recommends the Committee discuss the Department's process and timeline to investigate and address issues with the Quarterly Census of Employment and Wages.

Discussion

Data reported in the QCEW

The Quarterly Census of Employment and Wages (QCEW) is typically the most reliable source of employment and wage data, and is used to benchmark monthly jobs data. It is a nationwide program publishing quarterly counts of employment and wages. Data is collected by state unemployment insurance (UI) systems and then published and remediated by the U.S. Bureau of Labor Statistics (BLS). Employers must report their current jobs and wages to state UI systems as part of calculating their UI premium.

QCEW data issues

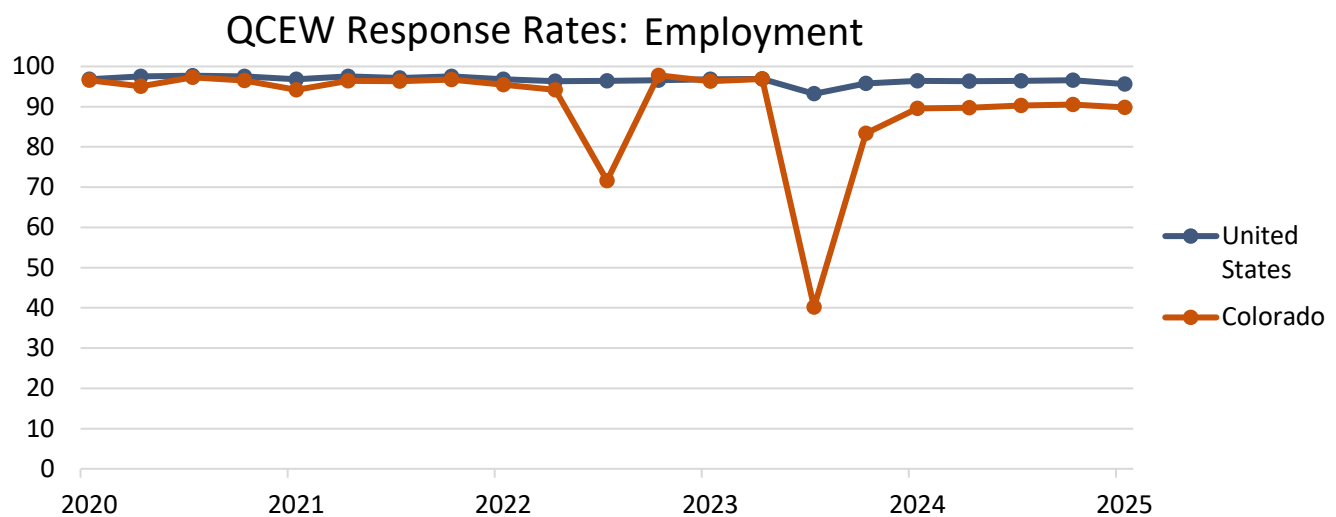
In October 2023, modernization of Colorado's UI system contributed to a significant decrease of employer data reporting. While historically Colorado's QCEW had a 90.0 percent response rate, the response rate in quarter 3 of 2023 was 28.0 percent. This resulted in the Department undercounting the number of people employed, to levels that would normally only occur during a recession. At the time, other data indicated Colorado's economy was healthy.⁴

Reporting rates improved to 85.9 percent by quarter 1 of 2024 through the Department's outreach efforts to employers. Even so, BLS briefly suspended publication of Colorado's QCEW data in November 2024 due to

⁴ <https://coloradosun.com/2024/11/02/qcew-data-jobs-colorado-revision-modernization/>

ongoing data concerns. The Department addressed those concerns and BLS resumed publication in February 2025.⁵

The current rate of employer reporting is 92.8 percent, higher than before the UI system’s modernization. However, stakeholders remain concerned with the quality of this data, particularly that it may be undercounting employment. Although employer reporting has recovered, BLS estimates that only about 90.0 percent of employment is being reported by employers, compared to about 96.0 percent before the modernization. The share of reported employment did not improve between quarter 1 of 2024 and quarter 1 of 2025.



Cause

The specific cause of employment undercounting remains unclear. The Department thinks the issue stems from how employers report data into the new UI system, but it has not identified what employers are doing incorrectly. The modernized UI system implemented a new reporting interface and more detailed reporting requirements. Specifically, the legacy UI system had employers report aggregate wage data to calculate their UI premium and afterward submit individual wage reports by Social Security Number. The modernized system now requests employers to only submit individualized reports. This change was made to avoid errors occurring in the legacy system from employers aggregated data themselves.

Impact

Historically, the QCEW has been the most reliable indicator on the labor market and employment. Legislative Council Staff (LCS) and other stakeholders have had to use other, less robust data to adjust for the QCEW’s lack of reliability. Poor QCEW data quality hampers LCS’ ability to forecast both revenue and a recession. While the forecast utilizes monthly wage and employment data, it is typically benchmarked against the QCEW. Without an accurate benchmarking process, LCS and other stakeholders do not have a strong indicator of the reliability of monthly wage and employment data from the past two years.

Other stakeholders that use this data include the State Demographer’s Office, the Office of State Planning and Budgeting, and universities and research groups. Additionally, statute indicates impacted data may be used as a

⁵ <https://www.bls.gov/sae/notices/2025/colorado-employment-and-unemployment-data.htm>

component to determine adjustments for the Family Affordability Tax Credit, determine enterprise zones under the Enterprise Zone program, and inform the Department's own forecasting of the unemployment rate.

Department action

The Department is focusing on its efforts to improve QCEW data on employer education and continued investigations, and is considering reconciling UI wage reports to FAMI wage reports. There are around seven staff members in the Department working on this issue part-time across both the Division of Unemployment Insurance and the Office of Labor Market Information. Staff in the Division of Unemployment Insurance are working with employers to improve reporting. The Division has sent monthly reporting reminders to employers and developed a step-by-step guide to improve data submission.⁶ Labor Markets staff are working with Deloitte to understand specific reporting errors in the system.

Update on the Statewide Longitudinal Data System

Summary

This informational section shares progress with the Statewide Longitudinal Data System (SLDS), which was created by H.B. 24-1364 (Education-Based Workforce Readiness).

Discussion

The SLDS will connect data across the Departments of Education, Higher Education, Labor and Employment, and Early Childhood and the Office of Economic Development and International Trade. The system will report wage and employment outcomes for various education and training pathways.

The Office of Information Technology (OIT) is charged with building, or contracting with a vendor to build, the SLDS. The SLDS is funded by the SLDS Cash Fund, which received \$5.0 million General Fund through H.B. 24-1364 and is subject to annual appropriation.

OIT officially contracted with a vendor in September 2025 to build the SLDS. OIT will publish the first SLDS annual report by September 15, 2026. The report will share, at minimum:

- Enrollment and outcomes for postsecondary and workforce readiness programs for high school graduates,
- High school matriculation rates,
- Postsecondary retention rates,
- Postsecondary completion rates, and
- One-, five-, and ten-year wage outcomes

Statute indicates data should be disaggregated by local education provider, high school, postsecondary or workforce readiness program, race, ethnicity, gender, disability status, and socioeconomic status, when possible. The following degrees and programs will be published in the report, with data through FY 2023-24.⁷ Bolded programs are operated by the Department of Labor and Employment:

⁶ <https://cdle.colorado.gov/employers/myui-employer/resources/how-to-submit-a-wage-report-in-myui-employer-for-employers>

⁷ <https://docs.google.com/document/d/1KTbtApfcnz0IbantDdFRqXdFRJhb2ONE/edit#heading=h.9tvqapg8i1hb>

- AP
- IB Diploma
- Concurrent Enrollment
- Colorado Career and Technical Education (CTE)
- Pathways in Technology Early College High School (P-TECH)
- (Accelerating Students through Concurrent Enrollment) ASCENT
- High School
- Certificates (<1, 1-2 years)
- Certifications (Post Masters and Post-Bachelor's)
- College (2- and 4-year institutions)
- Postgrad (Master's and PhDs)
- Colorado Re-engaged Initiative (CORE)
- **Registered Apprenticeships**
- **WIOA Title I-B programs**

As of October 24, 2025 the SLDS' Governing Board approved branding the SLDS as "Colorado Data Connections".⁸

Outcomes reporting for the Eligible Training Provider List

Summary

The Department recently published data to help job seekers target well-performing training programs.

Discussion

The Eligible Training Provider List (ETPL) is used by workforce centers to match job seekers with training programs, including certification programs and postsecondary programs that are eligible for Workforce Innovation and Opportunity Act (WIOA) funding. The ETPL is managed by the Department, and data is entered by workforce centers and the Division of Private Occupational Schools in the Department of Higher Education. In 2019, the U.S. Department of Labor released guidance setting requirements to the EPTL, and encouraged states to break down performance outcomes by provider.⁹

A few challenges limited the Department's ability to publish data on provider's performance outcomes, including privacy concerns and gaps in provider reporting. As of October 30, 2025, the Department has resolved or worked around those issues to report outcomes data for most WIOA-funded ETPL providers.¹⁰ The report is available for public use to help job seekers find and select training providers with high completion rates and wage outcomes in the 4th quarter after program completion. The Department plans to update this report annually.

⁸ https://docs.google.com/document/d/1KEln7Vo-fmSYcW8s-BRdgRLzcm_4DA5dushMPDfHWCM/edit?tab=t.0#heading=h.dcvof155oth9

⁹ https://www.dol.gov/sites/dolgov/files/ETA/advisories/TEGL/2020/TEGL_8-19.pdf

¹⁰ https://docs.google.com/spreadsheets/d/1A4c8r6RRVuXQeBCMhZwAogZKW_9bJWgZ/edit?gid=1077230175#gid=1077230175

FY 2025-26 Executive Order Budget Adjustments

Proposed Transfers and Diversions

Executive Order D 2025 014 identifies various “holds” on cash funds for transfers and diversions to the General Fund through legislative action. The following proposed transfers may affect funding available in this department.

Title	General Fund
Disability Support Fund	-5,000,000

Other Balancing Holds

For the State as a whole, the Governor’s Office anticipates \$3.0 million General Fund savings from a FY 2025-26 hiring freeze. The Governor’s Office has not provided estimates at the department level.

Footnotes and Requests for Information

Update on Long Bill Footnotes

The General Assembly includes footnotes in the Long Bill to:

6. set forth purposes, conditions, or limitations;
7. explain assumptions; or
8. express legislative intent.

This section discusses a subset of the footnotes relevant to the divisions covered in the briefing. For a full list of footnotes, see the end of each departmental section of the [2026 Long Bill](https://leg.colorado.gov/bills/sb25-206) (<https://leg.colorado.gov/bills/sb25-206>).

64 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 was first included in the FY 2024-25 Long Bill. It explains legislative intent to provide roll-forward authority to appropriations for Coal Transition Worker Assistance through FY 2026-27.

65 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.

66 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 outlines the Department's 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.

67 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 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.

Update on Requests for Information

The Joint Budget Committee may submit requests for information (RFIs) to departments. The Joint Budget Committee must prioritize the requests per Section 2-3-203 (3), C.R.S.

This section discusses a subset of the RFIs relevant to the divisions covered in the briefing. For a full list of RFIs, see the [letters requesting information](https://leg.colorado.gov/sites/default/files/rfi_fy_2025-26.pdf) (https://leg.colorado.gov/sites/default/files/rfi_fy_2025-26.pdf).

Requests Affecting Multiple Departments

- 9 All Departments – The Departments are requested to provide by November 1 of each fiscal year responses to the following:
- a. Based on the Department's most recent available record, what is the FTE vacancy and turnover rate: (1) by department; (2) by division; (3) by program for programs with at least 20 FTE; and (4) by occupational class for classes that are located within a larger occupational group containing at least 20 FTE.
 - b. To what does the Department attribute this turnover/vacancy experience?
 - c. Do the statewide compensation policies or practices administered by the Department of Personnel help or hinder the department in addressing vacancy or turnover issues?

Comment: The Department's response will be discussed in the briefing for Total Compensation.

Department of Labor and Employment Requests

- 1 Department of Labor and Employment, Division of Unemployment Insurance – The Department is requested to submit to the Joint Budget Committee by November 1, 2025, a report detailing 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: The Office of State Planning & Budgeting directed the Department to not comply with this request. Their full response is copied below:

“This request for information presupposes an outcome that the Department needs to reduce its state-financed technology and administrative expenditures for the UI program. The Department is engaged in efforts to improve its service delivery with respect to the Unemployment Insurance program, and specifically its claim processing times, which may require additional, not fewer, IT-related expenditures. The Department is directed to not comply with this request for information. If the UI program requires any change in expenditures for the program there will be a budget proposal in the November 1, 2025 budget submission that reflects the change.”

- 2 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. This includes data on grants awarded by the Colorado Disability Funding Committee, including:
- a. Number of recipients of Disability Application Assistance Grant and New and Innovative Grant recipients, respectively;
 - b. Types of organizations (e.g., non-profits, county departments of human services, county departments of social services, etc.) who received grants;
 - c. Types of programs and projects funded; and
 - d. Outcomes from grant awards, including the number of individuals served.

Comment: In FY 2024-25, the Department awarded a total of 17 grants and expended \$924,717. In FY 2025-26, the Department has awarded 57 total grants and anticipates expending \$4.0 million. Details by grant type and organizations served are shared below.

Disability Application Assistant Grant Recipients and Awards

Details	FY 2024-25	FY 2025-26 (est)
Recipients	7	23
Total Amount Expended	\$614,500	\$2,000,000

New and Innovative Grant Recipients and Awards

Details	FY 2024-25	FY 2025-26 (est)
Recipients	10	34
Total Amount Expended	\$310,217	\$2,000,000

Types of Organizations Awarded Grants

Organization Type	FY 2024-25	FY 2025-26
Non-profit organizations	17	52
County departments of human services/social services	0	3
Quasi-governmental authorities	0	1
Governor's Office, OIT-TAP program	0	1
Total	17	57

The Disability Application Assistance Grant funded organizations like El Grupo Vida, a group of Hispanic/Latino parents who support families with disabilities access benefits, particularly in rural areas. The New and Innovative Grant funded programs like the Little Engine Eatery in Buena Vista to provide paid work experience and job training to neurodivergent individuals. In FY 2024-25, the Disability Application Assistance Grant served 1,519 Coloradans. The New and Innovative Grant program did not require reporting on outcomes in 2025, but this will be collected in 2026.

- 3 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:
- a. The number of employees that received wage payments from the Wage Theft Enforcement Fund;

- b. The average amount per payment, and total amount of wages paid out from the Wage Theft Enforcement Fund; and
- c. Wage payments recouped by the Division from employers.

Comment: The Division began its pilot to issue payments from the Wage Theft Enforcement Fund for overdue wages and owed penalties in April 2025. To date, it has issued payments to 64 employees. The average amount per employee was \$5,664.46 and the Division issued a total of \$362,525.45 in payments. The Division did not recoup any payments from employers.

- 4 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:
- a. Number of employers with apparent labor violations who are contacted to offer voluntary compliance assistance through the SWEEP program;
 - b. Number of employers curing violations in response to SWEEP outreach;
 - c. 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:

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

Comment: The Department submitted the following metrics on its SWEEP program:

SWEEP Metrics: April to September 2025

Industry	Employers with reported violation	Type of Violation	Employers responding to notice of violation	Respondents engaging in curing violations
Restaurant, Hospitality, and Retail	56	Failure to provide any/accurate pay or benefit information: 53 Failure to provide leave or leave policy violation: 49 Minimum wage violation: 26 Tip pool violation: 4	86.0%	100.0%
Agricultural compliance	8	Posting/notice violations: 5 Health illness training violation: 2 Apparent hand labor violation: 1	100.0%	100.0%
Construction	27	Posting/notice violations: 13	69.2%	100.0%

The Department indicated that it could not compare the number of employers curing violations through SWEEP versus traditional enforcement because differences in each program’s procedures with employers.

- 5 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: For FY 2024-25, the Department reported 10,095 regular vocational rehabilitation (VR) clients on its rosters, including those who had completed eligibility determinations but were not yet receiving services. In addition, it served 2,581 students (YPs) through the School to Work Alliance Program who have not undergone full vocational assessments. The Department submitted the following data.

Vocational Rehabilitation RFI Data

Caseloads	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
VR Client caseload	7,955	7,634	7,468	7,672	8,733	10,095
YP Client caseload	1,442	1,630	2,053	2,404	2,416	2,581
Total caseloads	9,397	9,264	9,521	10,076	11,149	12,676

Costs						
Average cost per VR client [1]	\$3,799	\$3,743	\$4,637	\$4,994	\$4,598	\$4,591
Average cost per VR and YP client [1]	\$3,216	\$3,803	\$4,694	\$5,067	\$4,870	\$4,914
Total Expenditures	\$52,281,392	\$50,381,833	\$50,972,945	\$58,470,947	\$54,295,630	\$62,289,864

Outcomes						
Successful closures	1,946	1,515	1,855	1,875	1,845	1,825
Average exiting client wage	\$15.61/hour	\$16.65/hour	\$17.53/hour	\$18.73/hour	\$20.05/hour	\$22.03/hour

[1] Excludes costs for VR staff

Projected Balance of VR Grant

Federal Award	Award	Federal Expenditures	Match Required	Match 2 years Prior	MOE Penalty
FFY24	\$54,250,757	\$54,250,757	\$14,682,861	\$13,878,207	\$0
FFY25 [1]	\$63,740,314	\$31,267,957	\$17,251,190	\$14,006,240	\$0
FFY26 [2]	\$56,240,314	\$0	\$15,221,330	\$14,682,861	NA

[1] Expenditures through June 30, 2025; the full award amount is expected to fully expended by the end of the Period of Performance.

[2] Estimated award for FFY26. Grant Award Notification not yet received.

Employment First Outcomes

	Served SFY 2020	Served in SFY 2025	Successful Closures SFY20	Successful Closures SFY25
Youth with Intellectual Disabilities	769	705	141	86
Youth with Behavioral Health Disabilities	582	1,211	96	121
Youth with Significant Disabilities	4,329	4,207	878	534

6 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 Department submitted a report on the distribution of funds and clients served by Independent Living Centers (ILCs) in FY 2024-25. The report indicated that the ILCS served a total of 23,733 individuals. Each

ILC receives a) base funding pursuant to statute and b) an allocated share based on factors such as population. The table below shares the General Fund distribution to all ILCs.

FY 2024-25 Distribution of General Fund to Independent Living Centers

Independent Living Center	General Fund Amount
Atlantis Community, Inc.	\$889,197.33
Center for Disabilities dba Center Toward Self Reliance	\$859,999.84
Center for Independence	\$729,530.59
Center for People with Disabilities	\$724,014.84
Colorado Springs Independence Center	\$793,746.74
Connections for Independent Living	\$711,491.07
Disabled Resource Services	\$675,320.04
NorthWest Colorado Center for Independence	\$672,818.16
SouthWest Center for Independence	\$680,205.39
Total	\$6,736,324.00

- 7 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 Department shared the following table:

Five-Year Workers Comp Claim History

Fiscal Year	Number of Claims
FY21	36,875
FY22	36,085
FY23	36,920
FY24	35,869
FY25	35,109

- 8 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 indicate 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:

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

Comment: In calendar year 2024, the Division had 163,188 active claims. The average time to process a claim was 35 days, indicating an average backlog of one week since U.S. Department of Labor requires payment within 28 days. So far in 2025, the average time to process a claim has been 22 days. Currently 2.3 percent of claims are flagged as and found to be fraudulent.

Department Annual Performance Report

Departments must publish an **Annual Performance Report**¹¹ for the *previous state fiscal year* by November 1 of each year. This report summarizes the Department's performance plan and most recent performance evaluation. In addition, departments develop and submit a **Performance Plan**¹² for the *current fiscal year* to the Joint Budget Committee and the relevant Joint Committee of Reference by July 1 of each year.

Per statute¹³, the Joint Budget Committee must consider performance plans submitted by departments and may prioritize budget requests intended to enhance productivity, improve efficiency, reduce costs, and eliminate waste. To find the performance plans, search the Office of State Planning and Budgeting website and select the [performance plan](http://www.colorado.gov/pacific/performancemanagement/department-performance-plans) (www.colorado.gov/pacific/performancemanagement/department-performance-plans).

¹¹ Section 2-7-205, C.R.S.

¹² Section 2-7-204 (3)(a), C.R.S.

¹³ Section 2-7-204 (6), C.R.S.

Appendix A: Numbers Pages

Appendix A details the actual expenditures for the last two state fiscal years, the appropriation for the current fiscal year, and the requested appropriation for next fiscal year. Appendix A organizes this information by line item and fund source.

Appendix A: Numbers Pages

	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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Department of Labor and Employment Joe Barela, Executive Director

(1) Executive Director's Office

Provides administrative and technical support for department divisions and programs including accounting, budgeting, and human resources functions. It also houses the Office of New Americans, the Office of the Future of Work, the Office of Just Transitions, and the Colorado Disability Opportunity Office.

(A) Executive Director's Office

Personal Services	<u>12,518,891</u>	<u>11,859,301</u>	<u>12,332,853</u>	<u>13,325,688</u> *
FTE	113.5	113.2	114.2	118.4
General Fund	166,444	210,543	228,685	283,236
Cash Funds	5,796,886	5,860,420	6,352,397	6,750,748
Reappropriated Funds	240,417	293,353	340,943	373,109
Federal Funds	6,315,144	5,494,985	5,410,828	5,918,595
Health, Life, and Dental	<u>8,648,744</u>	<u>12,020,718</u>	<u>25,034,082</u>	<u>31,071,322</u>
FTE	0.0	0.0	0.0	0.0
General Fund	2,097,484	2,177,241	2,179,166	2,585,500
Cash Funds	6,519,460	9,843,477	12,394,338	14,756,241
Reappropriated Funds	31,800	0	46,230	77,904
Federal Funds	0	0	10,414,348	13,651,677
Short-term Disability	<u>70,174</u>	<u>86,501</u>	<u>100,435</u>	<u>111,420</u>
FTE	0.0	0.0	0.0	0.0
General Fund	13,535	18,164	8,697	9,130
Cash Funds	56,439	68,337	50,378	53,404
Reappropriated Funds	200	0	227	297
Federal Funds	0	0	41,133	48,589

Appendix A: Numbers Pages

	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Paid Family and Medical Leave Insurance	<u>0</u>	<u>332,303</u>	<u>645,654</u>	<u>716,269</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	54,492	55,908	58,694	
Cash Funds	0	277,811	323,859	343,313	
Reappropriated Funds	0	0	1,459	1,907	
Federal Funds	0	0	264,428	312,355	
Unfunded Liability Amortization Equalization					
Disbursement Payments	<u>0</u>	<u>4,826,138</u>	<u>14,347,869</u>	<u>15,917,096</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	1,210,932	1,242,399	1,304,314	
Cash Funds	0	3,615,206	7,196,863	7,629,184	
Reappropriated Funds	0	0	32,413	42,381	
Federal Funds	0	0	5,876,194	6,941,217	
Step Increases	<u>0</u>	<u>2,717,335</u>	<u>1,388,159</u>	<u>508,893</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	398,876	127,523	36,919	
Cash Funds	0	2,301,694	422,680	187,008	
Reappropriated Funds	0	16,765	1,349	0	
Federal Funds	0	0	836,607	284,966	
CORE Payroll	<u>0</u>	<u>0</u>	<u>0</u>	<u>56,903</u> *	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	6,098	
Cash Funds	0	0	0	27,892	
Reappropriated Funds	0	0	0	303	
Federal Funds	0	0	0	22,610	

Appendix A: Numbers Pages

	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
S.B. 04-257 Amortization Equalization Disbursement	<u>2,088,247</u>	<u>0</u>	<u>0</u>	<u>0</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	456,624	0	0	0	
Cash Funds	1,622,623	0	0	0	
Reappropriated Funds	9,000	0	0	0	
Federal Funds	0	0	0	0	
S.B. 06-235 Supplemental Amortization Equalization Disbursement	<u>2,088,247</u>	<u>0</u>	<u>0</u>	<u>0</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	456,624	0	0	0	
Cash Funds	1,622,623	0	0	0	
Reappropriated Funds	9,000	0	0	0	
Federal Funds	0	0	0	0	
Salary Survey	<u>3,192,544</u>	<u>2,907,979</u>	<u>4,243,119</u>	<u>5,396,682</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	578,352	472,001	407,255	442,380	
Cash Funds	2,576,254	2,408,145	1,978,426	2,588,350	
Reappropriated Funds	37,938	27,833	6,973	14,433	
Federal Funds	0	0	1,850,465	2,351,519	
PERA Direct Distribution	<u>359,402</u>	<u>1,678,769</u>	<u>2,553,224</u>	<u>2,737,048</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	25,182	204,216	221,087	224,285	
Cash Funds	159,109	690,856	1,280,692	1,311,888	
Reappropriated Funds	1,944	11,695	5,768	7,288	
Federal Funds	173,167	772,002	1,045,677	1,193,587	

Appendix A: Numbers Pages

	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Temporary Employees Related to Authorized Leave	0	(-1)	0	0	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	(1)	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Workers' Compensation	544,909	626,715	528,903	516,592	
FTE	0.0	0.0	0.0	0.0	
General Fund	22,777	28,144	25,271	24,683	
Cash Funds	135,507	142,681	163,089	159,292	
Reappropriated Funds	1,603	2,129	705	689	
Federal Funds	385,022	453,761	339,838	331,928	
Operating Expenses	1,727,900	2,217,937	2,004,121	2,004,121	
FTE	0.0	0.0	0.0	0.0	
General Fund	93,191	82,945	125,628	125,628	
Cash Funds	467,711	1,244,259	810,505	810,505	
Reappropriated Funds	0	0	0	0	
Federal Funds	1,166,998	890,733	1,067,988	1,067,988	
Legal Services	1,828,234	1,770,628	1,249,404	2,533,451	
FTE	0.0	0.0	0.0	0.0	
General Fund	373,690	459,384	320,787	638,107	
Cash Funds	675,533	455,786	485,973	1,014,840	
Reappropriated Funds	0	0	0	0	
Federal Funds	779,011	855,458	442,644	880,504	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Payment to Risk Management and Property Funds	<u>589,386</u>	<u>446,147</u>	<u>392,166</u>	<u>288,199</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	23,727	28,345	26,612	19,557	
Cash Funds	136,733	160,161	133,545	98,141	
Reappropriated Funds	1,380	3,066	1,062	780	
Federal Funds	427,546	254,575	230,947	169,721	
Vehicle Lease Payments	<u>160,992</u>	<u>189,596</u>	<u>295,709</u>	<u>241,689</u>	*
FTE	0.0	0.0	0.0	0.0	
General Fund	6,981	19,633	23,640	19,321	
Cash Funds	92,793	107,709	159,643	130,479	
Reappropriated Funds	0	57	500	409	
Federal Funds	61,218	62,197	111,926	91,480	
Leased Space	<u>5,816,403</u>	<u>5,779,810</u>	<u>10,738,853</u>	<u>8,956,463</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	320,936	70,134	1,095,227	913,446	
Cash Funds	2,626,226	2,861,744	4,675,403	3,899,399	
Reappropriated Funds	0	0	0	0	
Federal Funds	2,869,241	2,847,932	4,968,223	4,143,618	
Capitol Complex Leased Space	<u>18,460</u>	<u>53,305</u>	<u>66,105</u>	<u>66,197</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	5,025	25,243	27,087	27,125	
Cash Funds	13,435	28,062	30,112	30,154	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	8,906	8,918	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Payments to OIT	<u>18,860,504</u>	<u>16,939,066</u>	<u>37,896,600</u>	<u>43,926,370</u> *	
FTE	0.0	0.0	0.0	0.0	
General Fund	6,012,400	7,402,592	6,206,254	3,995,600	
Cash Funds	10,520,314	7,489,748	19,458,882	22,338,171	
Reappropriated Funds	0	78,574	172,716	232,953	
Federal Funds	2,327,790	1,968,152	12,058,748	17,359,646	
IT Accessibility	<u>127,181</u>	<u>1,163,381</u>	<u>0</u>	<u>0</u>	
FTE	1.0	0.0	0.0	0.0	
General Fund	110,176	126,705	0	0	
Cash Funds	17,005	145,049	0	0	
Reappropriated Funds	0	73	0	0	
Federal Funds	0	891,554	0	0	
CORE Operations	<u>277,190</u>	<u>86,339</u>	<u>78,016</u>	<u>360,180</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	2,057	558	462	2,133	
Cash Funds	58,159	292	22,012	101,624	
Reappropriated Funds	374	177	54	249	
Federal Funds	216,600	85,312	55,488	256,174	
Utilities	<u>158,500</u>	<u>48,579</u>	<u>260,309</u>	<u>260,309</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	158,500	48,579	260,309	260,309	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Information Technology Asset Maintenance	<u>0</u>	<u>0</u>	<u>218,626</u>	<u>218,626</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	69,243	69,243	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	149,383	149,383	
Statewide Indirect Cost Assessment	<u>0</u>	<u>582,970</u>	<u>611,569</u>	<u>611,569</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	576,659	353,553	353,553	
Reappropriated Funds	0	6,311	3,054	3,054	
Federal Funds	0	0	254,962	254,962	
SUBTOTAL - (A) Executive Director's Office	59,075,908	66,333,516	114,985,776	129,825,087	12.9%
FTE	<u>114.5</u>	<u>113.2</u>	<u>114.2</u>	<u>118.4</u>	<u>3.7%</u>
General Fund	10,765,205	12,990,147	12,321,688	10,716,156	(13.0%)
Cash Funds	33,096,810	38,278,096	56,361,593	62,653,429	11.2%
Reappropriated Funds	333,656	440,033	613,453	755,756	23.2%
Federal Funds	14,880,237	14,625,240	45,689,042	55,699,746	21.9%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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(B) Office of New Americans

Statewide Welcome, Reception, and Integration Grant Program

	<u>0</u>	<u>2,214,016</u>	<u>82,710</u>	<u>7,305</u>	
FTE	0.0	0.8	1.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	2,214,016	82,710	7,305	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Program Costs	<u>904,061</u>	<u>771,133</u>	<u>524,806</u>	<u>547,039</u>	
FTE	1.4	5.4	5.5	5.5	
General Fund	904,061	330,040	509,806	532,039	
Cash Funds	0	441,093	15,000	15,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Colorado Refugee Services Program	<u>0</u>	<u>36,206,875</u>	<u>8,262,503</u>	<u>8,288,608</u>	
FTE	0.0	7.5	7.5	7.5	
General Fund	0	101,232	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	36,105,643	8,262,503	8,288,608	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Appropriation to the Immigration Legal Defense Fund	<u>775,696</u>	<u>1,276,284</u>	<u>350,000</u>	<u>350,000</u>	
FTE	0.1	0.0	0.0	0.0	
General Fund	348,653	700,000	350,000	350,000	
Cash Funds	427,043	576,284	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Office of New Americans	1,679,757	40,468,308	9,220,019	9,192,952	(0.3%)
FTE	<u>1.5</u>	<u>13.7</u>	<u>14.0</u>	<u>13.0</u>	(7.1%)
General Fund	1,252,714	1,131,272	859,806	882,039	2.6%
Cash Funds	427,043	3,231,393	97,710	22,305	(77.2%)
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	36,105,643	8,262,503	8,288,608	0.3%

(C) Office of Future Work

Program Costs	<u>515,251</u>	<u>3,801,968</u>	<u>1,486,277</u>	<u>1,370,696</u>	*
FTE	3.3	10.0	6.8	5.8	
General Fund	515,251	2,709,332	525,580	399,957	
Cash Funds	0	1,092,636	960,697	970,739	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
State Apprenticeship Agency	<u>785,498</u>	<u>902,132</u>	<u>1,005,593</u>	<u>1,016,023</u>	*
FTE	8.0	8.8	8.8	8.8	
General Fund	785,498	902,132	1,005,593	1,016,023	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
SUBTOTAL - (C) Office of Future Work	1,300,749	4,704,100	2,491,870	2,386,719	(4.2%)
<i>FTE</i>	<u>11.3</u>	<u>18.8</u>	<u>15.6</u>	<u>14.6</u>	(6.4%)
General Fund	1,300,749	3,611,464	1,531,173	1,415,980	(7.5%)
Cash Funds	0	1,092,636	960,697	970,739	1.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

(D) Office of Just Transition

Coal Transition Community Assistance	<u>0</u>	<u>1,512,913</u>	<u>10,000,000</u>	<u>10,000,000</u>	
<i>FTE</i>	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	1,512,913	10,000,000	10,000,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Coal Transition Worker Assistance	<u>0</u>	<u>362,054</u>	<u>5,000,000</u>	<u>5,000,000</u>	
<i>FTE</i>	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	362,054	5,000,000	5,000,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Office of Just Transition	<u>2,138,967</u>	<u>1,232,530</u>	<u>432,635</u>	<u>435,967</u>	*
<i>FTE</i>	3.5	3.5	3.5	3.5	
General Fund	354,563	400,885	432,635	435,967	
Cash Funds	1,784,404	831,645	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
SUBTOTAL - (D) Office of Just Transition	2,138,967	3,107,497	15,432,635	15,435,967	0.0%
<i>FTE</i>	<u>3.5</u>	<u>3.5</u>	<u>3.5</u>	<u>3.5</u>	<u>0.0%</u>
General Fund	354,563	400,885	432,635	435,967	0.8%
Cash Funds	1,784,404	2,706,612	15,000,000	15,000,000	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
(E) Colorado Disability Opportunity Office					
Colorado Disability Opportunity Office	<u>0</u>	<u>798,761</u>	<u>6,257,315</u>	<u>10,751,546</u> *	
<i>FTE</i>	<u>0.0</u>	<u>6.0</u>	<u>7.8</u>	<u>10.0</u>	
General Fund	0	0	0	0	
Cash Funds	0	798,761	6,257,315	10,751,546	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (E) Colorado Disability Opportunity Office	0	798,761	6,257,315	10,751,546	71.8%
<i>FTE</i>	<u>0.0</u>	<u>6.0</u>	<u>7.8</u>	<u>10.0</u>	<u>28.2%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	0	798,761	6,257,315	10,751,546	71.8%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
TOTAL - (1) Executive Director's Office	64,195,381	115,412,182	148,387,615	167,592,271	12.9%
<i>FTE</i>	<u>130.8</u>	<u>155.2</u>	<u>155.1</u>	<u>159.5</u>	<u>2.8%</u>
General Fund	13,673,231	18,133,768	15,145,302	13,450,142	(11.2%)
Cash Funds	35,308,257	46,107,498	78,677,315	89,398,019	13.6%
Reappropriated Funds	333,656	440,033	613,453	755,756	23.2%
Federal Funds	14,880,237	50,730,883	53,951,545	63,988,354	18.6%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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(2) Division of Unemployment Insurance

Operates the state's unemployment insurance program, including the collection of employer premiums and the payment of unemployment insurance benefits.

Program Costs	<u>101,666,769</u>	<u>65,754,082</u>	<u>80,062,910</u>	<u>81,565,463</u>	
FTE	496.7	422.7	410.1	410.1	
General Fund	0	0	100,000	0	
Cash Funds	15,828,543	15,944,083	14,678,661	15,075,164	
Reappropriated Funds	0	0	0	0	
Federal Funds	85,838,226	49,809,999	65,284,249	66,490,299	
Technology Initiatives	<u>0</u>	<u>0</u>	<u>30,459,436</u>	<u>30,459,436</u>	
FTE	0.0	0.0	74.0	74.0	
Cash Funds	0	0	30,459,436	30,459,436	
Technology Initiatives	<u>0</u>	<u>30,459,436</u>	<u>0</u>	<u>0</u>	
FTE	0.0	74.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	30,459,436	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
TOTAL - (2) Division of Unemployment Insurance	101,666,769	96,213,518	110,522,346	112,024,899	1.4%
FTE	<u>496.7</u>	<u>496.7</u>	<u>484.1</u>	<u>484.1</u>	0.0%
General Fund	0	0	100,000	0	(100.0%)
Cash Funds	15,828,543	46,403,519	45,138,097	45,534,600	0.9%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	85,838,226	49,809,999	65,284,249	66,490,299	1.8%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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(3) 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>9,733,913</u>	<u>4,730,281</u>	<u>4,756,404</u>
FTE	53.9	51.3	50.6	50.6
General Fund	1,790,773	1,279,557	150,000	0
Cash Funds	0	34,256	504,273	504,273
Reappropriated Funds	0	0	0	0
Federal Funds	7,936,252	8,420,100	4,076,008	4,252,131
One-Stop Workforce Center Contracts	<u>0</u>	<u>11,748,591</u>	<u>0</u>	<u>0</u>
FTE	0.0	1.0	0.0	0.0
General Fund	0	0	0	0
Cash Funds	0	481,192	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	0	11,267,399	0	0
Trade Adjustment Act Assistance	<u>931,286</u>	<u>727,385</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	727,385	2,000,000	2,000,000

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Workforce Innovation and Opportunity Act	<u>35,986,704</u>	<u>38,215,266</u>	<u>38,841,230</u>	<u>39,144,742</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	38,215,266	38,841,230	39,144,742	
Workforce Development Council	<u>1,396,144</u>	<u>2,711,180</u>	<u>1,614,073</u>	<u>1,655,541</u>	
FTE	12.5	12.5	12.2	12.2	
General Fund	856,933	899,947	980,949	1,014,095	
Cash Funds	25,091	1,374,375	0	0	
Reappropriated Funds	222,699	247,353	633,124	641,446	
Federal Funds	291,421	189,505	0	0	
Workforce Improvement Grants	<u>0</u>	<u>0</u>	<u>1,000,000</u>	<u>1,000,000</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	0	0	1,000,000	1,000,000	
ARPA Appropriations	<u>23,419,202</u>	<u>0</u>	<u>0</u>	<u>0</u>	
FTE	0.0	0.0	0.0	0.0	
Cash Funds	12,987	0	0	0	
Federal Funds	23,406,215	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
ARPA Appropriations	<u>0</u>	<u>14,574,552</u>	<u>0</u>	<u>0</u>	
FTE	0.0	0.0	0.0	0.0	
Cash Funds	0	11,626,512	0	0	
Federal Funds	0	2,948,040	0	0	
Veterans Service-to-Career Program	<u>278,810</u>	<u>0</u>	<u>0</u>	<u>0</u>	
FTE	0.0	0.0	0.0	0.0	
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	
Hospitality Education Grant Program	<u>416,193</u>	<u>500,000</u>	<u>424,037</u>	<u>0</u>	*
FTE	0.5	0.5	0.5	0.0	
General Fund	416,193	500,000	424,037	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>0</u>	*
FTE	0.0	0.0	0.0	0.0	
General Fund	250,000	250,000	250,000	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Employment Support and Job Retention Services					
Program	<u>250,000</u>	<u>206,895</u>	<u>250,000</u>	<u>0</u> *	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	250,000	206,895	250,000	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	72,878,403	78,667,782	49,109,621	48,556,687	(1.1%)
FTE	<u>154.9</u>	<u>152.5</u>	<u>150.5</u>	<u>150.0</u>	<u>(0.3%)</u>
General Fund	3,536,938	2,929,504	1,804,986	1,014,095	(43.8%)
Cash Funds	316,888	13,516,335	504,273	504,273	0.0%
Reappropriated Funds	472,699	454,248	883,124	641,446	(27.4%)
Federal Funds	68,551,878	61,767,695	45,917,238	46,396,873	1.0%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
(B) Workforce Development Enterprise					
Workforce Development Enterprise	0	13,600,264	14,321,619	14,486,302	
FTE	0.0	57.4	57.4	57.4	
General Fund	0	0	0	0	
Cash Funds	0	13,600,264	14,321,619	14,486,302	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Workforce Development Enterprise	<u>13,276,471</u>	<u>0</u>	<u>0</u>	<u>0</u>	
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	13,276,471	13,600,264	14,321,619	14,486,302	1.1%
FTE	<u>57.4</u>	<u>57.4</u>	<u>57.4</u>	<u>57.4</u>	0.0%
General Fund	0	0	0	0	0.0%
Cash Funds	13,276,471	13,600,264	14,321,619	14,486,302	1.1%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
TOTAL - (3) Employment and Training	86,154,874	92,268,046	63,431,240	63,042,989	(0.6%)
FTE	<u>212.3</u>	<u>209.9</u>	<u>207.9</u>	<u>207.4</u>	(0.2%)
General Fund	3,536,938	2,929,504	1,804,986	1,014,095	(43.8%)
Cash Funds	13,593,359	27,116,599	14,825,892	14,990,575	1.1%
Reappropriated Funds	472,699	454,248	883,124	641,446	(27.4%)
Federal Funds	68,551,878	61,767,695	45,917,238	46,396,873	1.0%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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(4) Division of Labor Standards and Statistics

Manages workers protection laws including of all-union provisions and investigating allegations of unfair labor practices. This division also collects, analyzes, and reports Colorado employment, wage, and other labor statistics data.

(A) Labor Standards

Labor Program Costs	6,742,202	8,297,951	9,500,790	10,457,809 *	
FTE	73.7	85.7	89.6	98.8	
General Fund	3,334,249	4,552,575	5,382,839	6,153,492	
Cash Funds	3,314,956	3,745,376	4,117,951	4,304,317	
Reappropriated Funds	0	0	0	0	
Federal Funds	92,997	0	0	0	
SUBTOTAL - (A) Labor Standards	6,742,202	8,297,951	9,500,790	10,457,809	10.1%
FTE	73.7	85.7	89.6	98.8	10.3%
General Fund	3,334,249	4,552,575	5,382,839	6,153,492	14.3%
Cash Funds	3,314,956	3,745,376	4,117,951	4,304,317	4.5%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	92,997	0	0	0	0.0%

(B) Labor Statistics

Labor Market Information Program Costs	4,053,820	3,702,117	3,892,916	3,998,380
FTE	30.3	30.3	30.3	30.3
General Fund	0	0	0	0
Cash Funds	0	0	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	4,053,820	3,702,117	3,892,916	3,998,380

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
SUBTOTAL - (B) Labor Statistics	4,053,820	3,702,117	3,892,916	3,998,380	2.7%
<i>FTE</i>	<u>30.3</u>	<u>30.3</u>	<u>30.3</u>	<u>30.3</u>	<u>0.0%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	4,053,820	3,702,117	3,892,916	3,998,380	2.7%
TOTAL - (4) Division of Labor Standards and Statistics	10,796,022	12,000,068	13,393,706	14,456,189	7.9%
<i>FTE</i>	<u>104.0</u>	<u>116.0</u>	<u>119.9</u>	<u>129.1</u>	<u>7.7%</u>
General Fund	3,334,249	4,552,575	5,382,839	6,153,492	14.3%
Cash Funds	3,314,956	3,745,376	4,117,951	4,304,317	4.5%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	4,146,817	3,702,117	3,892,916	3,998,380	2.7%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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(5) Division of Oil and Public Safety

Establishes and enforces policies that govern amusement rides and devices, explosives, boilers, conveyances, fuel products, underground and aboveground petroleum storage tanks, and cleanup of petroleum spills.

Personal Services	<u>6,125,250</u>	<u>6,556,308</u>	<u>6,934,534</u>	<u>7,157,330</u>	
FTE	70.0	70.0	71.2	71.5	
General Fund	130,097	108,886	38,886	38,886	
Cash Funds	4,922,794	5,430,172	6,224,086	6,446,882	
Reappropriated Funds	0	0	107,162	107,162	
Federal Funds	1,072,359	1,017,250	564,400	564,400	
Operating Expenses	<u>559,281</u>	<u>563,328</u>	<u>1,048,598</u>	<u>935,642</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	12,221	19,789	19,789	19,789	
Cash Funds	525,010	510,698	746,312	633,356	
Reappropriated Funds	0	0	137,476	137,476	
Federal Funds	22,050	32,841	145,021	145,021	
Underground Damage Prevention Safety Commission	<u>114,975</u>	<u>124,764</u>	<u>158,400</u>	<u>164,463</u>	
FTE	1.5	1.5	1.5	1.5	
General Fund	114,867	124,764	138,400	144,463	
Cash Funds	108	0	20,000	20,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
TOTAL - (5) Division of Oil and Public Safety	6,799,506	7,244,400	8,141,532	8,257,435	1.4%
<i>FTE</i>	<u>71.5</u>	<u>71.5</u>	<u>72.7</u>	<u>73.0</u>	<u>0.4%</u>
General Fund	257,185	253,439	197,075	203,138	3.1%
Cash Funds	5,447,912	5,940,870	6,990,398	7,100,238	1.6%
Reappropriated Funds	0	0	244,638	244,638	0.0%
Federal Funds	1,094,409	1,050,091	709,421	709,421	0.0%

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(6) Division of Workers' Compensation

Regulates and oversees the workers' compensation industry. The division also administers the Medical Disasters, Major Medical, and Subsequent Injury programs.

(A) Workers' Compensation

Personal Services	<u>8,679,127</u>	<u>9,430,027</u>	<u>10,450,566</u>	<u>10,776,083</u>	
FTE	102.4	104.0	105.6	106.0	
General Fund	0	0	0	0	
Cash Funds	8,679,127	9,430,027	10,450,566	10,776,083	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>687,166</u>	<u>631,289</u>	<u>686,683</u>	<u>673,855</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	687,166	631,289	686,683	673,855	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Administrative Law Judge Services	<u>3,561,452</u>	<u>4,427,576</u>	<u>6,423,546</u>	<u>3,383,262</u>	*
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	3,561,452	4,427,576	6,423,546	3,383,262	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Physicians Accreditation	<u>138,925</u>	<u>129,227</u>	<u>120,000</u>	<u>120,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	138,925	129,227	120,000	120,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Utilization Review	<u>0</u>	<u>0</u>	<u>35,000</u>	<u>35,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	35,000	35,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Immediate Payment	<u>108</u>	<u>73</u>	<u>1,000</u>	<u>1,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	108	73	1,000	1,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (A) Workers' Compensation	13,066,778	14,618,192	17,716,795	14,989,200	(15.4%)
FTE	<u>102.4</u>	<u>104.0</u>	<u>105.6</u>	<u>106.0</u>	<u>0.4%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	13,066,778	14,618,192	17,716,795	14,989,200	(15.4%)
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
(B) Major Medical Insurance and Subsequent Injury Funds					
Personal Services	<u>954,909</u>	<u>992,738</u>	<u>1,692,383</u>	<u>1,738,288</u>	
FTE	16.0	16.0	16.0	16.0	
General Fund	0	0	0	0	
Cash Funds	954,909	992,738	1,692,383	1,738,288	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>88,286</u>	<u>83,000</u>	<u>88,324</u>	<u>88,324</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	88,286	83,000	88,324	88,324	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Major Medical Benefits	<u>1,535,183</u>	<u>1,655,847</u>	<u>6,000,000</u>	<u>6,000,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	1,535,183	1,655,847	6,000,000	6,000,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Subsequent Injury Benefits	<u>708,345</u>	<u>906,132</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	708,345	906,132	2,000,000	2,000,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Medical Disaster	<u>114</u>	<u>66</u>	<u>1,000</u>	<u>1,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	114	66	1,000	1,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Major Medical Insurance and Subsequent Injury Funds	3,286,837	3,637,783	9,781,707	9,827,612	0.5%
FTE	<u>16.0</u>	<u>16.0</u>	<u>16.0</u>	<u>16.0</u>	<u>0.0%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	3,286,837	3,637,783	9,781,707	9,827,612	0.5%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
TOTAL - (6) Division of Workers' Compensation	16,353,615	18,255,975	27,498,502	24,816,812	(9.8%)
FTE	<u>118.4</u>	<u>120.0</u>	<u>121.6</u>	<u>122.0</u>	<u>0.3%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	16,353,615	18,255,975	27,498,502	24,816,812	(9.8%)
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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(7) Division of Vocational Rehabilitation and Independent Living Services

Oversees vocational rehabilitation programs to enable individuals with disabilities to participate in the workforce and live independently, including through Independent Living Centers.

(A) Vocational Rehabilitation Programs

Personal Services	<u>18,737,563</u>	<u>22,866,200</u>	<u>21,976,359</u>	<u>22,803,044</u>
FTE	227.7	229.5	229.7	229.7
General Fund	4,020,695	4,089,892	4,198,897	4,394,537
Cash Funds	0	0	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	14,716,868	18,776,308	17,777,462	18,408,507
Operating Expenses	<u>2,115,509</u>	<u>2,312,863</u>	<u>2,539,404</u>	<u>2,539,404</u>
FTE	0.0	0.0	0.0	0.0
General Fund	0	0	0	0
Cash Funds	0	0	0	0
Reappropriated Funds	662,329	392,607	540,893	540,893
Federal Funds	1,453,180	1,920,256	1,998,511	1,998,511
Administrative Law Judge Services	<u>36,524</u>	<u>45,406</u>	<u>63,580</u>	<u>63,580</u>
FTE	0.0	0.0	0.0	0.0
General Fund	9,915	12,326	17,260	17,260
Cash Funds	0	0	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	26,609	33,080	46,320	46,320

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Voc Rehab Services	<u>22,049,352</u>	<u>32,964,734</u>	<u>17,007,172</u>	<u>17,007,172</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	1,143,950	1,318,548	1,143,950	1,143,950	
Cash Funds	0	0	0	0	
Reappropriated Funds	5,825,860	3,813,807	3,821,251	3,821,251	
Federal Funds	15,079,542	27,832,379	12,041,971	12,041,971	
Disability Navigator Program	<u>0</u>	<u>680,520</u>	<u>1,847,954</u>	<u>1,850,042</u>	
FTE	0.0	0.6	0.6	0.6	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	377,986	392,499	392,499	
Federal Funds	0	302,534	1,455,455	1,457,543	
School to Work Alliance Program	<u>15,181,670</u>	<u>17,374,933</u>	<u>25,419,022</u>	<u>25,419,022</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	4,190,607	4,901,354	17,269,139	17,269,139	
Federal Funds	10,991,063	12,473,579	8,149,883	8,149,883	
Business Enterprises Program for People Who Are Blind	<u>689,123</u>	<u>1,068,015</u>	<u>1,688,817</u>	<u>1,709,701</u>	
FTE	6.0	6.0	6.0	6.0	
General Fund	0	0	0	0	
Cash Funds	218,939	76,807	338,935	338,935	
Reappropriated Funds	0	0	0	0	
Federal Funds	470,184	991,208	1,349,882	1,370,766	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Business Enterprises Program	<u>136,908</u>	<u>103,154</u>	<u>500,000</u>	<u>500,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	136,908	103,154	500,000	500,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Federal Social Security Reimbursements	<u>3,475,415</u>	<u>294,536</u>	<u>1,631,992</u>	<u>1,631,992</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	3,475,415	294,536	1,631,992	1,631,992	
Older Blind Grants	<u>490,978</u>	<u>440,911</u>	<u>462,000</u>	<u>462,000</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	490,978	440,911	462,000	462,000	
Employment First Initiatives	<u>171,413</u>	<u>294,155</u>	<u>0</u>	<u>0</u>	
FTE	1.8	2.0	0.0	0.0	
General Fund	171,413	294,155	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
Voc Rehab Mental Health Services	<u>1,739,599</u>	<u>1,826,220</u>	<u>1,748,180</u>	<u>1,748,180</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	190,456	85,345	372,363	372,363	
Federal Funds	1,549,143	1,740,875	1,375,817	1,375,817	
SUBTOTAL - (A) Vocational Rehabilitation Programs	64,824,054	80,271,647	74,884,480	75,734,137	1.1%
FTE	<u>235.5</u>	<u>238.1</u>	<u>236.3</u>	<u>236.3</u>	<u>0.0%</u>
General Fund	5,345,973	5,714,921	5,360,107	5,555,747	3.6%
Cash Funds	355,847	179,961	838,935	838,935	0.0%
Reappropriated Funds	10,869,252	9,571,099	22,396,145	22,396,145	0.0%
Federal Funds	48,252,982	64,805,666	46,289,293	46,943,310	1.4%

(B) Office of Independent Living Services

Independent Living Services	<u>6,793,798</u>	<u>7,176,075</u>	<u>7,780,684</u>	<u>7,671,778</u> *
FTE	0.0	0.0	0.0	0.0
General Fund	6,393,803	6,561,726	6,736,324	6,627,418
Cash Funds	0	0	37,635	37,635
Reappropriated Funds	0	0	0	0
Federal Funds	399,995	614,349	1,006,725	1,006,725
Program Costs	<u>238,545</u>	<u>270,242</u>	<u>313,516</u>	<u>329,685</u>
FTE	4.0	4.0	4.0	4.0
General Fund	238,545	270,242	313,516	329,685
Cash Funds	0	0	0	0
Reappropriated Funds	0	0	0	0
Federal Funds	0	0	0	0

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
SUBTOTAL - (B) Office of Independent Living Services	7,032,343	7,446,317	8,094,200	8,001,463	(1.1%)
<i>FTE</i>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>4.0</u>	<u>0.0%</u>
General Fund	6,632,348	6,831,968	7,049,840	6,957,103	(1.3%)
Cash Funds	0	0	37,635	37,635	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	399,995	614,349	1,006,725	1,006,725	0.0%
TOTAL - (7) Division of Vocational Rehabilitation and Independent Living Services	71,856,397	87,717,964	82,978,680	83,735,600	0.9%
<i>FTE</i>	<u>239.5</u>	<u>242.1</u>	<u>240.3</u>	<u>240.3</u>	<u>0.0%</u>
General Fund	11,978,321	12,546,889	12,409,947	12,512,850	0.8%
Cash Funds	355,847	179,961	876,570	876,570	0.0%
Reappropriated Funds	10,869,252	9,571,099	22,396,145	22,396,145	0.0%
Federal Funds	48,652,977	65,420,015	47,296,018	47,950,035	1.4%

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	FY 2023-24 Actual	FY 2024-25 Actual	FY 2025-26 Appropriation	FY 2026-27 Request	Request vs. Appropriation
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Division of Family and Medical Leave Insurance

Oversees the state Family and Medical Leave Insurance program.

Program Costs	<u>405,755,347</u>	<u>1,046,975,615</u>	<u>41,666,648</u>	<u>42,676,553</u>	
FTE	352.0	352.0	352.0	352.0	
General Fund	0	0	0	0	
Cash Funds	405,755,347	1,046,975,615	41,666,648	42,676,553	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

TOTAL - Division of Family and Medical Leave Insurance	405,755,347	1,046,975,615	41,666,648	42,676,553	2.4%
FTE	<u>352.0</u>	<u>352.0</u>	<u>352.0</u>	<u>352.0</u>	0.0%
General Fund	0	0	0	0	0.0%
Cash Funds	405,755,347	1,046,975,615	41,666,648	42,676,553	2.4%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

TOTAL - Department of Labor and Employment	763,577,911	1,476,087,768	496,020,269	516,602,748	4.1%
FTE	<u>1,725.2</u>	<u>1,763.4</u>	<u>1,753.6</u>	<u>1,767.4</u>	0.8%
General Fund	32,779,924	38,416,175	35,040,149	33,333,717	(4.9%)
Cash Funds	495,957,836	1,194,725,413	219,791,373	229,697,684	4.5%
Reappropriated Funds	11,675,607	10,465,380	24,137,360	24,037,985	(0.4%)
Federal Funds	223,164,544	232,480,800	217,051,387	229,533,362	5.8%

Appendix B: 2025 Session Budget Reductions

The following tables detail the Committee’s budget reduction and General Fund relief actions during the 2025 legislative session for the Department of Labor and Employment. They resulted in making a total of \$21.2 million General Fund available in FY 2024-25 and \$27.4 million available in FY 2025-26.

FY 2025-26 Ongoing General Fund Reductions

Division	Line Item	Description	Amount
Executive Director's Office	Payments to OIT	Total 20% reduction from a combination of statewide and Department-specific reductions	-1,552,965
Executive Director's Office	Temporary Employees Related to Authorized Leave	Statewide action to eliminate TERAL appropriations	-13,654
Employment and Training	Hospitality Education Grant Program	Partial reduction to Hospitality Education Grant Program	-80,498
Total			-\$1,647,117

FY 2024-25 One-time Budget Relief Actions

Item	Description	Cash Fund	General Fund
Major Medicaid Cash Fund sweep	One-time transfer from the Major Medicaid Fund into the General Fund through S.B. 25-264	-15,000,000	15,000,000
Petroleum Redevelopment Fund transfer	One-time transfer from the Petroleum Redevelopment Fund to General Fund through S.B. 25-264	-700,000	700,000
BuildUp Grant sweep	Transfer of remaining funds from the BuildUp Grant to General Fund through S.B. 25-243	-222,701	222,701
Scale-up Grant fund transfer	One-time transfer of \$500,000 from the Scale-Up Grant fund to General Fund through S.B. 25-264	-500,000	500,000
Qualified Apprenticeship Intermediary Grant fund transfer	One-time transfer of \$500,000 from the Qualified Apprenticeship Intermediary Grant fund to General Fund through S.B. 25-264	-500,000	500,000
Total		-\$16,922,701	\$16,922,701

Ongoing General Fund Enhancements

Item	Fiscal Year	Description	General Fund Enhancement
S.B. 25-242: Division Unemployment Insurance Funding Mechanism	FY 2024-25	Moved non-TABOR exempt cash fund appropriations to TABOR-exempt cash funds in the UI enterprise, amongst other modifications to UI enterprise cash funds	\$4,297,060
S.B. 25-242: Division Unemployment Insurance Funding Mechanism	FY 2025-26	Same impact as above	\$25,705,384
Total			\$30,002,444