

**First Regular Session  
Seventy-fifth General Assembly  
STATE OF COLORADO**

**REENGROSSED**

*This Version Includes All Amendments  
Adopted in the House of Introduction*

LLS NO. 25-0124.01 Shelby Ross x4510

**SENATE BILL 25-166**

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**SENATE SPONSORSHIP**

**Mullica**, Amabile, Ball, Bright, Carson, Coleman, Cutter, Daugherty, Exum, Frizell, Jodeh, Kipp, Kirkmeyer, Kolker, Liston, Marchman, Michaelson Jenet, Pelton R., Rich, Roberts, Snyder, Wallace, Weissman, Winter F.

**HOUSE SPONSORSHIP**

**Feret**,

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**Senate Committees**  
Health & Human Services

**House Committees**

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**A BILL FOR AN ACT**

101      **CONCERNING QUALITY INCENTIVE PAYMENTS BASED ON INCIDENTS OF**  
102      **WORKPLACE VIOLENCE IN A HOSPITAL SETTING.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill includes a performance metric related to workplace violence in determining quality incentive payments made to hospitals.

No later than September 1, 2025, the bill requires the department of health care policy and financing (state department) to convene a stakeholder group to develop recommended metrics, determine whether any federal or private funds are available to assist hospitals in lowering

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
Capital letters or bold & italic numbers indicate new material to be added to existing law.  
Dashes through the words or numbers indicate deletions from existing law.

SENATE  
3rd Reading Unamended  
April 1, 2025

SENATE  
Amended 2nd Reading  
March 31, 2025

the number of incidents of workplace violence, and develop legislative recommendations, which the stakeholder group must submit to the general assembly no later than February 1, 2026.

Beginning July 1, 2026, and each July thereafter, the bill requires the state department to assess whether each hospital has adopted a formal policy to address workplace violence and submitted the reporting requirements to the department of public health and environment for the next federal fiscal year. The bill exempts hospitals with fewer than 100 beds from the reporting requirements.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2 **SECTION 1.** In Colorado Revised Statutes, 25.5-4-402, **amend**  
3 (3) as follows:

4 **25.5-4-402. Providers - hospital reimbursement - hospital**  
5 **review program - rules.** (3) (a) In addition to the reimbursement rate  
6 process described in subsection (1) of this section and subject to adequate  
7 funding being made available pursuant to section 25.5-4-402.4, the  
8 Colorado healthcare affordability and sustainability enterprise created in  
9 section 25.5-4-402.4 (3) shall pay an additional amount based upon  
10 performance to those hospitals that provide services that improve  
11 health-care outcomes for their patients, INCLUDING A PERFORMANCE  
12 METRIC RELATED TO WORKPLACE VIOLENCE. The state department shall  
13 determine this amount based upon nationally recognized performance  
14 measures established in rules adopted by the state board. The state quality  
15 standards must be consistent with federal quality standards published by  
16 an organization with expertise in health-care quality, including, but not  
17 limited to, the federal centers for medicare and medicaid services, the  
18 agency for healthcare research and quality, or the national quality forum.  
19 (b) The amount of the payments made pursuant to ~~this subsection~~  
20 ~~(3) shall~~ SUBSECTION (3)(a) OF THIS SECTION MUST be computed annually.

1 ~~For the first two fiscal years that payments are made pursuant to this~~  
2 ~~subsection (3), the total amount of the payments shall be up to five~~  
3 ~~percent of the total reimbursements made to hospitals in the previous~~  
4 ~~year.~~ For each STATE fiscal year, ~~after the first two fiscal years,~~ the total  
5 amount of the payments ~~shall be up to~~ MUST BE NO MORE THAN seven  
6 percent of the total reimbursements made to hospitals in the previous  
7 STATE FISCAL year.

8 (c) (I) NO LATER THAN SEPTEMBER 1, 2025, THE STATE  
9 DEPARTMENT AND THE QUALITY INCENTIVES PAYMENTS SUBCOMMITTEE  
10 OF THE COLORADO HEALTHCARE AFFORDABILITY AND SUSTAINABILITY  
11 ENTERPRISE BOARD CREATED IN SECTION 25.5-4-402.4(7) SHALL CONSULT  
12 WITH THE DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT, AN  
13 ASSOCIATION REPRESENTING NURSES WORKING IN COLORADO HOSPITALS,  
14 A REPRESENTATIVE OF THE HEALTH-CARE INDUSTRY WHO PARTICIPATES  
15 IN THE COLORADO MEDICAID PROGRAM AND DOES NOT REPRESENT A  
16 HOSPITAL, A REPRESENTATIVE FROM A STATEWIDE ASSOCIATION OF  
17 HOSPITALS, A REPRESENTATIVE FROM AN ASSOCIATION REPRESENTING  
18 RURAL HOSPITALS, A REPRESENTATIVE FROM A HOSPITAL, THE CHAIR OF  
19 THE HOUSE OF REPRESENTATIVES HEALTH AND HUMAN SERVICES  
20 COMMITTEE AND THE SENATE HEALTH AND HUMAN SERVICES COMMITTEE,  
21 AND ANY OTHER RELEVANT STATE AGENCIES TO:

22 (A) DEVELOP RECOMMENDED WORKPLACE VIOLENCE METRICS  
23 AFTER EVALUATING AVAILABLE NATIONAL STANDARDS, CONSIDERING  
24 INNOVATIVE APPROACHES, AND ACCOUNTING FOR VARIATIONS ACROSS  
25 HOSPITALS;

26 (B) DETERMINE WHETHER ANY FEDERAL OR PRIVATE FUNDS ARE  
27 AVAILABLE TO ASSIST HOSPITALS IN LOWERING THE NUMBER OF INCIDENTS

1 OF WORKPLACE VIOLENCE; AND

2 (C) DEVELOP LEGISLATIVE RECOMMENDATIONS.

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4 (II) DURING THE STATE DEPARTMENT'S 2026 "SMART ACT"  
5 HEARING, THE STATE DEPARTMENT SHALL INCLUDE A PROGRESS REPORT  
6 ON DEVELOPING RECOMMENDED WORKPLACE VIOLENCE METRICS,  
7 DETERMINING WHETHER ANY FEDERAL OR PRIVATE FUNDS ARE AVAILABLE  
8 TO ASSIST HOSPITALS IN LOWERING THE NUMBER OF INCIDENTS OF  
9 WORKPLACE VIOLENCE, AND DEVELOPING LEGISLATIVE  
10 RECOMMENDATIONS PURSUANT TO SUBSECTION (3)(c)(I) OF THIS SECTION.

11 (III) THE COLORADO HEALTHCARE AFFORDABILITY AND  
12 SUSTAINABILITY ENTERPRISE BOARD SHALL INCLUDE THE LEGISLATIVE  
13 RECOMMENDATIONS DEVELOPED PURSUANT TO SUBSECTION (3)(c)(I)(C)  
14 OF THIS SECTION AS PART OF ITS JANUARY 2027 REPORT SUBMITTED  
15 PURSUANT TO SECTION 25.5-4-402.4 (7)(e).

16 **SECTION 2.** In Colorado Revised Statutes, **add** 25.5-4-434 as  
17 follows:

18 **25.5-4-434. Workplace violence in hospital settings - policy -**  
19 **verification of reporting requirements.** (1) (a) BEGINNING JULY 1,  
20 2026, AND EACH JULY THEREAFTER, THE STATE DEPARTMENT SHALL  
21 ASSESS WHETHER EACH HOSPITAL HAS ADOPTED A FORMAL POLICY TO  
22 ADDRESS WORKPLACE VIOLENCE AND SUBMITTED THE REPORTING  
23 REQUIREMENTS TO THE DEPARTMENT OF PUBLIC HEALTH AND  
24 ENVIRONMENT PURSUANT TO SECTION 25-3-703 (3)(f) FOR THE NEXT  
25 FEDERAL FISCAL YEAR.

26 (b) IN ACCORDANCE WITH SECTION 25-3-703 (4), HOSPITALS WITH  
27 FEWER THAN ONE HUNDRED BEDS ARE EXEMPT FROM THE REPORTING

1     REQUIREMENTS.

2           (2) IF A HOSPITAL HAS COMPLIED WITH THE REQUIREMENTS OF  
3     SUBSECTION (1) OF THIS SECTION, THE STATE DEPARTMENT SHALL AFFIRM  
4     THE HOSPITAL'S SATISFACTORY COMPLETION OF THE WORKPLACE  
5     VIOLENCE PREVENTION COMPONENT OF THE QUALITY INCENTIVE  
6     PAYMENTS DESCRIBED IN SECTION 25.5-4-402 (3).

7           **SECTION 3. Act subject to petition - effective date.** This act  
8     takes effect at 12:01 a.m. on the day following the expiration of the  
9     ninety-day period after final adjournment of the general assembly; except  
10    that, if a referendum petition is filed pursuant to section 1 (3) of article V  
11    of the state constitution against this act or an item, section, or part of this  
12    act within such period, then the act, item, section, or part will not take  
13    effect unless approved by the people at the general election to be held in  
14    November 2026 and, in such case, will take effect on the date of the  
15    official declaration of the vote thereon by the governor.