



Fiscal Note
Legislative Council Staff
Nonpartisan Services for Colorado’s Legislature

SB 25-166: HEALTH-CARE WORKPLACE VIOLENCE INCENTIVE PAYMENTS

Prime Sponsors:
Sen. Mullica

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Fiscal Analyst:
Shukria Maktabi, 303-866-4720
shukria.maktabi@coleg.gov

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

Summary Information

Overview. The bill requires quality incentive payments to hospitals to include performance metrics related to workplace violence.

Types of impacts. The bill is projected to affect the following areas on an ongoing basis:

- State Expenditures

Appropriations. For FY 2025-26, the bill requires an appropriation of \$261,274 to the Department of Health Care Policy and Financing.

Table 1
State Fiscal Impacts

Type of Impact ¹	Budget Year FY 2025-26	Out Year FY 2026-27
State Revenue	\$0	\$0
State Expenditures	\$264,807	\$0
Transferred Funds	\$0	\$0
Change in TABOR Refunds	\$0	\$0
Change in State FTE	0.2 FTE	0.0 FTE

¹ Fund sources for these impacts are shown in the tables below.

Table 1A
State Expenditures

Fund Source	Budget Year FY 2025-26	Out Year FY 2026-27
General Fund	\$0	\$0
Cash Funds	\$130,637	\$0
Federal Funds	\$130,637	\$0
Centrally Appropriated	\$3,533	\$0
Total Expenditures	\$264,807	\$0
Total FTE	0.2 FTE	0.0 FTE

Summary of Legislation

Currently, hospitals receive quality incentive payments from the Healthcare Affordability and Sustainability Enterprise based on their performance in improving health care outcomes. The bill requires incentive payments to include a performance metric related to workplace violence in hospital settings.

The Department of Health Care Policy and Financing (HCPF) must convene a stakeholder group to develop the metric, determine funding opportunities, and provide legislative recommendations by February 1, 2026.

Starting July 1, 2026, and annually thereafter, HCPF must assess whether each hospital has adopted a policy to address workplace violence and submitted required reports on incidences of violence against staff to the Department of Public Health and Environment.

State Expenditures

The bill increases state expenditures in HCPF by \$265,000 in FY 2025-26 only. These costs, paid from the Healthcare Affordability and Sustainability Fee Cash Fund and federal funds, are summarized in Table 2 and discussed below.

Table 2
State Expenditures
Department of Health Care Policy and Financing

Cost Component	Budget Year FY 2025-26	Out Year FY 2026-27
Personal Services	\$11,274	\$0
Contract Facilitator	\$250,000	\$0
Centrally Appropriated Costs	\$3,533	\$0
Total Costs	\$264,807	\$0
Total FTE	0.2 FTE	0.0 FTE

Department of Health Care Policy and Financing

The department will have staff and contracting costs to implement the bill.

Staff

In FY 2025-26 only, HCPF requires 0.2 FTE to solicit and manage the facilitator contract, and provide administrative support for the stakeholder convenings as needed. Starting in FY 2026-27, workload will increase to perform ongoing policy verification for hospitals. The fiscal note assumes that existing staff that currently manage quality incentive payments can absorb this workload.

Contract Facilitator

In FY 2025-26 only, HCPF requires one-time funding of \$250,000 to contract for a facilitator. The facilitator will convene the stakeholder group, including organizing meetings, developing meeting materials, conducting research, and developing recommendations.

Centrally Appropriated Costs

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

Effective Date

The bill takes effect 90 days following adjournment of the General Assembly sine die, assuming no referendum petition is filed.

State Appropriations

For FY 2025-26, the bill requires an appropriation of \$261,274 to the Department of Health Care Policy and Financing, paid equally from the Healthcare Affordability and Sustainability Fee Cash Fund and federal funds, and 0.2 FTE.

Departmental Difference

HCPF estimates an additional \$30,000 and 0.4 FTE is required in FY 2025-26 to provide administrative support for the stakeholder convenings, including coordinating meeting logistics and overseeing the facilitator. The fiscal note assumes less staff support is required as the facilitator is expected to handle most of the responsibilities related to the stakeholder group.

State and Local Government Contacts

Health Care Policy and Financing
Human Services

Public Health and Environment