



Fiscal Note

Legislative Council Staff

Nonpartisan Services for Colorado’s Legislature

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

Prime Sponsors:

Sen. Mullica
Rep. Feret

Fiscal Analyst:

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Bill Outcome: Signed into Law
Drafting number: LLS 25-0124

Version: Final Fiscal Note
Date: August 6, 2025

Fiscal note status: The fiscal note reflects the enacted 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:

- Minimal State Workload

Appropriations. No appropriation is required.

**Table 1
State Fiscal Impacts**

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

By September 1, 2025, the Department of Health Care Policy and Financing (HCPF) and the Colorado Healthcare Affordability and Sustainability Enterprise must consult with the Department of Public Health and Environment (CDPHE) and other stakeholders to develop the workplace violence metric, determine funding opportunities, and provide legislative recommendations. HCPF must include a progress report on this work during its 2026 SMART Act hearing, and the Colorado Healthcare Affordability and Sustainability Enterprise board must include legislative recommendations in its annual legislative reporting due January 2027.

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 CDPHE. Hospitals with fewer than 100 beds are exempt from these reporting requirements.

State Expenditures

The bill minimally increases workload in HCPF and CDPHE beginning in FY 2025-26, as discussed below.

Department of Health Care Policy and Financing

Beginning in FY 2025-26, workload will increase for HCPF to consult with stakeholders, conduct research, and develop recommendations related to the workplace violence metric. Workload will also increase to perform ongoing policy verification for hospitals. This workload can be accomplished within existing resources.

Department of Public Health and Environment

In FY 2025-26, workload will minimally increase for CDPHE staff to help in developing the workplace violence metric. This workload is expected to be minimal and can be accomplished within existing resources.

Effective Date

The bill was signed into law by the Governor on May 5, 2025, and took effect on August 6, 2025.

State and Local Government Contacts

Health Care Policy and Financing

Public Health and Environment

Human Services