

**Second Regular Session  
Seventy-fourth General Assembly  
STATE OF COLORADO**

**REREVISED**

*This Version Includes All Amendments  
Adopted in the Second House*

LLS NO. 24-0395.01 Jessica Herrera x4218

**HOUSE BILL 24-1044**

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**A BILL FOR AN ACT**

101      **CONCERNING THE PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION'S**  
102                    **LIMITATIONS ON EMPLOYMENT AFTER RETIREMENT FOR PUBLIC**  
103                    **SCHOOL EMPLOYERS.**

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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/>.)*

With limited exceptions, current law limits the number of service retirees that a state college or university or an employer in the school or Denver public schools division of the public employees' retirement association (PERA) can hire without a reduction in the service retirees' benefits to 10 service retirees when an employer determines there is a

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  
March 19, 2024

SENATE  
Amended 2nd Reading  
March 18, 2024

HOUSE  
3rd Reading Unamended  
February 28, 2024

HOUSE  
Amended 2nd Reading  
February 23, 2024

critical shortage of qualified candidates. The bill allows an employer to hire such service retirees when the employer determines there is a need.

In addition, the bill authorizes an employer in the school or Denver public schools division with a student enrollment above 10,000 to hire, without a reduction in service retirees' benefits, an additional service retiree for each 1,000 students enrolled above 10,000. An employer with 10,000 students or less will continue to be allowed to hire 10 service retirees. The bill requires an employer in the school or Denver public schools division to provide PERA with a list of all employed service retirees by September 1 of an applicable calendar year.

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

2 **SECTION 1.** In Colorado Revised Statutes, 24-51-1101, **amend**  
3 **(1.8)(a), (1.8)(b), and (1.9)(i); and add (1.8)(b.5) and (6)** as follows:

4 **24-51-1101. Employment after service retirement - report -**  
5 **definitions - repeal.** (1.8) (a) A service retiree who is hired by a state  
6 college or university or by an employer in the school or Denver public  
7 schools division of the association pursuant to subsection (1.8)(b) OR  
8 SUBSECTION (1.8)(b.5) of this section and who is not subject to ~~subsection~~  
9 ~~(1.9) or (5)~~ SUBSECTION (1.3), (1.9), OR (5) of this section may receive  
10 salary without reduction in benefits if employment of more than four  
11 hours per day does not exceed one hundred forty days in the calendar  
12 year, if employment of four hours or less per day does not exceed nine  
13 hundred sixteen hours in the calendar year, or if employment consisting  
14 of a combination of daily and hourly employment does not exceed one  
15 hundred forty days per calendar year, and if the service retiree has not  
16 worked for any employer, as defined in section 24-51-101 (20), during the  
17 month of the effective date of retirement. A service retiree described in  
18 this subsection (1.8)(a) who works for any employer, as defined in section  
19 24-51-101 (20), during the month of the effective date of retirement shall  
20 be subject to a reduction in benefits as provided in section 24-51-1102

1 (2).

2 (b) EXCEPT AS OTHERWISE PROVIDED IN SUBSECTION (1.8)(b.5) OF  
3 THIS SECTION, a state college or university or an employer in the school  
4 or Denver public schools division may hire up to ten service retirees who  
5 are not subject to subsection (1.3), (1.9), or (5) of this section in areas  
6 where the employer determines that there is a ~~critical shortage of qualified~~  
7 ~~candidates~~ NEED and that the service retiree has unique experience, skill,  
8 or qualifications that would benefit the employer. The employer shall  
9 notify the association upon hiring a service retiree pursuant to this  
10 subsection (1.8). A STATE COLLEGE OR UNIVERSITY SHALL PROVIDE a list  
11 TO THE ASSOCIATION of any and all service retirees ~~employed by the~~  
12 ~~employer shall be provided to the association~~ THAT IT EMPLOYS PURSUANT  
13 TO THIS SUBSECTION (1.8)(b) at the start of each NO LATER THAN  
14 SEPTEMBER 1 OF THE APPLICABLE calendar year and shall ~~be updated~~  
15 UPDATE THE LIST prior to any additional hirings during the same calendar  
16 year. AN EMPLOYER IN THE SCHOOL OR DENVER PUBLIC SCHOOLS DIVISION  
17 SHALL PROVIDE A LIST TO THE ASSOCIATION OF ANY AND ALL SERVICE  
18 RETIREES THAT IT EMPLOYS PURSUANT TO THIS SUBSECTION (1.8)(b) AND  
19 PURSUANT TO SUBSECTION (1.8)(b.5) OF THIS SECTION NO LATER THAN  
20 SEPTEMBER 1 OF THE APPLICABLE CALENDAR YEAR AND SHALL UPDATE  
21 THE LIST PRIOR TO ANY ADDITIONAL HIRINGS DURING THE SAME CALENDAR  
22 YEAR.

23 (b.5) (I) IN ADDITION TO THE TEN SERVICE RETIREES, AN  
24 EMPLOYER IN THE SCHOOL OR DENVER PUBLIC SCHOOLS DIVISION MAY  
25 HIRE PURSUANT TO SUBSECTION (1.8)(b) OF THIS SECTION, AN EMPLOYER  
26 IN THE SCHOOL OR DENVER PUBLIC SCHOOLS DIVISION THAT HAS A  
27 STUDENT ENROLLMENT GREATER THAN TEN THOUSAND AS OF THE "PUPIL

1 ENROLLMENT COUNT DAY", AS DEFINED IN SECTION 22-54-103 (10.5), OF  
2 THE PREVIOUS YEAR MAY HIRE ONE ADDITIONAL SERVICE RETIREE FOR  
3 EACH ONE THOUSAND ENROLLED STUDENTS ABOVE TEN THOUSAND.

4 (II) THE PERIOD DURING WHICH A SERVICE RETIREE HIRED BY AN  
5 EMPLOYER IN THE SCHOOL OR DENVER PUBLIC SCHOOLS DIVISION MAY  
6 RECEIVE SALARY WITHOUT REDUCTION IN BENEFITS PURSUANT TO  
7 SUBSECTION (1.8)(b) OF THIS SECTION AND THIS SUBSECTION (1.8)(b.5)  
8 MAY NOT EXCEED SIX CONSECUTIVE YEARS FROM THE DATE THE SERVICE  
9 RETIREE BEGAN WORK PURSUANT TO SUBSECTION (1.8)(b) OF THIS  
10 SECTION OR THIS SUBSECTION (1.8)(b.5).

11 (1.9) (i) ~~On or before December 1, 2025, and on or before~~  
12 ~~December 1 of each fifth year thereafter,~~ The association shall submit a  
13 report to the finance AND EDUCATION committees of the house of  
14 representatives and the senate, or any successor committees, regarding the  
15 employment after service retirement provisions of this subsection (1.9) IN  
16 ACCORDANCE WITH SUBSECTION (6) OF THIS SECTION. ~~Notwithstanding the~~  
17 ~~requirement in section 24-1-136 (11)(a)(I), the requirement to submit the~~  
18 ~~report required in this subsection (1.9)(i) continues indefinitely. The~~  
19 ~~employers in the school division of the association that employ teachers,~~  
20 ~~school bus drivers, school food services cooks, school nurses, or~~  
21 ~~paraprofessionals, as defined in section 22-60.3-102 (9), pursuant to this~~  
22 ~~subsection (1.9) shall provide information requested by the association for~~  
23 ~~the purposes of the report. The report shall include:~~

24 (I) ~~The number of teachers, school bus drivers, school food~~  
25 ~~services cooks, school nurses, and paraprofessionals, as defined in section~~  
26 ~~22-60.3-102 (9), who have been employed after service retirement~~  
27 ~~pursuant to this subsection (1.9) as of the date of the report;~~

1 (II) ~~The extent to which this subsection (1.9) has helped~~  
2 ~~employers in the school division address teacher, school bus driver,~~  
3 ~~school food services cook, school nurse, and paraprofessional, as defined~~  
4 ~~in section 22-60.3-102 (9), shortages;~~

5 (III) ~~The costs, if any, to the association as a result of this~~  
6 ~~subsection (1.9); and~~

7 (IV) ~~Any other information deemed relevant by the association.~~

8 (6) (I) ON OR BEFORE DECEMBER 1, 2025, AND ON OR BEFORE  
9 DECEMBER 1 OF EACH FIFTH YEAR THEREAFTER, THE ASSOCIATION SHALL  
10 SUBMIT A REPORT TO THE FINANCE AND EDUCATION COMMITTEES OF THE  
11 HOUSE OF REPRESENTATIVES AND THE SENATE, OR ANY SUCCESSOR  
12 COMMITTEES, REGARDING THE EMPLOYMENT AFTER SERVICE RETIREMENT  
13 PROVISIONS OF SUBSECTIONS (1.8), (1.9), AND (5) OF THIS SECTION.  
14 NOTWITHSTANDING THE REQUIREMENT IN SECTION 24-1-136 (11)(a)(I),  
15 THE REQUIREMENT TO SUBMIT THE REPORT REQUIRED IN THIS SUBSECTION  
16 (6) CONTINUES INDEFINITELY.

17 (II) THE EMPLOYERS IN THE SCHOOL DIVISION OF THE ASSOCIATION  
18 THAT EMPLOY A SERVICE RETIREE PURSUANT TO SUBSECTIONS (1.8), (1.9),  
19 OR (5) OF THIS SECTION SHALL PROVIDE INFORMATION REQUESTED BY THE  
20 ASSOCIATION FOR THE PURPOSES OF THE REPORT.

21 (III) THE REPORT MUST INCLUDE:

22 (A) THE NUMBER OF SERVICE RETIREES WHO HAVE BEEN  
23 EMPLOYED AFTER SERVICE RETIREMENT PURSUANT TO SUBSECTIONS (1.8),  
24 (1.9), AND (5) OF THIS SECTION AS OF THE DATE OF THE REPORT;

25 (B) THE EXTENT TO WHICH SUBSECTIONS (1.8), (1.9), OR (5) OF  
26 THIS SECTION HAVE HELPED EMPLOYERS IN THE SCHOOL DIVISION ADDRESS  
27 SHORTAGES;

1 (C) THE COSTS, IF ANY, TO THE ASSOCIATION AS A RESULT OF  
2 SUBSECTIONS (1.8), (1.9), OR (5) OF THIS SECTION; AND

3 (D) ANY OTHER INFORMATION DEEMED RELEVANT BY THE  
4 ASSOCIATION.

5 **SECTION 2. Effective date.** This act takes effect July 1, 2024.

6 **SECTION 3. Safety clause.** The general assembly finds,  
7 determines, and declares that this act is necessary for the immediate  
8 preservation of the public peace, health, or safety or for appropriations for  
9 the support and maintenance of the departments of the state and state  
10 institutions.