

**REGULATORY ANALYSIS
FOR
COLORADO WAGE PROTECTION ACT RULES
7 CCR 1103-7**

- 1. Description of classes of persons who will be affected by the rules, including classes that will bear the costs of the rules and classes that will benefit from the rules.**

The proposed Wage Protection Act Rules apply to employers and employees as defined in the Colorado Wage Act, § 8-4-101, et. seq., C.R.S. (2014).

- 2. Description of the probable quantitative and qualitative impact of the adopted rules, economic or otherwise, upon the classes of affected persons.**

The proposed Wage Protection Act Rules are not anticipated to have an effect on employers and employees as defined in § 8-4-101, et. seq., C.R.S. beyond the obligations that are already required by the Colorado Wage Act, § 8-4-101, et. seq., C.R.S. (2014).

- 3. Probable costs to the agency and other agencies of the implementation and enforcement of the adopted rules and any anticipated effect on state revenues.**

No impact on costs or revenues is anticipated as a result of implementation of the rules; the rules implement agency processes and provisions of § 8-4-101, et. seq., C.R.S.

- 4. Comparison of the probable costs and benefits of the adopted rules to the probable costs and benefits of inaction.**

The Director finds that adoption of the rules is imperatively necessary to implement § 8-4-101, et. seq., C.R.S. Pursuant to § 8-4-111(1)(b), § 8-4-111(2)(a)(i), and § 8-4-111.5(1), C.R.S., the Wage Protection Act requires the Division to promulgate rules for the implementation of this law.

- 5. Determination of whether there are less costly or less intrusive methods for achieving the purpose of the rules.**

There are no known less costly or less intrusive means.

- 6. Description of any alternative methods for achieving the purpose of the proposed rules that were seriously considered by the agency, and the reasons they were rejected in favor of the adopted rules.**

The rules implement agency processes and the provisions of § 8-4-101, et. seq., C.R.S. No alternative methods were seriously considered.