

**COLORADO'S
REGULATORY ENVIRONMENT:
Leading the Way for
Economic Freedom**



Governor Bill Owens

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Bill Owens
Governor

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Dear Reader:

Letting businesses create jobs and innovate to provide consumers with plenty of product and service choices at decent prices is what makes the free market so powerful. At the Colorado Department of Regulatory Agencies, we work hard to protect this economic freedom while removing bad actors – thieves, con artists and incompetents – from the marketplace.

We've protected economic freedom – and thus consumers – well in Colorado, especially compared to other states. We accomplished this with the leadership of Governor Bill Owens, who gave us clear and straightforward directions:

“Every doctor takes an oath to ‘first, do no harm.’ That should be our economic oath, too. Colorado, like every state, has reams of rules and regulations. Many are necessary to protect our fellow citizens. Others, I am convinced, can tie the hands of entrepreneurs with needless red tape and stifle job creation. It’s time to put these rules and regulations under a microscope. Determine which ones are helpful, and which are harmful before they get on the state’s books.”
(Governor Bill Owens, 2003 State of the State Address)

We've done just that. And as a result, Colorado's limited regulatory environment helps maintain the state's culture of economic freedom.

This report outlines how businesses are regulated in Colorado, explains Colorado's regulatory “checks and balances,” and finally, compares Colorado's regulatory burden to our regional neighbors and economic peers across the country. Exercising regulatory restraint allows businesses in Colorado to grow without government constantly creating obstacles on the road to success. I trust you will find this report useful and informative.

Economic freedom lets entrepreneurs start new enterprises and create new jobs. When it comes to regulations, Colorado is an entrepreneurs' haven.

Sincerely,

Richard F. O'Donnell

COLORADO'S REGULATORY ENVIRONMENT: Leading the Way for Economic Freedom

Every state government strives for a healthy economy. In that pursuit, many pay lip service to not holding back economic growth by excessively regulating businesses and professions. Colorado, on the other hand, doesn't just talk about being pro-economic growth; we have a long-standing tradition of promoting economic freedom through limited regulation.

Colorado's regulators strive to find the most effective balance between protecting consumers and limiting the state's regulatory burden. This thoughtful approach to regulation helps Colorado lead the way for economic growth.

The Pacific Research Institute for Public Policy recently ranked Colorado #2 for fewest regulatory burdens in the nation. In that vein, this special report explores the regulatory environment in Colorado, and how it measures up to other states.

Of the states surveyed for this report, relatively few occupations and professions are regulated in Colorado. In terms of annual regulatory costs, six of eleven professions are below average in Colorado.

Given the impact regulation has on economic vitality, one of the primary goals for the chief business regulator in Colorado, the Department of Regulatory Agencies (DORA), is to ensure that the state establishes and maintains a competitive regulatory environment where businesses continually develop and grow.

In view of that goal, DORA evaluated

The results: Colorado's low regulatory burden helps provide businesses with a thriving, business-friendly economic environment.

Colorado's current regulatory environment compared to other regional states, as well as those states considered competitors for businesses and jobs. The results: Colorado's low regulatory burden helps provide businesses with a thriving, business-friendly economic environment. It is a place where state government rules won't restrict businesses that are ready to take flight.

State	Number of Regulated Professions
California	82
Utah	82
Arizona	81
Georgia	78
Texas	77
Kansas	74
New Mexico	74
Nevada	73
New York	71
Florida	70
Oklahoma	69
Colorado	68
Nebraska	68
Wyoming	66

How Does Colorado Regulate Business?

The Department of Regulatory Agencies mission is: "To serve the public through responsible regulation and the vigorous and fair enforcement of Colorado law." DORA considers "responsible regulation" to be the least restrictive level of regulation necessary to protect the public. This is no simple task. Balancing the need to limit overly burdensome regulation with consumer protection can be an arduous process.

Protecting consumers is the central goal of regulation. DORA is statutorily required to create and maintain a regulatory environment that effectively reaches that goal while not overburdening the state's businesses. Colorado's regulatory environment protects citizens from fraudulent, dangerous, incompetent

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and unsafe products, professionals, and businesses. Sunrise and Sunset reviews provide a meaningful level of consumer protection and regulatory accountability by incorporating reviews of nearly all departments of state government. Concurrently, DORA's review

processes helps rid the state of regulations that limit economic development or negatively affect the efficient workings of the free market.

Government regulation of

professions impacts the marketplace in two ways. First, all regulatory programs have costs associated with them, which are generally paid by practitioners and subsequently passed on to consumers. Second,

regulatory programs often create barriers to entry into markets and professions. Basic economics teaches us that, assuming demand remains stable, restricting supply increases costs.

Regulated Entities in Colorado

DORA is an umbrella agency primarily responsible for regulating financial and utility businesses and most regulated occupations and regulations in the state. DORA consists of seven regulatory divisions.²

- **Banking Division:** Responsible for the safety and soundness of 126 commercial and industrial banks, 10 trust companies, and 24 money order/transfer companies.
- **Financial Securities Division:** Responsible for the safety and soundness of 78 credit unions, 15

savings and loan institutions, and 13 public depositories.

- **Insurance Division:** Authorizes 2,200 insurance companies, as well as 57,000 insurance producers and 34 bail bond agents,
- **Public Utilities Commission:** Issues 29,500 licenses and permits in two major areas: fixed utilities such as electrical, gas and telecommunication providers and mobile utilities such as taxis, limousines, tow trucks, buses and common carriers.
- **Real Estate Division:** Issues approximately 30,000 broker licenses, 3,800 appraiser licenses

or certifications and regulates plotting of new subdivisions.

- **Securities Division:** Licenses approximately 14,500 brokers and salespersons and another 4,500 financial advisors and advisor representatives,
- **Division of Registrations:** Regulates approximately 200,000 individual professional and occupational licensees. Regulatory programs in Registrations range from the 30 direct entry midwives to the 55,000 licensees under the jurisdiction of the Board of Nursing.

² While DORA is the primary business/professional licensing department in the state, other agencies issue specialty business and professional licenses. The Department of Education licenses teachers, the State Supreme Court regulates attorneys, and the Department of Revenue issues sales tax licenses to retail businesses and has a number of professional and business licenses in the areas of racing, gaming, motor vehicle dealers, and salespersons, as well as all types of liquor licenses. The Department of Agriculture regulates the sale of farm products and licenses pesticide applicators and nursery businesses. The Department of Law (Attorney General's Office) licenses collections agencies. The Department of Public Health and Environment licenses emergency medical technicians, hospitals, health facilities, restaurants, water treatment plant operators, and issues environmental permits to companies which produce air, water, or hazardous waste pollution. The Department of Local Affairs regulates manufactures home sales. The Secretary of State licenses bingo and games of chance and registers notary publics.

Keeping Regulators in Check

The Department of Regulatory Agencies contains two offices dedicated to different aspects of regulatory reform. They are the Office of Policy and Research, and the Office of Economic Competitiveness and Regulatory Reform.

Colorado is one of a few states in the nation with a formal program designed to prevent the creation of unnecessary regulatory programs and to monitor the continued necessity to existing programs. Known as Sunrise/Sunset, the process requires proponents of any new regulatory program to submit justification for the regulation to

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the Office of Policy and Research. This office then prepares and objective analysis of the need for the regulatory program based on statutory criteria.

The Sunrise Review examines whether there is a danger to the public by the unregulated practice of the occupation and, if so, whether the public can reasonably be expected to benefit from some assurance of a minimum level of professional competency. Additionally, the review seeks the least restrictive level of regulation necessary to protect the public.

Through the Sunrise Review, the Colorado General Assembly has an opportunity to prevent unnecessary barriers to entry for businesses.

The Sunset Review provision in Colorado requires periodic reviews of existing regulatory programs to ensure they are still necessary and operating effectively, efficiently, and in the public interest.

These periodic reviews require regulators to justify the continuance of a regulatory program and document whether the program avoids unduly restricting business operations.

In addition, Colorado recently initiated a new

mechanism to protect small businesses from potentially onerous new regulations. The Office of Economic Competitiveness and Regulatory Reform (OECRR) requires all state agencies to submit proposed rules for evaluation. Specifically, the evaluation looks for regulations that may hinder economic competition with other states, create potential barriers to entry and job growth, or increase costs for small business. If a regulation presents one or more of these problems, the OECRR can request a regulatory cost-benefit analysis from the rulemaking agency.

These periodic reviews require regulators to justify the continuance of a regulatory program and document whether the program avoids unduly restricting business operations.

Evaluating proposed rules for their possible negative impacts on small business is an important endeavor. Regulation disproportionately affects small business compared to larger ones. The U.S. Small Business Administration's (SBA) Office of

Advocacy estimates the annual cost of regulation, paperwork, and tax compliance for firms with fewer than 500 employees is approximately \$5,000 per employee compared to \$3,400 per employee for firms with more than 500 employees. In addition, the SBA's report explains that while small businesses employ 53% of the workforce, they shoulder 63% of the total cost of business regulation. Reducing regulatory costs allows businesses to invest in more productive endeavors instead of unnecessary governmental compliance costs.

Another feature is the DORA Regulatory Notice email system. The system allows members of the public to sign up to receive Regulatory Notice emails, providing the private sector with the ability to easily track propose state regulations. After signing up on the OECRR website (www.dora.state.co.us/oecrr/), participants will receive an email when a proposed regulation has been submitted in their specified subject area(s). The email provides several key items: a link to the proposed rule, details about the hearing, and the submitting agency's contact information. The Regulatory Notice

system holds the government more accountable for its actions and empowers Coloradans to become more involved in the regulatory process.

The Regulatory Notice email system involves stakeholders on the front end of the regulatory process. This limits the element of surprise for business owners, and provides opportunity to express their concerns to regulators to help create effective, not overly burdensome regulations.

Since its inception in the fall of

2003, the OECRR has ordered multiple cost-benefit analyses from regulators to justify their proposed regulations. In one instance, a division within the Department of Regulatory Agencies proposed to increase educational requirements for licensure by more than 40%, consequently, a cost-benefit analysis was ordered. Especially troubling was the fact that neither public nor industry concern was driving the rule change. It was subsequently pulled and completely rewritten in an attempt to enact more practical standards.

Educational requirements are a significant cost (monetary and opportunity cost) for those pursuing their chosen career, and need to be reasonably attainable for potential entrants to the field. Government should be encouraging its citizens to enter the workforce, not bogging them down with overly burdensome requirements. A productive, growing workforce is essential for a healthy economy. Consequently, requiring regulators to evaluate their proposed rules before they are enacted creates a more effective and efficient regulatory environment.

How Colorado Measures Up

How well does Colorado measure up with its neighbors and competitors? This review compares the regulation of 96 occupations and professions in 14 states: Arizona, California, Colorado, Florida, Georgia, Kansas, Nebraska, Nevada, New Mexico, New York, Oklahoma, Texas, Utah, and Wyoming. States were selected based upon two separate criteria: First, states were chosen based upon their regional proximity to Colorado. Second, a group of states with the highest economic growth over the past five years were added.

The United States Department of Labor, Bureau of Labor Statistics (BLS) projects employment growth by state in 10-year intervals. The most recent projections available estimate that by 2008 Colorado will have the second highest employment growth (38%) of the states sampled for this report. Table 1 details the BLS estimate for the sample states.

United States Department of Commerce, Bureau of Economic Analysis (BEA) also measures

State Employment Projections				
State	1998 Actual	2008 Estimate	Quantity Change	Percentage Change
Nevada	993,100	1,493,950	500,850	50%
Colorado	2,225,350	3,080,200	854,850	38%
Arizona	2,184,100	2,928,000	743,900	34%
Utah	1,283,150	1,624,050	340,900	27%
Georgia	3,997,300	4,948,800	951,500	24%
California	13,584,100	16,790,600	3,206,500	24%
New Mexico	797,650	982,450	184,800	23%
Florida	7,351,850	9,034,700	1,682,850	23%
Oklahoma	1,533,700	1,815,650	281,950	18%
Texas	9,840,450	11,554,600	1,714,150	17%
Kansas	1,474,850	1,703,300	228,450	15%
New York	8,880,750	10,068,200	1,187,450	13%
Nebraska	988,100	1,118,900	130,800	13%
Wyoming	240,700	268,150	27,450	11%

Government should be encouraging its citizens to enter the workforce, not bogging them down with overly burdensome requirements.

statistics regarding Gross State Product (GSP). Ranking states by GSP can be calculated using different factors. For purposes of this review, the state contribution to overall national Gross Domestic Product was used. Colorado's growth from 1998 to 2001 (24%)

tied for first in the survey group, and also outpaced the overall average growth in the United States (16 %).

No state regulates all of the 96 occupations that were reviewed. Some regulatory programs follow specific federal mandates. For

example, after the savings and loan crisis in the 1980's, the federal government required states to establish regulatory programs for property appraisers. Technically, the federal government does not mandate professional regulation.

However, because of federal restrictions, de facto federal mandates exist. Physician licensing illustrates this point—the federal government does not require states to license health care providers, but it does limit the authority of individuals within a state to prescribe and dispense medications.

Sample states were compared via six regulatory categories: licensing, certification, registration, title protection, statutory practice

Regulatory Comparison Summary							
State	Certification	Licensing	Local Control	Registration*	Statute	Title Protection	Total
California	5	74	0	0	3	0	82
Utah	4	78	0	0	0	0	82
Arizona	3	77	0	1	0	0	81
Georgia	2	73	1	0	2	0	78
Texas	1	74	1	1	0	0	77
Kansas	2	61	9	1	1	0	74
New Mexico	4	66	0	3	1	0	74
Nevada	1	71	0	1	0	0	73
New York	1	68	2	0	0	0	71
Oklahoma	2	66	1	2	0	0	71
Florida	3	65	0	0	2	0	70
Colorado	1	59	0	6	1	1	68
Nebraska	1	63	4	0	0	0	68
Wyoming	2	63	0	1	0	0	66
Average	2.3	68.4	1.3	1.1	0.7	0.1	73.9

Although termed "registration," many of these programs incorporated disciplinary provisions, which are similar to those in a licensing program.

prohibitions, and local control.³ Colorado is tied with Nebraska for the second fewest overall regulated professions. Colorado regulates the fewest professions by certification, licensing, and local control, and the second fewest by statutory practice prohibition and title protection. The number of regulated professions ranged from a low of 66 in Wyoming to a high of 82 in California and Utah. The average number of licensed professions per sample state is 68, ranging from a low of 59 in Colorado to a high of 78 in Utah.

Colorado is tied with Nebraska for the second fewest overall regulated professions.

In Colorado, fees for licenses are dedicated to the regulation of the corresponding occupation. Unlike some of the other sample states, fees cannot be diverted for other purposes in Colorado. Influential factors in license costs include: the number of licensees, the number of disciplinary actions, the regulatory model used (independent board or director administered), the complexity of the credentialing process and the type of agency overseeing the program.

Regulatory program costs are often passed on to consumers. Some states establish statutory fees to subsidize programs that have revenue shortfalls. Licensing fees in Colorado are required to be adjusted to recover only the costs associated with regulating the occupation.

Private Industry Gross State Product Ranking (Total, in millions)			
State	GSP 1998	GSP 2001	Percentage Change
Wyoming	\$14,091	\$17,617	25%
Colorado	122,619	153,241	25%
Nevada	57,109	70,938	24%
California	1,000,651	1,207,089	21%
Arizona	116,658	14,396	20%
Texas	569,726	678,443	19%
Utah	50,591	60,094	19%
Florida	363,842	431,701	19%
Georgia	223,678	262,695	17%
New York	645,641	745,291	15%
Kansas	66,252	75,189	13%
New Mexico	40,145	45,420	13%
Oklahoma	69,057	78,077	13%
Nebraska	44,004	48,766	11%
U.S. Total	7,709,256	8,891,169	16%

³ Colorado does not use local control; Full descriptions appear in the Appendix

Of the sample professions reviewed, Colorado’s annual regulatory costs are below average in six of the eleven professions.⁴ Annual regulatory costs for engineers are lowest in Colorado at \$25. Overall, fees for the eleven sample professions averaged \$121. To reiterate, most licensing fees in Colorado are based upon the actual cost to maintain the corresponding regulatory program. This is not the case in all states.

Sample Fees Adjusted for Annual Cost (in dollars)															
Regulatory Program	CO	AZ	CA	FL	GA	KS	NE	NV	NM	NY	OK	TX	UT	WY	Avg.
Architect	55	42	100	50	35	35	45	50	75	85	75	305	73	60	78
Barber	25	60	40	52	20	65	45	50	20	15	25	86	52	50	43
Accountant	80	150	50	48	25	75	100	100	100	81	50	200	63	170	92
Dentist	190	216	182	150	88	125	56	300	450	85	125	175	63	125	166
Engineer	25	42	40	60	25	35	45	200	40	70	100	110	63	110	69
Dental Hygienist	186	93	20	70	43	63	56	150	225	27	65	70	37	65	84
Investment Advisor	60	250	125	40	100	50	200	55	40	200	300	250	75	200	139
Physician	168	225	300	300	75	230	51	300	105	300	400	334	183	200	227
Real Estate Broker	136	125	52	154	170	75	100	75	60	75	165	250	100	190	123
Registered Nurse	56	30	40	60	35	30	21	100	60	20	60	47	58	55	48
Podiatrist	350	200	400	736	75	230	201	400	200	105	75	250	103	400	266

**Colorado:
A low-regulation,
business-friendly state**

Colorado’s efforts to limit regulation make it a leader among its neighbors and economic peers. In concert with the state’s culture of limited government, Colorado maintains a low-regulation environment by constantly evaluating the necessity of proposed and existing regulatory programs, as well as limiting the overall cost of regulation. These efforts are unique. Unlike most states, Colorado fosters a business

friendly environment where government strives to promote economic growth—not ground businesses by weighing them down with unnecessary rules and regulations. Colorado’s limited regulatory environment helps lead the way for economic growth.

⁴ For this review, the renewal fees for various regulatory programs were compared.

Appendix

Forms of Regulation

- **Licensing:** Licensing is the most restrictive, and, therefore, most costly form of regulation. Through a licensing program, the Legislature may require regulatory agencies to evaluate an applicant's education, experience, criminal background, financial status, and perform written and/or clinical evaluations as conditions of granting licensure. The state evaluates an applicant's credentials prior to granting a license, may require periodic renewals, and has the ability to revoke a license when a violation practice standards occurs.
- **Certification:** There are two common forms of certification. The state can establish a certification program that generally requires an applicant to make some demonstration of competency to practice the trade or profession, completion of a recognized training program and/or passing a state-approved examination. Alternatively, the state may require practitioners to obtain private certification recognized by the state. Certification programs are less expensive to maintain than licensure because there is less extensive front-end evaluation. In addition, certification programs are intended to have less proscriptive practice standards. Consequently, disciplinary matters are not as frequent, complex, or expensive.
- **Registration:** Registration is considered the least restrictive, expensive and intrusive form of regulation. Applicants are only required to document address or contact information and pay a fee. No demonstration of competency is required. In addition, there are no practice standards to uphold. While registration programs are relatively inexpensive to operate, they are usually combined with some type of certification or licensing criteria that can add costs.
- **Title Protection:** Title protection is a relatively hands-off approach to regulation. It restricts the use of official titles, not the practice of a profession. For example, only those individuals meeting the requirements for private certification as dietitians may call themselves registered dietitians. However, any individual may provide diet and nutritional advice as long as he or she does not use the protected title.
- **Statutory Practice Prohibitions:** Statutory practice prohibitions are an alternate form of regulation. The Legislature can proscribe practice standards for an industry or profession, without instructing regulatory agencies to create rules. A Colorado example is state motor vehicle repair laws. Although vehicle repair shops are not regulated in Colorado, they are statutorily required to provide a written estimate and return all parts if requested. If a repair cost exceeds the estimate by more than 15 percent, the consumer is not liable for the excess. Civil penalties exist for failure to return parts. In this form, businesses and professions are restricted by the Legislature, not regulatory agencies.

REGULATORY COMPARISON

- Y** Specific federal requirement for state regulation
I Indirect federal requirement for regulation
N No federal requirement for regulation.
C Certification
L License
LC State mandated local control
R Register
S Statutory restrictions on practice, no regulatory program
T Title protection

Regulatory Program	Federal Requirement*	CO	AZ	CA	FL	GA	KS	NE	NV	NM	NY	OK	TX	UT	WY
Abstractor	N							L							
Accountant	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Acupuncture	N	R	L	C	L	L	L	L	L	L	L		L	L	
ADAC LAC	N	L	L	C	L	L	L	L	L	L	L	L	L	L	L
Adjuster	N		L	L	L	L			L	L	L	L	L	L	L
Appraiser L	Y	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Appraiser R	N	L		L	L	L	L	L	L	L	L	L	L	L	L
Appraiser CR	Y	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Appraiser CG	Y	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Arborists	N			L		L	C								
Architect	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Athletic Agent	N		L	S	L	L	R		L				R	L	
Athletic Trainer	N		L		L	L	L	L		L	L	L	L		
Attorney	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Appliance Repair	N			L									L	L	
Auctioneer	N		L		L	L							L	L	
Audiologist	N	R1	L	L	L	L	L	L	L	L	L	L	L	L	L
Auto Repair	N			L		L							L	L	
Bail Bond	N	L	L	L	L	LC			L	L		L	LC	L	L
Barber	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Bingo	N	L	L	S	S	S	L	L	L	L	L	L	L		L
Boxing	I2	L	L	L	L	L	L	L	L	L	L	L	L	L	
Chiropractor	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Collection Agency	N	L	L	S	S	S	S	L	L	L	L	L		L	L
Cosmetologist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Cosmetician	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Court Reporter	N			L								C	L	C	
Dental Assit.	N		L	L		C				C	L	L			
Dentist	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Dietitians	N	T		T	L	L	L	L	L	L	L	L	L	C	
Electrical Contractor	N	R3	L	L	L	L	LC	L	L	L	L	L			L
Electrician, J	N	L	L		C		LC	L	L	C	L	L		L	L
Electrician, M	N	L	L		C	L	LC		L		L	L		L	L
Electrician, R	N	L	L				LC		L		L	L		L	L
EMT	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Engineer	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Gaming	N	L	L	L	L		L		L	L	L	L			
General Contractor	N		L	L	L	L	LC	LC	L	L		L		L	L
Geologists	N		L	L	L	L	L	L	L			L		L	L
Guard	N		L	L		L				L	L	L	L	L	
Hearing Aid Dealer	N	L	L	L	L	L	L			L		L	L	L	L
HVAC	N4		L	L	L	L	LC							L	
Home Inspector	N		L										L		
Hygienist	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Insurance Producer	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Interior Design	N			C	L	L				L	L	R	L		

Regulatory Program	Federal Requirement*	CO	AZ	CA	FL	GA	KS	NE	NV	NM	NY	OK	TX	UT	WY
Investment Advisor	Y	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Investment Rep		L		L	L	L	L	L	L	L	L	L	L	L	L
Land Surveyor	N	L		L	L	L	L	L	L	L	L	L	L	L	L
Landscape Architect	N	⁵	L	L	L	L	L	L	R	L	L	L	L	L	L
Manicurist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Marriage & Family Therapist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Manufactured Housing Dealer	N	L	L	L			L			L			L	L	
Medical Technologist	N			L									L	L	
Midwife	N	R	L	L	L					R	L	L	L	L	
Mortgage Broker	N	⁶	L	L	L	L	L		L	L	L	L	L	L	
Mortician	N	⁷	L	L	L	L	L	L	L	L	L	L	L		L
Motor Vehicle Dealer	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Motor Vehicle Manufacturer	N	L	L	L		L	L	L	L	L	L	L	L	L	L
MV Rep	N	L	L	L		L	L	L	L	L	L	L	L	L	
Motor Vehicle Salesperson	N	L		L		L		L	L					L	
Naturopath	N		L		L	L								L	
Nursing Home Administrator	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Nurse	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Nurse Aide	I	C	C	C	C	C	C	C	C	C	C	C	C	C	C
Notary Public	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Occupational Therapist	N	⁸	L	L	L	L	L	L	L	R	L	L	L	L	L
Optician	N		L	L	L	L			L				L		
Optometrist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Outfitter	N	R	L	L			L		L				L	L	L
Pharmacist	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Pharmacy Tech	N			L										L	
Physician	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Physician Assistant	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Physical Therapist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Plant Operator	N	L	C			L		L		L			L	C	C
Plumbing contractor	N		R	L	L	L	LC	LC		L	L	LC		L	R
Plumber M	N	L	L			L	LC	LC	L	C	LC	L	L	L	L
Plumber J	N	L	L				LC	LC	L		LC	L	L	L	
Podiatrist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Private Investigator	N	⁹	L	L		L	L	L	L	L	L	L	L	L	
Psychiatric tech	N	L	L	L			L								
Psychologists	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Psychotherapist	N	R	L	L	L	L	L	L	L	L	L	L	L	L	L
Racing	N	L	L	L	L		L	L		L	L	R			L
River Outfitter	N	L	L	L						L			L	L	L
Securities Broker	Y	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Securities Rep	N	L	L	L	L	L	L	L	L	L	L		L	L	L
Social Worker	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Taxidermists	N		L						L				L		L
Teacher	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Respiratory Therapist	N	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Veterinarian	I	L	L	L	L	L	L	L	L	L	L	L	L	L	L
Vet Tech	N		C	L		L		L	L	R	L			L	
Water Well Contractor	N	L	L			L	L	L	L	L			L	L	L
X-ray Tech	N	S	L	C				L	L	S			L	L	L

- 1 The audiologist registration program does contain disciplinary aspects of the licensing program
- 2 Federal legislation requires the regulation of boxing but allows events in one state to be conducted under the regulation of another states authority if a state does not establish a program. Federal requirements do not require specific licenses to be issued.
- 3 Registered electrical contracting companies are required to employ a licensed master electrician.
- 4 There are federal EPA requirements for certification of persons for the recovery of refrigerants used in cooling systems.
- 5 Landscape architects applied for licensure in 1995 and 2002, legislation was unsuccessful.
- 6 The mortgage broker industry applied for licensure in 1994 and 2001, legislation was unsuccessful.
- 7 The funeral services industry applied for licensure in 2002, legislation was unsuccessful.
- 8 Occupational therapists applied for licensure in 1995, legislation was unsuccessful.
- 9 Private investigators applied for licensure in 2000, legislation was unsuccessful.

Department of Regulatory Agencies

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