

Information for Human Resources and Business Risk Professionals in the Colorado State Personnel System

In this issue...

- *Compensation Adjustments for FY 2011-12*
- *Compensation Plan*
- *System Maintenance Studies*
- *Senior Executive Service (SES)*
- *Extension of Temporary Changes to PERA Contributions for FY2011-12*
- *FY2011-12 Annual Compensation Survey Process*

Special Issue on Compensation

Compensation and Benefits Adjustments for FY 2011-12

The Long Bill (SB11-209) was signed by Governor Hickenlooper on May 6th and funds appropriated by the General Assembly do not include annual salary adjustments. For the third consecutive year there will be no funding for base or non-base achievement pay, which includes occupational group structure adjustments and employee pay increases for market or performance. Further, the State Personnel Director, Kathy Nesbitt, has directed that salaries for employees in the Senior Executive Service (SES) pay plan shall not be increased in the contract renewal process and salaries for new SES employees shall not exceed the SES salary lid of \$12,073, established for fiscal year (FY) 2008-09.

For FY 2011-12, the employer contributions for group benefit plans were set to maintain the State's contribution level at 90% of prevailing market employer contribution to health premiums. The FY 2011-12 open enrollment period ended May 23, 2011.

See the April 2011 issue of [HealthLine](#) for details on FY 2011-12 medical and dental premiums and benefits information, including the eligibility of 25-year-old adult dependents.

Compensation Plan

The official annual compensation plan, effective July 1, 2011, is available on the DPA/DHR Web site at www.colorado.gov/dpa/dhr/compplan along with the plan's cover letter highlighting shift differentials and on-call rates, overtime rates, minimum wage, hazardous duty premiums, and guidelines on separation incentives – all of which are unchanged from FY 2010-11. Minimum and maximum values of pay ranges were not adjusted from FY 2010-2011; however, the statutory lid values were adjusted affecting the range maximums of lid classes and the minimum of the Temporary Aide class, grade P10, was adjusted to reflect the Colorado minimum wage of \$7.36 per hour. In order to comply with Colorado wage and hour laws, the minimum of the Temporary Aide class will adjust to \$7.36 per hour or \$1,276 per month.

Salary Lid Adjustments

Pay Plan	FY10-11	% Change	FY11-12
General	\$10,067	1.62%	\$10,230
SES	\$12,583	General lid + 25%	\$12,787
Medical	\$17,927	1.62%	\$18,217

NOTE FOR CPPS USERS: For users of the Colorado Personnel Payroll System (CPPS) all rates are based on monthly values, which means hourly rates are likely rounded. Within CPPS, the actual hourly rate due to the minimum change for the Temporary Aide class (P1A1) will be \$7.362.

System Maintenance Studies

No system maintenance studies are effective July 1, 2011.

Senior Executive Service (SES)

SES employees have a stop pay date in CPPS when their current contract expires, so departments must enter a new stop pay date (end date) of 6/30/12 when entering the new fiscal year contract salary amounts in CPPS.

Extension of Temporary Changes to PERA Contributions for FY 2011-12

Senate Bill 11-076 was signed by the Governor on May 23, 2011, creating an additional one-year temporary change to PERA contribution levels from employees and the State. The law reduces the State's retirement contribution by 2.5 percent but offsets that by increasing the employee contribution by 2.5 percent. The change applies to all state employees. This change protects employees' base pay and requires no change to the compensation plan. However, it will have the effect of reducing state employees' take home pay by approximately 2.5 percent for fiscal year 2011-12.

This temporary modification to PERA contribution levels will begin July 1, 2011, and end June 30, 2012. The Act, which contains a chart of contribution rates, can be found at the Colorado General Assembly's website (<http://www.leg.state.co.us>) within the 2011 session Senate bills section.

FY 2012-13 Annual Compensation Survey Process

The process was published as proposed in March 2011 and one meet and confer session was held on April 11, 2011. The final survey process was published in April 2011 and is available on the DPA/DHR Web site at www.colorado.gov/dpa/dhr/totalcomp.