

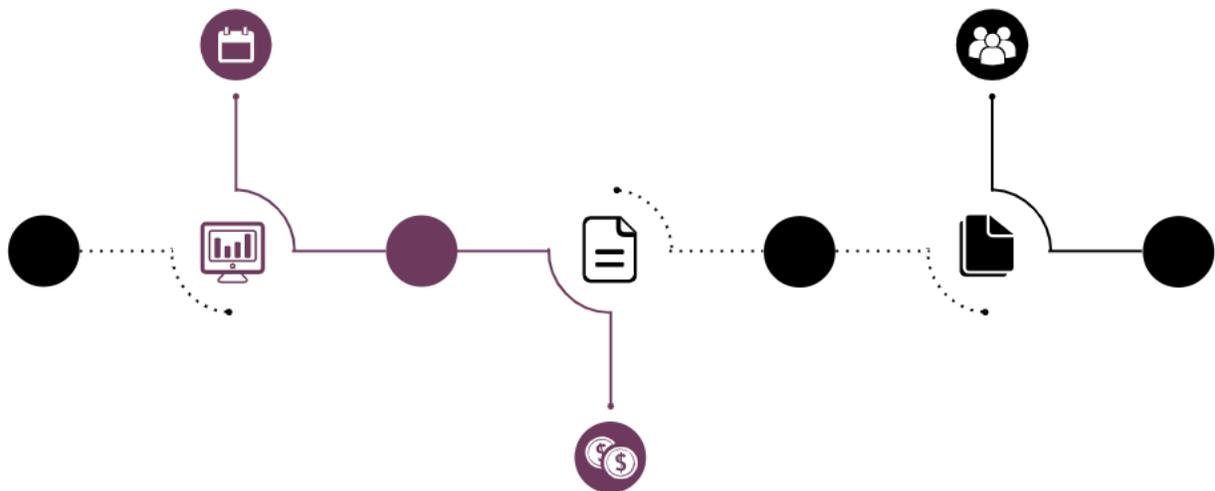


**COLORADO**

**Division of Human Resources**

Department of Personnel & Administration

# State Personnel System Total Compensation Timeline





## COLORADO

### Colorado State Personnel System Total Compensation Timeline

## About This Timeline

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This timeline provides a historical look at changes made to the State Personnel System that have impacted components of state employee total compensation. The timeline is organized by fiscal year, dating back to 1971. Information is updated as needed in order to provide the most current information. Components of employee total compensation addressed in the timeline are listed below:

- Employee salary changes
- Employee benefit changes
- Retirement (PERA)
- Minimum Wage
- Changes to pay structure
- Changes to the job evaluation system
- Changes to leave and time off
- System changes
- System maintenance studies

Following the timeline, detailed recommendations and adjustments are outlined in charts, including:

- Market salary recommendations identified in the Annual Compensation Report
- Annual General Assembly funding approvals
- Historical lid values
- Changes to benefit contributions



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### FY 2019-20

07/01/19	<p><b>Salary Adjustments:</b> 3% ATB annual rate increase for all state employees, including non-classified, executive directors, SES positions, and Amendment S. The Executive Branch received funding to move the minimum wage for state employees up to \$12.00 per hour (\$2,080 monthly) effective July 1, 2019. This action accelerates the minimum wage requirements adopted through Amendment 70. Employees paid below the minimum wage as of June 30, 2019 will receive the 3% ATB July 1, 2019 after their salary is moved to the new minimum wage. Effective July 1, 2019, the new minimum wage applies to new hires including temporary and seasonal employees.</p> <p><b>System Maintenance Study:</b> Electronic Engineer, Electronics Specialist, and Customer Support Coordinator class series study underway. Implementation date of 7/1/2020.</p> <p><b>PERA:</b> PERA is increasing the member contribution rate (totaling 2%) through a phased approach beginning July 2019 and each year thereafter (0.75% July 19; 0.75% July 2020; 0.5% July 2021). These changes and changes outlined in the FY 2018-19 section are in response to the Colorado General Assembly passing Senate Bill 18-200 (SB200).</p> <p><b><u>SB19-057</u> Employee Info Student Loan Repayment Programs-Effective 8/2/19</b> The bill requires that DPA annually provide informational materials to state employees on the federal Public Service Loan Forgiveness Program, the Teacher Loan Forgiveness Program, and other federal student loan repayment options, including income-sensitive repayment programs.</p> <p><b><u>SB19-085</u> Compensation-Equal Pay for Equal Work Act-Effective 1/1/20</b> Modifies wage discrimination law and creates new provisions regarding transparency in wages and promotions. It removes the authority of CDLE to enforce sex-based wage discrimination complaints and allows a person to commence a civil action in district court within two years of a violation. A person aggrieved by a violation may obtain relief for back pay for the entire time the violation continued for up to three years. A wage differential is allowed where the employer can demonstrate that the wage differential is based on a seniority or merit system, or a system that measures earnings by quantity or quality of production.</p> <p><b><u>SB19-188</u> Employee Leave-FAMLI Family Medical Leave Insurance- Effective Upon Signature 5/30/19.</b> This bill requires CDLE to perform or contract for analyses concerning the implementation of a paid family and medical leave program for all employees in the state. It creates a task force to make recommendations on program implementation. All analyses are required to presume a paid family and medical leave program that is established by July 1, 2020; begins education and outreach on January 1, 2022; establishes a funding stream on January 1, 2023; and starts paying benefits on January 1, 2024.</p>
01/01/20	Colorado Minimum Wage Increase to \$12.00 per hour



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Total Compensation Timeline**

**FY 2018-19**

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<b>07/01/18</b>	<p><b>Salary Adjustments:</b> 3% ATB annual rate increase for all state employees, including non-classified, executive directors and SES positions.</p> <p><b>JEL 18-01:</b> Paramedic Classification</p> <p><b>PERA:</b> Colorado General Assembly passed Senate Bill 18-200 (SB200), which will restore PERA to full funding within 30 years. While the state will contribute \$225 directly to the fund beginning July 1, state employees are also being asked to ensure PERA has the financial resources adequate to meet our current and future retirees' needs. To do this, PERA will increase the member contribution rate by a total of 2% phased in beginning July 2019 and each year thereafter (0.75% July 19; 0.75% July 2020; 0.5% July 2021). This will also increase to five the number of years used in the Highest Average Salary (HAS) calculation for non-vested members (those with less than five years of service credit as of January 1, 2020). There will be a three-year COLA freeze for all retirees, and then COLA will be capped at 1.5% annually. Eligibility requirements for full service retirement benefits to age 64 for future PERA members (those who begin employment with the state after January 1, 2020).</p>
<b>01/01/19</b>	<p><b>Colorado Minimum Wage</b> Increase to \$11.10 per hour</p>



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### FY 2017-18

07/01/17	<p><b>HB-1298 Annual Compensation Report Submission Deadline:</b> At DPA’s request, the Joint Budget Committee introduced this bill to change the deadline for submission of the Annual Compensation Report. With more time to prepare the report, the Division of Human Resources will be able to conduct a more thorough analysis of market compensation data and provide the governor and General Assembly with a better final product.</p> <p><b>SB 17-254 Long Bill:</b> In addition to its own agenda was also successful in championing a pay raise of up to 2.5 percent for State employees as part of the Long Bill.</p> <p><b>HB-1058 DPA Statutory Reporting Requirements:</b> DPA worked with legislators and legislative staff to create a process to update statutory reporting requirements. Through this process, DPA identified a statute that required statutory reports to be automatically repealed after three years unless the General Assembly passed legislation to continue each report, but this statute was not being enforced. DPA worked with the Statutory Revision Committee to draft legislation to repeal or indefinitely continue its statutory reports. The bill repeals reports and indefinitely extends six reports.</p> <p><b>System Maintenance Study:</b> The IT study is still in process. The compensation unit is working on a new process to streamline and prioritize the request process.</p> <p><b>Benefits:</b> Overall enrollment in medical plan has remained consistent over the last three years. The value of the State’s medical plan is between the 50<sup>th</sup> percentile and 75<sup>th</sup> percentile of the market. The Department projected the State’s contribution to health premiums by tier.</p>
01/01/18	<p><b>Colorado Minimum Wage</b> Increase to \$10.20 per hour</p>



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### FY 2016-17

<b>07/01/16</b>	<p>No across the board or merit pay increases. Overall, the comparison of the State’s actual salaries in relationship to market salaries indicates that the majority of classes benchmarked are within the 7.5 percent target threshold. Currently on average, base pay accounts for 76% of the total compensation package and benefits account for the remaining 24%.</p> <p><b>Benefits:</b> Overall enrollment in medical plan has remained consistent over the last three years. The value of the State’s medical plan is between the 50<sup>th</sup> percentile and 75<sup>th</sup> percentile of the market. The Department projected the State’s contribution to health premiums by tier.</p> <p><b>System Maintenance Study:</b> The General Professional Class Series was implemented on July 1, 2016 with 31 new class series brought into the compensation system. The IT study is still being conducted with the deconsolidation anticipating being put into effect July 1, 2017.</p> <p><b>PERA:</b> Overall, the value of the State’s retirement plan is 11.6% higher than market retirement plans, inclusive of Social Security.</p> <p><b>FLSA:</b> The Department of Labor (DOL) announced its final rule updating the “white collar” overtime exemptions to the Fair Labor Standards Act (FLSA). The final rule, which takes effect on December 1, 2016, increases the minimum salary for overtime exemptions to \$47,476 annually. This doubles the existing amount of \$23,660 annually. Further, the final rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10% of the new minimum salary level, provided such forms of compensation are paid at least quarterly.</p> <p><b>FMLA:</b> New forms were released for use.</p>
<b>01/01/17</b>	<p><b>Colorado Minimum Wage</b> Increase to \$9.30 per hour</p> <p>Amendment 70 is an amendment to the Colorado Constitution to:</p> <ul style="list-style-type: none"><li>• Increase the state minimum wage from \$8.31 to \$12.00 per hour by 2020.</li><li>• Increase the minimum wage annually by \$0.90 per hour beginning January 1, 2018, until it reaches \$12.00 per hour on January 1, 2020;</li><li>• On January 1, 2021, and thereafter, adjust the minimum wage each year based on cost-of- living increases.</li></ul>



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### Colorado State Personnel System Total Compensation Timeline

## FY 2015-16

07/01/15	<p><b>Salary Adjustments:</b> Across the board salary increase of 1.0%, merit pay was 1% with a funding average of .8%. Overall, the comparison of the State’s actual salaries in relationship to market salaries indicates that the majority of classes benchmarked are within the 7.5 percent target threshold. Performance management grid “continued utilizing ratings and quartiles”.</p> <p><b>Group benefits contributions:</b> Passed the increase to both medical and dental premiums to employees while funding for State’s contribution to medical premiums and dental remained the same.</p> <p><b>System Maintenance Study:</b> The General Professional Class Series was too broad to effectively match market positions and needed to be defined into smaller alike family series. The General Professional Class Series study was conducted and completed and costing will be given to the legislature for approval in January. In addition to the GP Study there was an additional IT study conducted and completed and costing will be given to the legislature for approval in January as well. The audit recommendations previously stated the classes were too broad to effectively match market positions and needs defined into smaller alike family series.</p> <p><b>PERA:</b> The Department worked within the scope of its statutory authority and hired a third party independent resources to gather, analyze and the value of retirement benefits to employees in the total compensation report. The Department will include PERA benefits in the Annual Compensation Report for FY 2015-16.</p> <p><b>Parental Leave to expire September 1, 2015.</b> In the 2009 Colorado legislative session, the Parental Involvement bill (H.B. 09-1057) passed both houses and was signed by Gov. Bill Ritter in order to afford parents the opportunity to attend academic activities of their children or legal charges. This bill contained a <b>sunset provision</b> requiring the law to be renewed to prevent it from expiring. In the 2015 legislative session, an unsuccessful attempt was made to continue this leave. <b>This means the law will sunset on September 1, 2015.</b></p> <p><b>Workers’ compensation health-care provider choices</b> changed on April 1, 2015. Legislation passed in 2014 (H.B. 14-1383) now requires an employer or insurer to provide at least four separate and independent physicians or medical providers to the injured employee. The employee, from the provided list, selects the treating physician. Exceptions exist for rural areas with limited providers within 30 miles of the employer’s place of business.</p>
01/01/16	Colorado Minimum Wage Increase to \$8.31 per hour



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## Colorado State Personnel System Total Compensation Timeline

### FY 2014-15

07/01/14	<p><b>Salary Adjustments:</b> Across the board salary increase of 2.5%, merit pay, priority groups funding an average of 1.2%. Overall, the comparison of the State's actual salaries in relationship to market salaries indicates that the majority of classes benchmarked are within the 7.5 percent target threshold. The percent growth on the budgeted dollars is approximately 3.8 percent.</p> <p><b>Group benefits contributions:</b> Maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution.</p> <p><b>System Maintenance Study:</b> The General Professional Class Series is too broad to effectively match market positions and needs defined into smaller alike family series. Also the Program Assistant and Technician series may be too broad to effectively match the internal relationships with the General Professional series. Therefore, the division will be conducting a system maintenance study on these classes for the FY 2014-15.</p> <p><b>PERA:</b> In response to a request for information (RFI) issued by the Joint Budget Committee (JBC), the State of Colorado is in discussions with PERA to include the value of retirement benefits to employees in the total compensation report. The Department is currently working within the scope of its statutory authority and current resources to gather, analyze and present information to the JBC. Additional analysis beyond this will likely require additional funding or spending authority. The Department plans to include PERA benefits in the Annual Compensation Report for FY 2015-16</p>
01/01/15	<p><b>Colorado Minimum Wage:</b> Increase to \$8.23 per hour.</p>



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**FY 2013-14**

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<b>07/01/13</b>	<p><b>Salary Adjustments:</b> Across the board salary increase of 2.0%, merit pay, priority groups funding an average of 1.6%.</p> <p><b>Group benefits contributions:</b> Maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution.</p> <p><b>System Maintenance Study:</b> Information Technology Services and Applications Programmer</p> <p><b>Pay:</b> Reversal of the annual payday shift; effective June 2013 for biweekly paid employees, does not affect monthly employees (HB 12-1246).</p> <p><b>Legislation:</b> The Colorado Family Care Act (HB 13-1222) expands the definition of a family member to include spouses, civil union partners, and same-gender domestic partners if they meet the eligibility requirements under the FMLA. This leave will not count against the employee's entitlement to federal FMLA leave because partners in civil unions and same-gender domestic partners are not considered spouses under the FMLA.</p>
<b>01/01/14</b>	<p><b>Colorado Minimum Wage</b> Increase to \$8.00 per hour, adjustment to Temporary Aide class pay grade (P10).</p>



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**FY 2012-13**

<p><b>07/01/12</b></p>	<p><b>FREEZE YEAR</b> - Achievement Pay (market and performance)</p> <p>No annual salary adjustments for FY 2012-13. No base or non-base achievement pay, no pay structure adjustments, and no increases for SES positions.</p> <p><b>System maintenance studies:</b> Collections Representative class study implemented.</p> <p><b>Group benefits contributions:</b> Maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution. Reduction in medical plan premiums paid by all employees enrolled in the State’s medical plan for FY 2012-13. Dental plan changes add premier dentists as in-network providers. The maximum annual contribution by employees to Healthcare Flexible Spending Accounts reduced to \$2,500 from \$6,000.</p> <p><b>Legislation:</b> Talent Agenda (HB 12-1321) creates a new merit pay system based upon employees’ performance, years of service and placement with the salary range; reversions from specified line items at fiscal year-end provide additional merit pay funding.</p> <p><b>Retirement:</b> 7/1/11 through 6/30/12, PERA employer contribution rates 7.65% (10.25% with AED) and 10.35% for Troopers (12.95% with AED); member contribution rates 10.5% and 12.5% for Troopers (SB 11-076). Sunset of PERA “Swap” (SB 11-076) shifts financial responsibility for the 2.5% contribution back to the State.</p>
<p><b>01/01/13</b></p>	<p><b>Colorado Minimum Wage:</b> Increase to \$7.78 per hour, adjustment to Temporary Aide class pay grade (P10).</p> <p><b>State Personnel Reform:</b> Amendment S to the constitution, approved by voters exempts Senior Executive Service (SES), deputy directors, chief financial officers, public information officers, human resources directors, executive assistants, and legislative liaisons from State Personnel System. Expands temporary employment to nine months.</p> <p><b>Family Care Act Family Medical Leave Eligibility HB 13-1222:</b> The expansion of the group of family members for whom Colorado employees are entitled to take leave from work under the Family and Medical Leave Act of 1993.</p> <p><b>Health Insurance Alignment Federal Law:</b> The alignment of the state health insurance laws with the requirements of the federal Patient Protection and Affordable Care Act.</p> <p><b>Pay structure redesign:</b> Pay range maximums increased by 2% and implemented new pay structures and the occupational groups of Management, Professional Services, Technical, Enforcement and Protective Services, Labor, Trades and Crafts, Administrative Support, Troopers, and Information Technology.</p>



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## Colorado State Personnel System Total Compensation Timeline

### FY 2011-12

<b>07/01/11</b>	<b>FREEZE YEAR - Achievement Pay (market and performance)</b>  No annual salary adjustments for FY 2011-12. No base or non-base achievement pay, no pay structure adjustments, and no increases for SES positions. <b>Group benefits contributions:</b> Maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution. <b>Retirement:</b> 7/1/11 through 6/30/12, PERA employer contribution rates 7.65% (10.25% with AED) and 10.35% for Troopers (12.95% with AED); member contribution rates 10.5% and 12.5% for Troopers (SB 11-076). <b>Legislation:</b> Continue modification to <i>PERA contribution levels</i> reducing State contribution by 2.5% and increasing employee contribution by 2.5% (SB 11-076). Higher education flexibility removes those employees from the State Employee Cost Savings Incentive Program and allows alternative cost savings incentive program; personal services contracts implicating the state personnel no longer subject to the Director's review process; annual report of positions exempted from the state personnel system no longer required; allowed to offer group benefit plans in addition to or in lieu of State plans under certain conditions (HB 11-1301). <b>Federal Healthcare Reform Law:</b> Extend eligibility of adult child, up to age 26.
<b>01/01/12</b>	<b>Colorado Minimum Wage:</b> Increase to \$7.64 per hour, adjustment to Temporary Aide class pay grade (P10).



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## Colorado State Personnel System Total Compensation Timeline

### FY 2010-11

<p>07/01/10</p>	<p><b>FREEZE YEAR - Achievement Pay (market and performance)</b></p> <p>No annual salary adjustments for FY 2010-11. No base or non-base achievement pay, no pay structure adjustments, and no increases for SES positions.</p> <p><b>System maintenance studies:</b> Driver’s License Examiner class study implemented.</p> <p><b>Group benefits contributions:</b> maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution. The Joint Budget Committee (JBC) authorized additional funding toward medical benefits as well as application of a financial settlement payment from Kaiser Permanente, resulting in reduced employee contribution.</p> <p><b>Legislation:</b> One-year temporary change to <i>PERA contribution levels</i> reducing State contribution by 2.5% and increasing employee contribution by 2.5% (SB 10-146). Extend <i>PERA AED</i> and <i>SAED increases</i> with cap at 5% under phased implementation to 2017; change <i>eligibility</i>, and change <i>annual COLA</i> and <i>payment month for retirees</i> (SB 10-001). Adjust the <i>medical pay plan lid value</i> to \$17,927 (SB 10-167). Extend group benefits coverage to <i>same-gender domestic partners</i> of state employees beginning with FY11 plan year (SB 09-088). Makes the State Personnel Director responsible to <i>remove ineligible dependents</i> from group benefit plan coverage (HB 10-1228). Allows institutions of <i>higher education to continue current group benefits plan</i> coverage to employees in the state personnel system (HB 10-1427). <i>Mandated health coverage</i> (HB 10-1021, 1202, 1228, 1252, and 1355) estimated to add \$1,007,685 to premium costs for next Plan Year.</p> <p><b>Retirement:</b> 7/1/10 through 6/30/11, PERA employer contribution rates reduced to 7.65% (9.85% with AED) and 10.35% for Troopers (12.55% with AED); member contribution rates increased to 10.5% and 12.5% for Troopers (SB 10-146).</p> <p><b>Rule Change:</b> Rewrite employee benefits rules (Chapter 11).</p> <p><b>Legislation:</b> Create state employee <i>cost savings incentive program</i> (HB 10-1264)</p> <p><b>Federal Healthcare Reform:</b> FSA and HSA reimbursements discontinued for <i>over-the-counter medicines</i> without a prescription, except insulin.</p> <p><b>Retirement:</b> Add another 0.4% AED to PERA employer contribution (7.65% for FY 10-11 per SB 10-146) - new rate 10.25% (12.95% for Trooper); Supplemental Amortization Equalization Disbursement (SAED) additional 0.5% (total of 2.0%) diverted from salary budget.</p> <p><b>Legislation:</b> <i>PERA defined benefits plan</i> changes to working retiree contributions, benefits, and days worked per CY; changes for active employees to retirement eligibility, HAS calculation and salary increase cap, and service credit vesting requirement for refunds (SB 10-001).</p>
<p>01/01/11</p>	<p><b>Colorado Minimum Wage</b> - increased to \$7.36</p>



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**Colorado State Personnel System  
Total Compensation Timeline**

**FY 2009-10**

	<p><b>FREEZE YEAR - Achievement Pay (market and performance)</b></p>
07/01/09	<p>No annual salary adjustments for FY 2009-10. No base or non-base achievement pay, no pay structure adjustments, no funding for recommended special recognition programs, and no increases for SES positions.</p> <p><b>System maintenance studies:</b> consolidation of FS classes into PS occupational group (reduced number of groups to 6); Dental Care class study implemented.</p> <p><b>Group benefits contributions:</b> maintain funding for State contribution to medical premiums at average of 90% and dental at 85% of prevailing market employer contribution. Basic Life increased to \$50,000</p> <p><b>Legislation:</b> Create <i>parental leave for academic activities K-12</i> (HB 09-1057); and clarify leave for <i>qualified volunteers</i> (HB 09-1315) effective 8/5/09. State defined contribution retirement plans and the deferred compensation (457) plan transferred to PERA on 7/1/09. A joint resolution adopted on 5/20/09 in <i>support of telecommuting</i> in Colorado public and private sectors. <i>Mandated health coverage</i> (HB 09-1059, 1061, 1204, 1237 and SB 09-88 and 244) estimated to add \$2,664,688 to premium costs for next Plan Year. The General Assembly authorized the Governor to declare up to 8 mandatory furlough days this fiscal year.</p>
07/22/09	<p><b>Governor’s Executive Orders D 015 09, D 020 09, and D 024 09:</b> order 8 mandatory furlough days in FY 2009-10 for certain state employees - 9/8/09, 10/9/09, 11/27/09, 12/31/09, 1/15/10, 2/12/10, 4/2/10, and 5/28/10.</p>
10/27/09	<p><b>Retirement:</b> add another 0.4% AED to PERA employer contribution (10.15%) - new rate 12.35% (15.05% for Trooper); Supplemental Amortization Equalization Disbursement (SAED) additional 0.5% (total of 1.5%) diverted from salary budget.</p>
01/01/10	<p><b>Minimum wage</b> decrease from \$7.28 to \$7.24, the federal rate.</p>
05/01/10	<p><b>Rule changes:</b> Clarifies definitions of independent contractors and service dates (Chapter 1); requirement for official job descriptions (Chapter 2); changes address for filing disputes (Chapter 8), and rewrite time off rules (Chapter 5).</p>
06/07/10	<p><b>Legislation:</b> <i>Total Compensation Advisory Council</i> (TCAC) abolished, remove requirement to decrease recommended <i>salary adjustments by FY 2003-04</i> recommendations, remove requirement for <i>fiscal impact statements</i> separate from fiscal note analyses on proposed mandated health coverage (HB 10-1181).</p>



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**Colorado State Personnel System  
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**FY 2008-09**

<p><b>07/01/08</b></p>	<p><b>Achievement Pay:</b> base salary included market (average 3.8%) and performance (1%); Level 3 received additional non-base AP (2%).  Total salary increase budget for FY09 reduced by 0.50% for SAED (SB 06-235).  “Survey outlier” pay grade changes for 3 classes implemented as recommended.  <b>System maintenance study</b> consolidation of Teacher occupational group into PS (reduced number of groups to 7); Statistical Analyst class changes and pay grade changes for Landscape Architect classes implemented through PSE Phase II.  <b>Group benefits contributions:</b> increase State contribution to health premiums to overall average of 90% of prevailing market employer contribution; maintain contributions to dental at 85% of market employer contribution.  <b>Legislation:</b> implement <i>supplement to low-income</i> state employees with children enrolled in state medical plans (HB 07-1335). Qualified <i>volunteers in state-level emergency</i> receive up to 15 days of paid leave per calendar year (HB 08-1097). Workplace accommodations for <i>nursing mothers</i> (HB 08-1276). Implemented revised <i>salary lid</i> reflecting 6% limit in general fund appropriation (HB 07-1373). <i>Mandated health coverage</i> (HB 08-1410 and SB 08-57) estimated to add \$374,217 to premium costs for next Plan Year.</p>
<p><b>08/01/08</b></p>	<p><b>Rule changes:</b> implemented federal law expanding <i>FMLA</i> for military families; clarify use of <i>lateral and in-range</i> salary movements; <i>incentive</i> programs including approval and cost sharing programs; <i>performance management</i> evaluation and disputes; Director’s review of positions going in or out of <i>SES</i>; exclusion of temporary employment toward <i>leave</i> earning; and, coordination of <i>holidays and injury leave</i>.</p>
<p><b>10/01/08</b></p>	<p><b>Statewide hiring freeze</b> through 6/30/09</p>
<p><b>01/01/09</b></p>	<p><b>Retirement:</b> add another 0.4% AED to PERA employer contribution (10.15%) - new rate 11.95% (14.65% for Trooper); Supplemental Amortization Equalization Disbursement (SAED) additional 0.5% (total of 1.0%) diverted from salary increases.</p>
<p><b>04/02/09</b></p>	<p><b>Colorado minimum wage</b> increase from \$7.02 to \$7.28 per state constitution.  <b>Legislation:</b> Expand circumstances for <i>leave sharing</i> of annual leave (HB 09-1008) effective 4/2/09.</p>
<p><b>05/20/09</b></p>	<p><b>Rule change:</b> Emergency rule to expand circumstances for <i>leave sharing</i> of annual leave to conform to HB 09-1008.</p>



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## Colorado State Personnel System Total Compensation Timeline

### FY 2007-08

<p>07/01/07</p>	<p>Achievement Pay (AP) replaced performance pay: base salary included market (average 3.7%) and performance (1%); Level 4 received additional non-base AP (2%). Total salary increase budget for FY08 reduced by 0.26% for SAED that begins 1/1/08 (SB 06-235)</p> <p>System maintenance study for Air Traffic Controller implemented</p> <p>“Survey outlier” pay grade changes for 11 classes implemented as recommended</p> <p><b>Group benefits contributions:</b> increase State contribution to health to overall average of 85% of prevailing market employer contribution. A portion of tobacco settlement funds used to lower FY 07-08 employee contribution to medical by \$2.26 per month (SB 07-97).</p> <p><b>Retirement plans:</b> choice for state personnel system employees amended to limit choice in community colleges and exclude choice for the remainder of higher education (HB 07-1377). Sudan divesture for all state retirement plans (HB 07-1184).</p> <p><b>Rule changes:</b> clarify <i>full-time</i> is 40 hours per workweek; <i>call-back</i> applies only when there is no continuation of the scheduled shift; <i>on-call</i> pay (beyond base pay) applies only when the employee’s freedom of movement is significantly restricted; adopt <i>achievement pay</i>; update <i>FMLA</i> medical certification requirements to allow new certification for the first leave request each fiscal year and right to request second and third opinions; and, update <i>administrative leave</i> for employees serving as election judges.</p> <p><b>Legislation:</b> Redefine <i>appointment of elected official</i> representatives to TCAC and State DC Committee (SB 07-76). <i>Mandated health coverage</i> (HB 07-1301, SB 07-4, 36 and 79) estimated to add \$1,448,322 to premium costs for next Plan Year. A portion of tobacco settlement funds will be used supplement low-income state employees with children - begin application process for FY 08-09 open enrollment and expanded asthma disease management (HB 07-1335).</p>
<p>08/01/07</p>	<p>Revised statutory lid adjustments included in Annual Compensation Report (HB 07-1373).</p>
<p>08/08/07</p>	<p>Employment discrimination on basis of sexual orientation prohibited (SB 07-25).</p>
<p>01/01/08</p>	<p><b>Retirement:</b> add another 0.4% AED to PERA employer contribution (10.15%) - new rate 11.55% (14.25% for Trooper); begin Supplemental Amortization Equalization Disbursement (SAED) 0.5% diverted from salary increases.</p> <p><b>System maintenance study:</b> for new licensing of landscape architects (SB 07-107) implemented - class title changes.</p> <p><b>Colorado minimum wage:</b> increase from \$6.85 to \$7.02 per state constitution.</p>



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## Colorado State Personnel System Total Compensation Timeline

### FY 2006-07

<p>07/01/06</p>	<p>Market salary increases for all eligible employees, by occupational group, implemented for an average of 2.49%. Trooper's actual salary (recommended 7.2%) funded at 5.1% - same as structure adjustment</p> <p>Performance pay was not funded (HB 06-1385 Long Bill).</p> <p>"Survey outlier" pay grade changes for 39 classes implemented as recommended</p> <p><b>Range minimums</b> increased from 2% (all grades) to 6.5% (additional: FS 3%, HCS up to C69 1%, LTC 1%, ASR 3.5%, PS 4%, T 4% J28 &amp; above, PSE 4.5%)</p> <p><b>System maintenance studies:</b> consolidation of MED occupational group into HCS (reduced number of groups to 8) and clarification of Therapy Assistant factor levels implemented</p> <p><b>Group benefits contributions:</b> State contribution to group health increased to overall average 75% market employer contribution.</p> <p><b>Benefits eligibility changes implemented:</b> add unmarried dependents under 25 (HB 05-1101), coverage ends at the end of the month in which a dependent loses eligibility and Director authorized to add future dependents by rule when statutorily mandated (HB 06-1256)</p> <p><b>Retirement plans:</b> annual elections for State defined contribution participants changed from January to benefits open enrollment period</p> <p><b>Rule changes:</b> <i>suspension for failure to rate</i> changed to increments of one workday (HB 06-1195), restored <i>holiday leave earning</i> rule to paid status the day before or after, <i>in-grade hire</i> rule revised to provide detail on statutory "recruitment difficulties" and "unusual conditions", the <i>Director's benefits administration system</i> is the official system of record for all state benefit transactions.</p>
<p>01/01/07</p>	<p><b>Legislation:</b> clarified statutory intent that no employee receives <i>FY 03-04 recommended salary changes</i> (freeze year) in future surveys (HB 06-1256). <i>Election judge leave</i> for employees, without additional compensation (SB 06-170)</p>
<p>04/01/07</p>	<p><b>Retirement:</b> added another 0.5% AED to PERA employer contribution (10.15%) - new rate 11.15% (13.85% for Trooper).</p> <p><b>Colorado minimum wage:</b> \$6.85 per Amendment 42, adopted by State Personnel System</p>
<p>05/01/07</p>	<p><b>Performance rating levels:</b> number of levels changed to 3 and named Needs Improvement, Successful, and Exceptional</p>
<p>05/31/07</p>	<p><b>System maintenance study</b> incorporated Business Project Manager into General Professional series.</p> <p><b>Amendment 41:</b> preliminary injunction blocks the enforcement of sections 2 and 3.</p>



## COLORADO

### Colorado State Personnel System Total Compensation Timeline

## FY 2005-06

<b>07/01/05</b>	<p><b>Market salary increases:</b> all eligible employees (final performance rating above level 1) received a 3% salary adjustment increase (5.2% for Trooper) and ranges adjusted in accordance with occupational groups for an average of 2.15% Performance pay not funded (SB 05-209 Long Bill)</p> <p><b>Group benefits changes:</b> change plan year to fiscal year (HB 04-1449), change to self-funded medical and dental, four-tier structure adopted, offer qualified health plan and Health Savings Account</p> <p><b>Group benefits contributions:</b> increased State contribution to group health benefit plans (overall average 66% market employer contribution)</p> <p><b>System maintenance studies:</b> implemented studies on revision of EPS Occupational Group definition, Lottery, and Administrative Law Judge</p> <p><b>Rules changes:</b> rewrite of Board rules and Director's procedures (now rules) implemented - time to request allocation changed to 6 months, comp time accrual limits changed, calculation of leave for part-time changed, calculation of holiday leave for part-time changed, expansion of leave sharing for catastrophic events and active military added, personal services chapter rewritten and Director's review added, SES policies changed, policy changed to allow temporary employees to fill a succession of temporary 6-month positions as long as in different departments, requires use of Temporary Aide class</p>
<b>01/01/06</b>	<p><b>Retirement:</b> Expanded retirement plans for new employees: PERA's defined benefit or defined contribution plans, or State's defined contribution plan (SB 04-257) Added 0.5% Amortization Equalization Disbursement (AED) to PERA employer contribution (10.15%) - new rate 10.65% (13.35% for Trooper).</p>



## COLORADO

### Colorado State Personnel System Total Compensation Timeline

## FY 2004-05

07/01/04	<p><b>Market salary increases:</b> all eligible employees (final performance rating above level 1) received a 2% salary adjustment increase and ranges adjusted in accordance with occupational groups for an average of 3% Performance pay increases awarded - Director's payout ranges: 0%-1% for Level 2, .5%-2% for Level 3, 1.5%-5% for Level 4 <b>System maintenance studies:</b> Phase II of EPS occupational group, Nurse Anesthetist, Pharmacy and Pharmacy Technician, Wildlife Manager, and Police Communications studies implemented (fiscal impact)</p>
08/02/04	<p><b>Rule changes:</b> Time limit on reinstatement (5-year) rescinded, change in holiday pay effective - paid status the day before or after (no longer both) Total Compensation long-term strategic direction published</p>
08/04/04	<p><b>Legislation:</b> higher education allowed to exempt positions from the state personnel system (SB 04-007), personnel director authorized to set the plan year for group benefit plans (HB 04-1449), personnel director authorized to define eligibility and state contribution to group benefit plans for part-time employees hired on or after 1/1/05 (SB 04-008)</p>
10/01/04	<p>Report to legislature on health plan qualified for Health Savings Accounts (SB 04-094)</p>
11/09/04	<p>Personal services waiver process implemented on ongoing basis</p>
12/01/04	<p>Civil Service Reform defeated (HCR 04-1005 and most of HB 04-1373) Report to legislature on study of employee incentive program (HB 04-1020) and retirement health savings trust (HB 04-1171)</p>
01/01/05	<p>Personal services audit process implemented on ongoing basis <b>Group benefits contributions:</b> State contribution to group health benefit plans increased (overall average 56% of market employer contribution); Basic Life increased to \$33,000, short plan year (1/05 - 6/05) due to change in benefit plan year to fiscal year cycle (HB 04-1446)</p>
06/30/05	<p>Sick leave conversion to PERA salary ends</p>



**COLORADO**

**Colorado State Personnel System  
Total Compensation Timeline**

**FY 2003-04**

	<p><b>FREEZE YEAR - Salary Survey and Performance Pay</b></p> <p><b>07/01/03</b> No implementation of salary survey (SB 03-273 and HB 03-1316). No performance pay (SB 03-258 - Long Bill) Pay range maximum rates set at 2002 actual market maximum; pay range minimum rates unchanged from FY 02-03 <b>System maintenance studies:</b> Transportation Maintenance III pay grade change implemented; all SES positions moved to Management class (no conversion); studies with fiscal impact delayed pending funding <b>Legislation:</b> implement Total Compensation Reform Act (HB 03-1316) - total compensation definition expanded; survey includes three elements involving cost; funding mechanisms are consolidated; ability to review direct surveys along with 3<sup>rd</sup> party; survey audit cycle changed to four years beginning 2005; TCAC changed to 10 members and employee election replaced with appointment process; two PBP reports consolidated; separation incentives under the director's authority; director makes annual recommendation based on survey report and other factors. <b>Retirement:</b> PERA to 10.15%, (12.85% for Troopers) Personal services pilot established to broaden waiver process creating more flexibility at the agency level. Pilot concludes October 2004 Personal services audit process established in conjunction with State Purchasing and the State Controller's office. Pilot concludes December 2004</p>
<p><b>05/02/04</b></p>	<p><b>Rules changes.</b> In-Range Salary Movement pay mechanisms effective; deleted base-building features of temporary pay differentials. Changes to performance pay Director's procedures effective: sequence of multiple actions, uniform performance awards, standard definitions for levels, uniform cycle by 3/31/06</p>
<p><b>05/31/04</b></p>	<p><b>Retirement:</b> employer match (Matchmaker) to voluntary DC plans ended (SB 04-132)</p>
<p><b>06/04/04</b></p>	<p><b>Legislation:</b> Civil Service Reform legislation signed for 11/04 ballot (HCR 04-1005 &amp; HB 04-1373)</p>
<p><b>06/05/04</b></p>	<p><b>Rule change:</b> emergency rule on dual employment with two departments effective (HB 04-1446)</p>



# COLORADO

## Colorado State Personnel System Total Compensation Timeline

### FY 2002-03

07/01/02	<p>First performance awards paid effective 7/1/02 - departments determined amounts</p> <p><b>Rule changes:</b> performance pay system procedures clarified, anniversary increases and five-year rate abolished, overtime provisions on scheduling comp time and length of meal periods revised, temporary employees not entitled to salary survey increases, department directors granted discretion to designate shift, on-call and call-back for positions in non-designated classes</p> <p><b>Retirement:</b> PERA to 10.04% (12.74% for Troopers)</p> <p><b>System maintenance studies:</b> HCS study Phase II implemented (fiscal impact), EPS and PSE Phase I studies implemented (no fiscal impact)</p> <p><b>Shift rates:</b> Weekday 3<sup>rd</sup> shift rate (14%) extended to all eligible health care classes Weekend/holiday 1<sup>st</sup> (7.5%), 2<sup>nd</sup> (14%) and 3<sup>rd</sup> (20%) shift rates for eligible health care classes</p>
08/01/02	<p>“Annual Comp Survey Report” submitted per statutory change. Injury leave reinstated by court order - retroactive to April 1, 2001.</p>
12/31/02	<p><b>Group benefits contributions:</b> No insurance premiums deducted from employees’ pay in December to transition from paying a month in advance to paying the same month</p>
01/01/03	<p>Group benefits change to insurance premiums paid in the same month that coverage is effective</p> <p><b>Retirement:</b> employer match (Matchmaker) reduced to 2% on voluntary defined contribution plans</p>
05/01/03	<p><b>Rule changes:</b> Senior Executive Service (SES) modified Board rules effective</p>
05/30/03	<p><b>Rule changes:</b> Senior Executive Service (SES) modified Director’s procedures effective: criteria for placement in pay plan rights of SES employees. Medical Plan contracts must be negotiated by July 1 or within 30 days of hire. Benefits chapter revised: responsibilities of departments, employees, and state benefits administrators clarified; effective dates of coverage; added procedures regarding CSEAP (HB 02-1226). Policy on payment for compensatory time changed. Deductions and status clarified for FLSA exempt employees on leave of absence. Procedure effective to implement statutory victims protection leave (HB 02-1051)</p>
06/30/03	<p><b>June pay date</b> shifted to first working day of July each year (SB 03-197)</p>



**COLORADO**

**Colorado State Personnel System  
Total Compensation Timeline**

**FY 2001-02**

<p><b>07/01/01</b></p>	<p>Performance pay system implemented: five-year rate extended to 6/30/02 Job rate, traditional maximum, and non-base promotional awards eliminated Begin separate adjustments for State Patrol Trooper sub-group within EPS occupational group with initial adjustments to re-align pay relationships: Patrol Trooper Intern 18.0%, Patrol Trooper 18.0%, Patrol Trooper III 12.6%, Patrol Supervisor 7.1%, Patrol Administrator I 7.1% and Patrol Administrator II 3.6%. <b>Retirement:</b> PERA to 9.9% (12.6% for Troopers) <b>System maintenance study:</b> HCS study Phase I (no fiscal impact)</p>
<p><b>08/08/01</b></p>	<p><b>Legislation:</b> César Chávez Day statute effective (SB 01-151), trial service no longer applied to transfers (HB 01-1085)</p>
<p><b>11/06/01</b></p>	<p><b>Group benefits contributions:</b> State health care contribution supplemented 12/1/01 - 11/30/02 for all employees (SB 01S2-022)</p>
<p><b>12/11/01</b></p>	<p><b>Rule change.</b> Administrative leave and voluntary “make whole” leave sharing retroactive to 9/11/01 for military in Operation Enduring Freedom</p>
<p><b>01/01/02</b></p>	<p><b>Rule changes:</b> personal services contracts chapter rewritten</p>
<p><b>03/02/02</b></p>	<p><b>Statewide hiring freeze</b> through June 30, 2002</p>
<p><b>04/19/02</b></p>	<p><b>Legislation:</b> victim protection leave established (HB 01-1051)</p>
<p><b>05/01/02</b></p>	<p><b>Rule changes:</b> separation rules chapter rewritten, retention right clarified re: occupied positions &amp; certification in class</p>
<p><b>06/08/02</b></p>	<p><b>Group benefits contributions:</b> JBC authorizes increase to health care contribution amounts through the Long Bill</p>
<p><b>06/21/02</b></p>	<p><b>Rule change:</b> leave sharing for catastrophic events authorized</p>



# COLORADO

## Colorado State Personnel System Total Compensation Timeline

### FY 2000-01

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<b>07/01/00</b>	Survey adjustments rounded to nearest .1%. IT subgroup survey adjustment of 5.80% separate from PS group. <b>System maintenance studies:</b> LTC study Phase II (fiscal impact), FS study Phase I (no fiscal impact) <b>Shift rate:</b> special 14% 3 <sup>rd</sup> shift rate for licensed health care classes <b>Retirement:</b> PERA to 10.4% (13.1% Troopers) 5-year <i>sick leave conversion</i> to salary for PERA implemented (HB 00-1458)
<b>08/31/00</b>	New performance pay system submitted to JBC (SB 00-211)
<b>12/01/00</b>	Mandated separate trooper salary survey analysis implemented (HB 00-1280)
<b>01/01/01</b>	<b>Retirement:</b> employer match (Matchmaker) up to 3% on defined contribution plans <b>Group benefits contributions:</b> health benefits employer contribution increased
<b>02/01/01</b>	<b>Rules changes:</b> hazardous duty pay adopted, overtime calculation excludes non-base awards
<b>05/31/01</b>	Survey report due November 1, 2001 and August 1 every year after (SB 01-234)



# COLORADO

## Colorado State Personnel System Total Compensation Timeline

### FY 1999-00

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07/01/99	Colorado Peak Performance (CPP) implementation continues Survey adjustment is percent of fixed grade (not grade change) <b>System maintenance studies:</b> PS study Phase II (fiscal impact), LTC study Phase I (no fiscal impact). Management occupational group title changed to SES Northwestern Community College into state system
10/28/99	Injury leave reinstated by court order, retroactive to January 1, 1997
01/01/00	<b>Retirement:</b> PERA begins disability program for vested employees only
04/01/00	Injury leave repealed - "make whole" resumes
05/01/00	Payroll rules back to fiscal rules
05/26/00	CPP repealed and redesign of performance pay system mandated



**COLORADO**

**Colorado State Personnel System  
Total Compensation Timeline**

**FY 1998-99**

07/01/98	<b>Shift rates:</b> 2nd shift diff from 8.8% to 7.5%, 3rd shift diff from 11.7% to 10.0% <b>Retirement:</b> PERA to 11.4%
07/02/98	<b>Pay plans:</b> separate pay plan for each occupational group <b>Legislation:</b> Colorado Peak Performance (CPP) 3-year implementation begins (HB 96-1262) <b>Rules changes:</b> open range implemented (job rate, 5-year rate, lateral and promotional awards, traditional max). Steps eliminated. Anniversary increase is 5%. Discretionary pay differentials adopted
08/05/98	<b>Legislation:</b> no system maintenance study appeals; meet & confer adopted - no individual allocation appeals except downward; only paid leave is counted as work hours for essential non-exempt employees; Director's review process for employment law adopted (HB 98-1312)
09/01/98	<b>System maintenance study:</b> PS study Phase I implemented (no fiscal impact)
12/31/98	<b>Rule changes:</b> rewritten streamlined rules effective: no credit for temp service. Short-term disability (STD) leaves now like all unpaid leave. Strict pro-rated leave earning. "Deemed to have earned" eliminated
01/01/99	<b>Group benefits:</b> discontinue state-paid LTD

**FY 1997-98**

07/01/97	<b>Retirement:</b> PERA to 11.5%, (13.1% for Troopers). PERA retirement age changed to 50 with 30 years of service Northeastern Community College into state system State Fair into state system
09/01/97	Payroll rules transferred from fiscal rules to Director's Administrative Procedures
01/01/98	Saved pay expires for Job Evaluation System Redesign Phase II



**COLORADO**

**Colorado State Personnel System  
Total Compensation Timeline**

**FY 1996-97**

<p><b>07/01/96</b></p>	<p><b>Pay premiums:</b> implementation of 2<sup>nd</sup> and 3<sup>rd</sup> shift differentials (2<sup>nd</sup> - 8.8%, 3<sup>rd</sup> - 11.7%)  <b>Legislation:</b> performance pay passed and design begins (HB 96-1262)            On-call rate from \$2.40 to \$2.00</p>
<p><b>09/01/96</b></p>	<p>Saved pay expires for Job Evaluation System Redesign Phase I</p>
<p><b>01/01/97</b></p>	<p><b>Pay structure:</b> open-range established for management classes. Management classes moved to PS occupational group.  <b>Rules changes:</b> injury leave repealed - “make whole” begins. 520 hour sick leave cap for family eliminated. Statutory “Red Cross“ volunteer leave implemented (HB 1155). Housing premium adopted. Suspension for failure to rate employees changed to one week increments.</p>
<p><b>05/01/97</b></p>	<p>SES "Grandfather" provision ends</p>

**FY 1995-96**

<p><b>08/01/95</b></p>	<p><b>Rule changes:</b> Family and Medical Leave Act (FMLA) rules adopted</p>
<p><b>01/01/96</b></p>	<p><b>Group benefits:</b> long-term disability (LTD) paid by state  <b>Rule changes:</b> diversity rules adopted</p>
<p><b>05/15/96</b></p>	<p><b>Legislative:</b> affirmative action remedies expire (SB 96-236)</p>



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**Colorado State Personnel System  
Total Compensation Timeline**

**FY 1994-95**

<b>07/01/94</b>	<p><b>Legislation:</b> all leave and holidays counted as work time for essential employees (SB 94-150) Redline “survey outlier” classes</p>
<b>09/01/94</b>	<p><b>Legislation:</b> survey report due on December 1 of each year (SB 94-222). Benefits moved to Part 6 of 24-50 (HB 94-1113)</p>
<b>01/01/95</b>	<p>Overtime eligibility by position not class - designation shifted to agencies Job Evaluation System Redesign Phase II study (class placement) completed</p>

**FY 1993-94**

<b>07/01/93</b>	<p>Anniversaries begin again <b>Retirement:</b> PERA to 11.6%, (13.2% for Troopers) <b>Legislation:</b> methodology for adjusting salary lids implemented (HB 92-1334). Authority for overtime from State Controller to State Personnel Director (HB 93-1008). Probationary employees have no right to hearings for discipline for unsatisfactory performance (HB 93-1119)</p>
<b>09/01/93</b>	<p>Multiple ranges in classes eliminated Personal services contracts rules readopted (HB 93-1212) <b>Job Evaluation System Redesign:</b> Phase I (classes) implemented and Phase II (class placement) begins: new class descriptions, introduce half steps and T-steps Class placement concept adopted (no testing or layoff) Saved pay for 3 years</p>
<b>12/01/93</b>	<p>Teacher I movement based strictly on academic level - no exam</p>
<b>01/01/94</b>	<p><b>Group benefits contributions:</b> health benefits employer contribution increased</p>
<b>05/01/94</b>	<p>Delayed salary survey implemented Senior Executive Service (SES) implemented (positions placed in SES) Salary lid raised</p>
<b>06/30/94</b>	<p>T-steps eliminated</p>



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**Colorado State Personnel System  
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**FY 1992-93**

	<b>FREEZE YEAR - Anniversaries</b>
<b>07/01/92</b>	Freeze anniversary increases for one year (SB 92-068). Step 6 does not count. New hires receive July 1, 1994 anniversary date. Anniversary date not adjusted for leave-without-pay, <b>Statewide hiring freeze</b> <b>Retirement:</b> PERA to 10.6%, (12.2% for Troopers)
<b>01/01/93</b>	Statutory lids for regular and MED plans raised, and SES implementation postponed (HB 92-1334)
<b>04/01/93</b>	Exempt employees may be charged leave-without-pay for less than one day

**FY 1991-92**

<b>07/01/91</b>	<b>Retirement:</b> federal law requires retirement plan for all temp and seasonal employees PERA to 11.6%
<b>01/01/92</b>	<b>Legislation:</b> "Lid Bill" (SB 246) raises salary lid from Grade 99 to Grade 109
<b>04/01/92</b>	<b>Rule changes:</b> five-year limit on reinstatement rescinded. New layoff rules including 3-year bands. Seniority based on year continuous state service began
<b>05/92</b>	<b>Retirement:</b> PERA to 5.6%, (7.2% for Troopers) for May and June 1992 only



# COLORADO

## Colorado State Personnel System Total Compensation Timeline

### FY 1989-91

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	<b>DELAY YEAR - Salary Survey</b>
07/01/89	<b>Legislation:</b> authority for leave, premium pay, fringe benefits transferred from State Personnel Board to State Personnel Director (SB 54). Organ donor leave created (HB 1055)
09/01/89	Primary medical care on-call rate established
01/01/89	Delayed salary survey implemented <b>Rule changes:</b> repeal requirement that jury pay be turned over to agency, temps eligible for 3 days of jury leave. <b>Legislation:</b> minimum 3-day fine created for failure to rate an employee (HB 1352)
05/01/90	<b>Rule changes:</b> 40 hour sick leave cap for immediate family changed to 520 hours. Family leave and leave sharing created. Short-term disability leave limited to certified employees
03/11/91	<b>Legislation:</b> leave sharing adopted in statute (HB 1141)
05/24/91	<b>Legislation:</b> Senior Executive Service (SES) and Medical (MED) plans created by statute (SB91-246)



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## Colorado State Personnel System Total Compensation Timeline

### FY 1986-89

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	<b>FREEZE YEAR (88-89) - Salary Survey</b>
11/01/86	Immigration Reform and Control Act (IRCA) implemented
03/01/87	Delayed salary survey implemented
07/01/87	<b>Retirement:</b> PERA to 10.2%, (11.2% for Troopers)
03/01/88	Mandatory direct deposit
07/01/88	<b>Retirement:</b> PERA to 12.2%, (13.2% for Troopers)

### FY 1985-86

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	<b>DELAY YEAR - Salary Survey</b>
09/01/85	Delayed salary survey implemented Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) enacted
01/01/86	<b>Rule changes:</b> rewritten; R9-3-6 - no break in service with 90-day break in service
02/86	Colorado Payroll Personnel System (CPPS) implemented
04/01/86	Medicare Tax - 1.45% for new employees
04/15/86	State covered under Fair Labor Standards Act (FLSA)
05/86	“Deemed to have earned” concept introduced in the system



# COLORADO

## Colorado State Personnel System Total Compensation Timeline

### FY 1975-85

	<b>DELAY YEARS (75-76 &amp; 83-84) - Salary Survey</b>
07/01/75	<b>Retirement:</b> PERA to 10.64%, (11.64% for Troopers)
09/01/75	Delayed salary survey implemented
10/01/77	Multiple range classes introduced
09/01/80	<b>Retirement:</b> PERA to 12.2%, (13.2% for Troopers)
1981	First attempt at incentive pay - not funded
12/01/83	Delayed salary survey implemented
07/01/84	<b>Legislation:</b> authority for job evaluation appeals transferred from State Personnel Board to State Personnel Director (HB 1084)
1984	<b>Rule change:</b> one-year limit on reinstatement changed to 5 years

### FY 1971-74

07/01/71	<b>State personnel system created. Retirement:</b> PERA at 8.5%
06/30/72	End of six-month initial anniversary for positions below grade 15
07/01/73	<b>Retirement:</b> PERA to 9.5%, (10.5% for Troopers)
12/12/73	Higher Education included in state personnel system
01/01/74	<b>Rule change:</b> seniority rule (P6-1-6) for temporary to permanent appointment
07/01/74	<b>Retirement:</b> PERA to 10.5%, (11.5% for Troopers)



## Colorado State Personnel System Ten Year History of Recommendations and Adjustments

FY	Action	AS	EPS	SP-TRP	HCS	LTC	MED	MGT	PSE	PS	Tech
07-08	Market Salary Recommendation	3.0	3.6	2.8	4.4	2.8	N/A	N/A	3.9	3.7	3.7
	Funded (after 0.26% SAED)	2.74	3.34	2.54	4.14	2.54	N/A	N/A	3.64	3.44	3.44
	PBP Budget Recommendation	1.6									
	PBP Funding & Awards	Levels 2 & 3 = 1.0 base-building; Level 4 = 1.0 base + 2.0 non-base									
08-09	Market Salary Recommendation	3.93	3.18	4.55	3.67	2.83	N/A	N/A	2.74	4.62	N/A
	Funded (after 0.5% SAED)	3.40	2.66	4.02	3.15	2.31	N/A	N/A	2.23	4.09	N/A
	PBP Budget Recommendation	1.4									
	PBP Funding & Awards	Levels 2 = 1.0 base-building; Level 3 = 1.0 base + 2.0 non-base									
09-10	Market Salary Recommendation	2.60	3.14	N/A	2.95	2.76	N/A	N/A	2.26	2.05	N/A
	Funded (after 0.5% SAED)	0.0	0.0	N/A	0.0	0.0	N/A	N/A	0.0	0.0	N/A
	PBP Budget Recommendation	1.4									
	PBP Funding & Awards	0.0									
10-11	Market Salary Benchmark Comparison	3.0	-6.5	N/A	-1.7	2.8	N/A	N/A	-7.3	-3.3	N/A
	Funded (after 0.5% SAED)	0.0	0.0	N/A	0.0	0.0	N/A	N/A	0.0	0.0	N/A
	PBP Budget Recommendation	0.0									
	PBP Funding & Awards	0.0									
11-12	Market Salary Benchmark Comparison	4.3	-5.8	N/A	2.5	3.4	N/A	N/A	-4.7	0.7	N/A
	Funded (after 0.5% SAED)	0.0	0.0	N/A	0.0	0.0	N/A	N/A	0.0	0.0	N/A



## Colorado State Personnel System Ten Year History of Recommendations and Adjustments

	PBP Budget Recommendation	0.0									
	PBP Funding & Awards	0.0									
12-13	Market Salary Benchmark Comparison	4.1	-6.1	N/A	4.0	4.4	N/A	N/A	-4.3	1.3	N/A
	Funded (after 0.5% SAED)	0.0	0.0	N/A	0.0	0.0	N/A	N/A	0.0	0.0	N/A
	PBP Budget Recommendation	0.0									
	PBP Funding & Awards	0.0									
13-14	Market Salary Benchmark Comparison	2.1	2.1	N/A	2.1	2.1	N/A	N/A	2.1	2.1	N/A
	Funded (after 0.5% SAED)	0.0	0.0	N/A	0.0	0.0	N/A	N/A	0.0	0.0	N/A
	PBP Budget Recommendation	4.0									
	PBP Funding & Awards	Levels 2 = .6% - 1.8% base; Level 3 = 2.1% - 2.4% base + 2.0% ATB									
14-15	Market Salary Benchmark Comparison	-2.2	2.4	-5.41	N/A	-8.8	N/A	0.54	N/A	.86	-4.64
	Funded (after 0.5% SAED)	0.0	0.0	0	N/A	0.0	N/A	0	N/A	0.0	0
	PBP Budget Recommendation	4.0									
	PBP Funding & Awards	Levels 2 = .2% - 1.0% base; Level 3 = 1.2% - 2.0% base + 2.5% ATB									
15-16	Market Salary Benchmark Comparison	1.0	1.06	3.8	1.9	2.6	0	0	6.10	3.0	3.0
	Funded	0	0	0	0	0	0	0	0	0	0
	PBP Budget Recommendation	3.0% System Adjustment									
	PBP Funding & Awards (after 0.5% SAED)	1.0% ATB and 1.0% Merit									



## Colorado State Personnel System Ten Year History of Recommendations and Adjustments

16-17	Market Salary Benchmark Comparison	0	4.0	6.6	3.0	4.0	0	0	0	0	0
	Funded	0	0	0	0	0	0	0	0	0	0
	PBP Budget Recommendation	2.2% Structure Adjustment Only									
	PBP Funding & Awards (after 0.5% SAED)	0% ATB and 0% Merit; Troopers 6.66%									
17-18	Market Salary Benchmark Comparison	1.6	2.9	6.6	1.5	1.5	0	3.1	3.4	3.1	0
	Funded	2.5	2.5	2.5	2.5	2.5	0	2.5	2.5	2.5	0
	PBP Budget Recommendation	2.2% Structure Adjustment									
	PBP Funding & Awards (after 0.5% SAED)	1.75% ATB and .75% Merit									
18-19	Market Salary Benchmark Comparison	-6.8	14.7	-6.6	-1.7	-1.4	N/A	N/A	7.8	-1.1	3.8
	Funded	3	3	3	3	3			3	3	3
	PBP Budget Recommendation	2% Structure Adjustment									
	PBP Funding & Awards (after 0.5% SAED)	3% ATB									
19-20	Market Salary Benchmark Comparison	-10.1	12.8	-4.6	-11.1	-10.3	N/A	N/A	-0.6	-9.8	-4.7
	Funded	3	3	3	3	3			3	3	3
	PBP Budget Recommendation	2% Structure Adjustment									
	PBP Funding & Awards (after 0.5% SAED)	3% ATB									



## Colorado State Personnel System Ten Year History of Recommendations and Adjustments

**Prior to FY 00-01** - Classes were moved to new grades as opposed to the current practice of adjusting the minimum and maximum values of the pay grade. Increases in actual base salary have always been and continue to be subject to range maximums. Generally, pay grades are approximately 2.5% apart. For specific grade values, refer to the appropriate year's official State of Colorado compensation plan.

**Prior to FY 02-03** - Anniversary (7/2/98 to 7/1/02) and step (prior to 7/2/98) increases were funded at an average of 2.2% of payroll. SB 00-211 required implementation of performance pay on 7/1/02 to be cost neutral. Trooper subgroup recommendation 3.2% for structure and actual.

**FY 03-04** - Trooper subgroup recommendation 3.5% for structure and actual - not funded and not to be recovered in future surveys.

**Prior to FY 04-05** - No annual recommendation for funding the mechanism to move salaries through the pay ranges (performance pay, anniversary or step increases) was included in the annual compensation report or recommendations. Each department individually calculated and submitted requested funds in accordance with Common Policy formula as part of the budgeting process. The passage of the Total Compensation Act of 2003 brought salary increases (market and performance) together as part of the Director's annual recommendation, beginning with the 8/1/03 recommendation. **FY 04-05**, ranges were adjusted by the occupational group recommendations; however, salaries were adjusted by the uniform across-the-board 2% for all employees rated Level 2 or higher. Trooper subgroup recommendation 2.8% structure and 7.3% actual - funded actual by uniform across-the-board 2%.

**FY 05-06** - Ranges were adjusted by the occupational group recommendations; however, salaries were adjusted by the uniform across-the-board 3% for all employees rated Level 2 or higher. Trooper subgroup recommendation 2% structure and 5.2% actual.

**FY 06-07** - Total funded included 0.37% to raise all range minimums by 2% plus added amounts by occupational group: ASR 3.5%, FS 3.0%, HCS 1.0% up to grade C69, LTC 1.0%, PS 4.0%, PSE 4.5%, and Teacher 4.0% for grade J28 and above. The Medical group was abolished and classes consolidated into the HCS group. Trooper subgroup recommendation 5.1% structure and 7.2% actual - funded both at 5.1%.

**FY 07-08** - Total salary increases by occupational group: ASR 3.77%, EPS 4.38%, FS 3.57%, HCS 5.18%, LTC 3.57%, PS & Teachers 4.48%, and PSE 4.68%. Trooper subgroup recommendation 3.7% structure and 6.63% actual.

**FY 08-09** - Total salary increases by occupational group: ASR 4.43%, EPS 3.69%, FS 5.06%, HCS 4.18%, LTC 3.33%, PS 5.13%, and PSE 3.25%. Teacher group abolished and classes consolidated into PS group. Trooper subgroup 2.86% structure and 6.06% actual.

**FY 09-10** - No salary increases, no pay structure adjustments; an additional .8% (approximately \$12 million) of the total salary increase was recommended but unfunded for special recognition programs.

**FY10-11** - No salary increases, no pay structure adjustments.

**FY11-12** - No salary increases, no pay structure adjustments

**FY12-13** - No salary increases, no pay structure adjustments.



## Colorado State Personnel System Ten Year History of Recommendations and Adjustments

**FY13-14** - Implemented salary structure redesign, across the board two percent salary increase for all state employees, merit increases ranging from 0.6% to 2.4% with the overall average being 1.6%, and implemented new occupational group changes of Management, Professional Services, Technical, Enforcement and Protective Services, Labor, Trades and Crafts, Administrative Support, State Troopers received a 4% ATB increase, and Information Technology.

**FY14-15** - Implemented an across the board merit increase of 2.5% for all state employees, and merit increases ranging from .6% to 2.0% with the overall average being 1.2%, while the State Troopers received a 7% increase. January 1 2015 Colorado Minimum Wage increased to \$8.23 per hour.

**FY15-16** - Implemented an across the board increase of 1% for all state employees, and a merit increase of up to 1% merit increases ranging from 0.4% to 1.8% with the overall average being .8%, implemented new occupational groups changes to include the following; Enforcement and Protective Services, State Troopers received a 3.6% increase, with the recommendation for Troopers for FY16/17 is 7%, Health Care Services, Labor, Trades and Crafts, Administrative Support and Related, Professional Services, Physical Science and Engineering. Mid-level provider on call rates increased to \$736.53 per week.

**FY16-17** - Adjusted the pay plan pay ranges an average of 2% to reflect the changes in the market, no merit or ATB was available in the budget for this fiscal year, however Troopers received a 6.66% salary increase as their budget had the funds available, evaluated the occupational groups to ensure they are still viable for the compensation strategy plan which included the following; Enforcement and Protective Services, State Troopers, Health Care Services, Labor, Trades and Crafts, Administrative Support and Related, Professional Services, Physical Science and Engineering. The General Professional deconsolidation brought 31 new class series into the comp plan structure these include: Administrator, Analyst, Appraiser, Community and Economic Development, Community Programs Specialist, Compliance Specialist, Contract Administrator, Data Management, Economist, Elections Specialist, Emergency Preparedness and Communications Specialist, Firefighter, Grants Specialist, Human Resource Specialist, Liaison, Librarian, Life Social Science Researcher Scientist, Management, Marketing and Communications Specialist, Planning Specialist, Policy Advisor, Program Management, Project Management, Public Health and Community Outreach Professional, Purchasing Agent, Safety Specialist, Scientific Programmer Analyst, Social Services Specialist, Student Services Specialist, and Training Specialist.

**FY17-18** - Compensation -the Joint Budget Committee introduced a bill to change the deadline for submission of the Annual Compensation Report. With more time to prepare the report, the Division of Human Resources will be able to conduct a more thorough analysis of market compensation data and provide the governor and General Assembly with a better final product. - In addition to its own agenda was also successful in championing a pay raise of up to 2.5 percent for State employees as part of the Long Bill. - DPA worked with legislators and legislative staff to create a process to update statutory reporting requirements. Through this process, DPA identified a statute that required statutory reports to be automatically repealed after three years unless the General Assembly passed legislation to continue each report, but this statute was not being enforced. DPA worked with the Statutory Revision Committee to draft legislation to repeal or indefinitely continue its statutory reports. The bill repeals reports and indefinitely extends six reports. The General Assembly approved a 1.75% (ATB) and 0.75% merit increase for classified employees.

**FY18-19** - Overall, it was found the State's total compensation package is slightly below the prevailing market. The State's total compensation package is estimated to lag the market by 5.5%, which is within the acceptable variance. Base salary accounts for 76.1% of the State's total compensation. When compared to the market, median base salaries of employees are, on average, 6.3% below market median. Benefits (medical, dental, life, disability, and retirement) account for 23.9% of the State's total compensation, as compared to 22.6% for the prevailing market. Specifically, medical, dental, life, long-term disability benefits and accidental death and dismemberment insurance account for 12.1% of the State's total compensation. Retirement accounts for 11.8% of the State's total compensation and is 9.9% higher than market retirement plans as a percent of annual salary, inclusive of Social Security.

**FY19-20** - Overall, the State's total compensation package is slightly below the prevailing market. The State's total compensation package is estimated to lag the market by 9.2%. Base salary accounts for 78.9% of the State's total compensation. When compared to the market, average base salaries of employees are 7% below market median. Benefits (medical, dental, life, disability, and retirement) account for 21.1% of the State's total compensation, as compared to 21.8% for the



## Colorado State Personnel System Ten Year History of Recommendations and Adjustments

prevailing market. Specifically, medical, dental, life, long-term disability benefits, and accidental death and dismemberment insurance account for 11.9% of the State's total compensation. The State's medical benefits are equal to the market median and dental benefits are 3% above the market average contribution. Retirement accounts for 9.2% of the State's total compensation and is 17% lower than market retirement plans as a percent of annual salary, inclusive of Social Security benefits offered by other employers.



## Colorado State Personnel System Total Compensation Timeline

### Lid Value History (monthly)

Year	General	Medical	SES
FY 1985-86	\$4,872	Not Applicable	Not Applicable
FY 1986-87	\$4,872	Not Applicable	Not Applicable
FY 1987-88	\$4,872	Not Applicable	Not Applicable
FY 1988-89	\$4,872	Not Applicable	Not Applicable
FY 1989-90	\$4,872	Not Applicable	Not Applicable
FY 1990-91	\$4,872	Not Applicable	Not Applicable
FY 1991-92	\$4,872	Not Applicable	Not Applicable
FY 1992-93	\$5,640	\$6,250	Not Applicable
FY 1993-94	\$6,008	\$8,101	\$7,510
FY 1994-95	\$6,260	\$8,441	\$7,825
FY 1995-96	\$6,535	\$8,812	\$8,169
FY 1996-97	\$6,816	\$9,191	\$8,520
FY 1997-98	\$7,055	\$9,513	\$8,818
FY 1998-99	\$7,288	\$9,827	\$9,110
FY 1999-00	\$7,463	\$10,063	\$9,329
FY 2000-01	\$7,679	\$10,355	\$9,600
FY 2001-02	\$7,983	\$10,765	\$9,979
FY 2002-03	\$8,374	\$11,292	\$10,468
FY 2003-04	\$8,374	\$11,292	\$10,468
FY 2004-05	\$8,610	\$11,611	\$10,763
FY 2005-06	\$8,619	\$11,623	\$10,774
FY 2006-07	\$8,799	\$11,866	\$10,999
FY 2007-08	\$9,112	\$12,288	\$11,390
FY 2008-09	\$9,659	\$13,025	\$12,073
FY 2009-10	\$9,922	\$13,379	\$12,402
FY 2010-11	\$10,067	\$17,927	\$12,583
FY 2011-12	\$10,230	\$18,217	\$12,787
FY 2012-13	\$10,608	\$18,891	\$13,260
FY 2013-14	\$11,350	\$20,159	\$14,187
FY 2014-15	\$12,122	\$20,361	\$15,152
FY 2015-16	\$13,092	\$23,252	\$16,365
FY 2016-17	\$13,943	\$24,763	**\$13,943
FY 2017-18	\$14,654	\$26,026	\$14,654
FY 2018-19	\$15,621	\$27,744	\$19,526
FY 2019-20	\$16,793	\$29,825	\$20,991

\*\*Senior executive Service may be compensation up to 25% above the statutory lid up to \$20,991 per C.R.S 24-50-140(5)(c)



## Colorado State Personnel System Total Compensation Timeline

### History of State Contribution to Health and Life Benefits

Plan Year & Type <sup>(1)</sup>		EE Only	EE + Spouse	EE + Children	EE + Spouse + Children
CY 05 <sup>(2)</sup> (1/05 - 6/05)	Medical	\$178.06	\$303.50	NA	\$420.02
	Dental	\$ 16.26	\$ 16.26	NA	\$ 16.26
	Life & AD&D	\$ 4.68			
FY 05-06	Medical	\$190.20	\$333.96	\$322.32	\$460.26
	Dental	\$ 14.90	\$ 18.38	\$ 19.78	\$ 23.12
	Life & AD&D	\$ 4.68			
FY 06-07	Medical	\$244.12	\$412.58	\$381.48	\$567.42
	Dental	\$ 18.88	\$ 27.96	\$ 31.72	\$ 41.40
	Life & AD&D	\$ 8.04			
FY 07-08 <sup>(3)</sup>	Medical	\$285.84	\$491.18	\$442.84	\$663.96
	Dental	\$ 18.88	\$ 27.96	\$ 31.72	\$ 41.40
	Life & AD&D	\$ 8.04			
FY 08-09	Medical	\$340.26	\$565.44	\$499.80	\$782.92
	Dental	\$ 21.58	\$ 32.50	\$ 36.60	\$ 47.46
	Life & AD&D	\$ 8.94			
FY 09-10	Medical	\$350.66	\$592.54	\$627.10	\$868.98
	Dental	\$ 20.72	\$ 33.86	\$ 35.72	\$ 48.86
	Life & AD&D	\$ 9.40			
FY 10-11 <sup>(4)</sup>	Medical	\$369.98	\$624.86	\$661.28	\$916.16
	Dental	\$19.78	\$32.16	\$33.92	\$46.32
	Life & AD&D	\$ 9.40			
FY 11-12	Medical	\$368.42	\$623.42	\$659.66	\$914.50
	Dental	\$23.80	\$39.00	\$41.18	\$56.38
	Life & AD&D	\$ 9.40			
FY 12-13	Medical	\$404.72	\$733.24	\$705.20	\$1,025.72
	Dental	\$23.74	\$38.30	\$39.34	\$51.18
	Life & AD&D	\$ 9.18			
FY 13-14	Medical	\$434.10	\$762.60	\$765.66	\$1,080.90
	Dental	\$25.92	\$42.62	\$46.44	\$62.22
	Life & AD&D	\$ 8.76			
FY 14-15	Medical	\$434.10	\$762.60	\$765.66	\$1,080.90
	Dental	\$25.92	\$42.62	\$46.44	\$62.22
	Life & AD&D	\$ 8.76			
FY 15-16	Medical	\$465.61	\$872.59	\$866.78	\$1,230.06
	Dental	\$25.92	\$42.62	\$46.44	\$62.22
	Life & AD&D	\$8.80			
FY 16-17	Medical	\$465.62	\$872.60	\$866.78	\$1,230.06
	Dental	\$25.92	\$42.62	\$46.44	\$62.22
	Life & AD&D	\$8.80			
FY 17-18	UH - HDHP	\$500.56	\$938.06	\$931.80	\$1,323.32
	UH Choice Plus (co pay)	\$500.56	\$938.06	\$931.80	\$1,323.32



## Colorado State Personnel System Total Compensation Timeline

Plan Year & Type <sup>(1)</sup>		EE Only	EE + Spouse	EE + Children	EE + Spouse + Children
FY 17-18 (cont'd)	Kaiser (DHMO)	\$499.42	\$939.18	\$927.40	\$1,323.56
	Kaiser HDHP	\$444.30	\$825.68	\$824.52	\$1,162.20
	Dental	\$25.92	\$42.62	\$46.44	\$62.22
	Life & AD&D	\$8.80			
FY 18-19	UH - HDHP	\$526.26	\$989.74	\$980.00	\$1395.74
	UH Choice Plus (co pay)	\$530.48	\$998.60	\$988.02	\$1,408.40
	Kaiser (DHMO)	\$531.06	\$1,007.98	\$987.50	\$1,422.24
	Kaiser HDHP	\$469.06	\$879.68	\$871.40	\$1,239.64
	Dental	\$26.92	\$42.62	\$64.44	\$62.22
	Life & AD&D	\$8.80			
FY 19-20	UH - HDHP	\$593.76	\$1,103.58	\$1,092.88	\$1,550.18
	UH Choice Plus (co pay)	\$598.40	\$1,113.34	\$1,101.70	\$1,564.12
	Kaiser (DHMO)	\$577.80	\$1,083.32	\$1,061.62	\$1,522.44
	Kaiser HDHP	\$512.08	\$947.34	\$938.56	\$1,328.88
	Dental	\$27.88	\$45.84	\$49.96	\$62.94
	Life & AD&D	\$7.76			

1. Represents plan with highest enrollment.
2. Prior to 7/1/05, three tiers were used: employee only, employee + 1, employee + 2 or more.
3. Employer contribution to Medical includes \$2.26 tobacco settlement money approved in SB 07-097.
4. The Joint Budget Committee (JBC) authorized additional funding as well as application of a financial settlement payment from Kaiser Permanente.