



Legislative Council Staff

Research Note

Version: Final

Date: 9/6/2016

Bill Number

Senate Bill 16-215

Sponsors

Senator Tate
Representative Young

Short Title

***Twice Monthly Payroll System
For State Employees***

Research Analyst

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Status

This research note reflects the final version of the bill, which became effective upon the signature of the Governor on June 8, 2016.

Summary

The bill modifies the implementation of the state's twice monthly payroll system authorized through House Bill 15-1392. The bill allows the State Personnel Director within the Department of Personnel and Administration (DPA) to determine when to begin paying salaries twice a month, if it is determined that it is necessary to delay until after July 1, 2017, due to the implementation of the Human Resources Information System (HRIS). Additionally, the bill eliminates one of the options an employee may use to repay a one-time loan authorized through HB 15-1392.

Background

House Bill 15-1392. The majority of state employees who are paid through the state's payroll system are paid on a monthly basis. For pay periods that begin on or after July 1, 2017, HB 15-1392 authorized the implementation of a pay system in which all state employees who are paid through the state's payroll system are paid twice a month. HB 15-1392 allows any state employee to apply to the DPA for a one-time loan to assist the employee in July 2017. The amount of the loan cannot be more than an amount equal to the employee's net pay for a half-month pay period. The bill specifies two repayment options for employees who choose to take advantage of the loan and allows an employee to repay the loan early with no prepayment penalty. If an employee separates from state employment prior to the full loan repayment, the balance of the loan will be deducted from the employee's last paycheck.

Human Resource Information System. The DPA received funding in FY 2014-15 to develop a new system to manage the critical business functions of human resources. The HRIS combines the state's personnel administration, performance management, and statewide leave and time tracking functions for all executive branch agencies, with the exception of the Colorado Department of Transportation, which will not participate in the performance management components of the system. The new system will provide a unified human resource management system that will process employee time and leave, verify payroll activity, track employee development and compensation, facilitate benefit enrollment, assist in workforce and succession planning, and create reports in a real-time, user-friendly, and consistent environment hosted by the vendor.

Senate Action

Senate Finance Committee (May 6, 2016). The committee referred the bill to the Senate Committee of the Whole.

Senate second reading (May 6, 2016). The Senate passed the bill on second reading with no amendments.

Senate third reading (May 9, 2016). The Senate passed the bill on third reading with no amendments.

House Action

House State, Veterans, & Military Affairs Committee (May 10, 2016). A representative of the Department of Personnel and Administration responded to committee questions. The committee referred the bill to the House Committee of the Whole.

House second reading (May 10, 2016). The House passed the bill on second reading with no amendments.

House third reading (May 11, 2016). The House passed the bill on third reading with no amendments.