

CHAPTER 248

GOVERNMENT - STATE

SENATE BILL 16-215

BY SENATOR(S) Tate, Heath, Merrifield, Newell, Todd;
also REPRESENTATIVE(S) Young, Fields, Rosenthal.

AN ACT

CONCERNING MODIFICATIONS TO THE IMPLEMENTATION OF THE STATE'S PAYROLL SYSTEM THAT
WILL ALLOW ALL STATE EMPLOYEES TO BE PAID TWICE A MONTH.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, 24-50-104, **amend** (8) (c) (II); and **add** (8) (g) as follows:

24-50-104. Job evaluation and compensation - state employee reserve fund - created - definitions - repeal. (8) **Payroll.** (c) (II) An employee who receives a loan from the state pursuant to this paragraph (c) shall repay the loan ~~using one of the payment options~~ AS specified in this subparagraph (II). An employee may 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 shall be deducted from the employee's last paycheck. An employee shall ~~choose one of the following repayment options:~~ REPAY THE LOAN OVER A THREE-YEAR PERIOD WITH AN AFTER-TAX DEDUCTION IN EACH PAYCHECK EQUAL TO ONE SEVENTY-SECOND OF THE LOAN AMOUNT PLUS SIMPLE INTEREST AT THE STATE TREASURY'S INCREMENTAL BORROWING RATE.

~~(A) The employee may repay the loan over a three-year period with annual leave. The exact amount of annual leave needed to repay the loan shall be calculated by the department in which the employee is employed pursuant to guidelines issued by the office of the state controller.~~

~~(B) The employee may repay the loan over a three-year period with an after-tax deduction in each paycheck equal to one seventy-second of the loan amount plus simple interest at the state treasury's incremental borrowing rate.~~

Capital letters indicate new material added to existing statutes; dashes through words indicate deletions from existing statutes and such material not part of act.

(g) NOTWITHSTANDING THE PROVISIONS OF THIS SUBSECTION (8), IF THE STATE PERSONNEL DIRECTOR DETERMINES THAT, DUE TO CIRCUMSTANCES IN CONNECTION WITH THE IMPLEMENTATION OF THE HUMAN RESOURCES INFORMATION SYSTEM, IT WILL NOT BE POSSIBLE ON JULY 1, 2017, TO BEGIN PAYING SALARIES TWICE MONTHLY FOR EMPLOYEES PAID THROUGH THE STATE'S PAYROLL SYSTEM AS OTHERWISE REQUIRED IN THIS SUBSECTION (8), THE DIRECTOR SHALL, ON OR BEFORE JUNE 1, 2017, NOTIFY EMPLOYERS THAT PAY EMPLOYEES THROUGH THE STATE'S PAYROLL SYSTEM, EMPLOYEES WHO ARE PAID THROUGH THE STATE'S PAYROLL SYSTEM, AND THE GENERAL ASSEMBLY THAT THE DEPARTMENT WILL NOT MEET THE JULY 1, 2017, DEADLINE AND INCLUDE IN THE NOTICE THE NEW DATE ON WHICH THE IMPLEMENTATION OF THE TWICE MONTHLY PAYROLL SYSTEM WILL BEGIN. IN ADDITION, IF THE IMPLEMENTATION OF THE TWICE MONTHLY PAYROLL SYSTEM IS DELAYED, THE DIRECTOR SHALL ALLOW ANY STATE EMPLOYEE TO APPLY TO THE DEPARTMENT OF PERSONNEL FOR A ONE-TIME LOAN TO ASSIST THE EMPLOYEE IN COVERING EXPENSES IN THE FIRST MONTH IN WHICH EMPLOYEES WILL BE PAID TWICE MONTHLY, RATHER THAN FOR THE MONTH OF JULY 2017, AS PROVIDED IN PARAGRAPH (c) OF THIS SUBSECTION (8).

SECTION 2. Safety clause. The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, and safety.

Approved: June 8, 2016