

MEMORANDUM



JOINT
BUDGET
COMMITTEE

To Members of the Joint Budget Committee
From Tom Dermody, JBC Staff (303) 866-4963
Date November 18, 2024
Subject Dept. of Personnel Additional Budget Reduction Option

Unwind General Fund Subsidy for Training Services

Description: Eliminates the \$559,931 General Fund appropriation for a statewide training services provided by the Department.

Key Considerations: This reduction is ongoing.

Additional background: The appropriation for statewide training services supports the Department's provision of training and professional development opportunities for State employees, including direct training in leadership coaching, workforce competencies, self-awareness assessments, and coordinates compliance training. Training has traditionally been offered three ways: internal classes, vendor classes, and dedicated agency contracts for specialized courses. There are also many courses offered by external vendors that have been tailored for the State, particularly in the area of supervision, for which vendor fees are charged.

Prior to FY 2019-20, these services were funded through a fee-for-service model but struggled to generate enough revenue to cover expenditures. As a result of the impact on revenue resulting from state employee remote work during the COVID-19 pandemic, the General Assembly has provided a General Fund subsidy to the department for statewide training services. However, while receiving this General Fund subsidy, the Department made the decision not to charge fees for most training offered by their staff. The Professional Development Center Cash Fund, created in Section 24-50-122 (2), C.R.S., that supports statewide training services has maintained a fund balance of approximately \$125,000 for the last three fiscal years.

Joint Budget Committee



Staff Budget Briefing FY 2025-26

Department of Personnel (Including Operating Common Policies)

JBC Working Document - Subject to Change
Staff Recommendation Does Not Represent Committee Decision

Prepared by:
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November 18, 2024

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Contents

Staff Budget Briefing FY 2025-26	1
Department of Personnel	1
Overview of Personnel.....	1
General Factors Driving the Budget.....	6
Summary of Request.....	10
Budget Reduction Options.....	16
Operating Common Policies Overview and Requests	23
Extend Repeal Dates for Transfer and Overexpenditure Authority	32
Footnotes and Requests for Information	33
Department Annual Performance Report	38
Appendix A: Numbers Pages.....	A-1

ADDITIONAL RESOURCES

Brief summaries of all bills that passed during the 2024 legislative session that had a fiscal impact on this department are available in Appendix A of the annual Appropriations Report:

<https://leg.colorado.gov/sites/default/files/fy24-25apprept.pdf>

The online version of the briefing document may be found by searching the budget documents on the General Assembly’s website by visiting leg.colorado.gov/content/budget/budget-documents. Once on the budget documents page, select the name of this department's *Department/Topic*, "Briefing" under *Type*, and ensure that *Start date* and *End date* encompass the date a document was presented to the JBC.

Overview of Personnel

The Department of Personnel generally provides centralized human resources and administrative support functions and centralized business services for state agencies.

The **Executive Director's Office** provides operational management direction, policy formulation, financial services, human resources, communications, and coordinates media and legislative relations. The Special Purpose subdivision within the Executive Director's Office includes the Office of the State Architect, the Colorado State Employee Assistance Program (C-SEAP), the Colorado Equity Office, and the Public-Private Partnership Office.

The **Division of Human Resources** establishes statewide human resource programs and systems to meet constitutional and statutory requirements and provides support services to state agency human resource offices. The Division also provides training resources to employees and conducts the annual total compensation and employee engagement surveys. The Division administers the state's coverage for workers' compensation, property, and liability insurance, which are funded through operating common policies allocated to each agency.

The **State Personnel Board**, located in the Department but constitutionally independent, oversees the State Personnel System pursuant to Article XII, Sections 13, 14, and 15 of the Colorado Constitution. The Board adjudicates employment disputes within the state classified system and is responsible for promulgating rules to ensure that state employment is based on merit. The Board conducts administrative hearings, promulgates rules under the authority of the State Administrative Procedures Act, and facilitates dispute resolution. The Board also provides guidance in "achieving and maintaining a sound, comprehensive, and uniform system of human resource management."

The purpose of the **Division of Central Services** is to realize efficiencies for the state through consolidated common business services including Integrated Document Solutions and Colorado State Archives. Integrated Document Solutions provides document- and data-related support services, including print and design, mail operations, digital imaging, data entry, and manual forms and document processing. Colorado State Archives collects, preserves, and provides access to historic and legal records for the state as well as provides best practices and guidelines for the administration of government created records.

The **Division of Accounts and Control**, through the Office of the State Controller, oversees state fiscal rules and maintains the state's financial records through the Colorado Operations Resource Engine (CORE), the state's accounting system. All agencies that use CORE pay to support its cost of operations through CORE Operations common policy.

The **Office of Administrative Courts** provides a centralized, independent administrative law adjudication system, including hearing cases for workers' compensation, public benefits, professional licensing, and Fair Campaign Practices Act complaints filed with the Secretary of State.

The **Division of Capital Assets** provides planning and maintenance for capital assets owned or leased by the state. Capitol Complex facilities maintenance provides building management for

state-owned and certain leased facilities and includes assistance with electrical, elevator, plumbing, lighting, HVAC, grounds maintenance, and general maintenance/repair issues. Fleet Management provides oversight for state fleet of vehicles including managing vehicle purchasing and reassignment; fuel, maintenance, repair, and collision management; end of life removal from system via auction and salvage; and operation of the State Motor Pool.

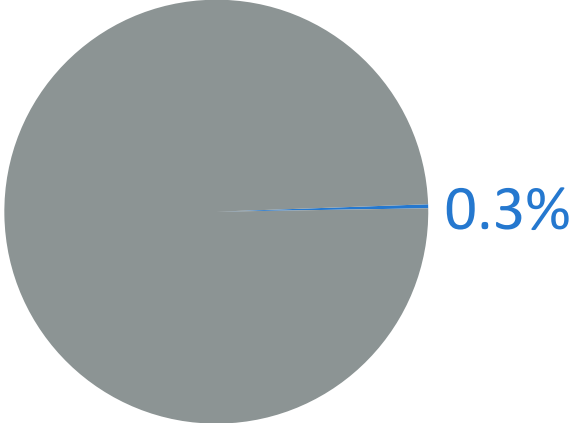
Recent Appropriations

Personnel: Recent Appropriations				
Funding Source	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
General Fund	\$28,788,405	\$44,348,705	\$39,442,833	\$38,422,548
Cash Funds	12,208,090	25,073,889	21,586,936	18,015,906
Reappropriated Funds	202,869,850	247,054,496	222,252,525	239,038,213
Federal Funds	0	0	0	0
Total Funds	\$243,866,345	\$316,477,090	\$283,282,294	\$295,476,667
Full Time Equivalent Staff	452.0	523.7	518.3	502.1

*Requested appropriation

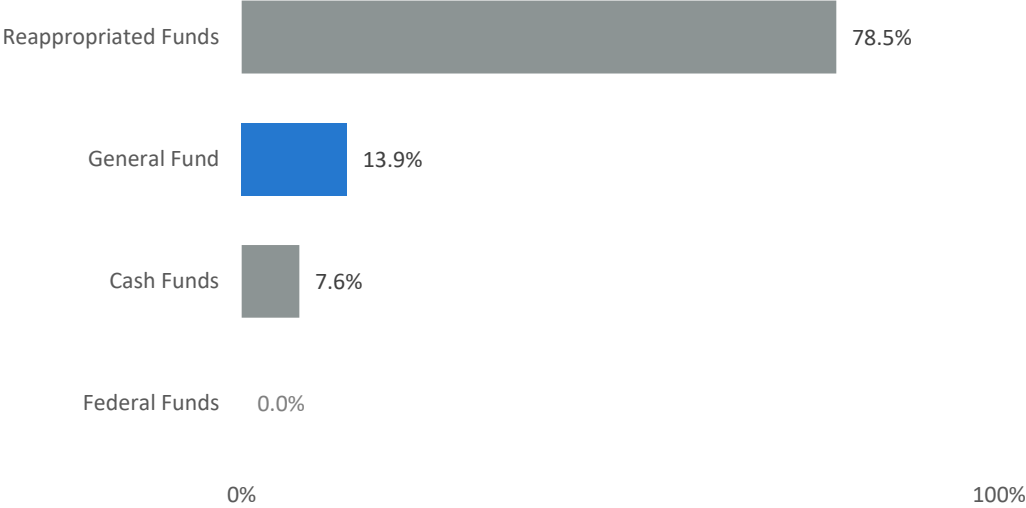
Graphic Overview

Department's Share of Statewide General Fund



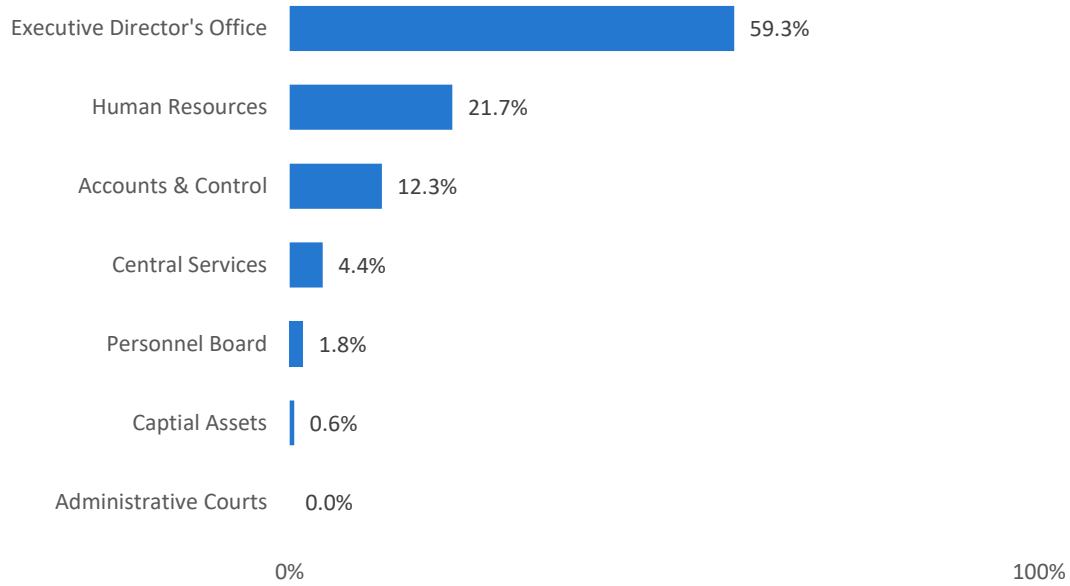
Based on the FY 2024-25 appropriation.

Department Funding Sources



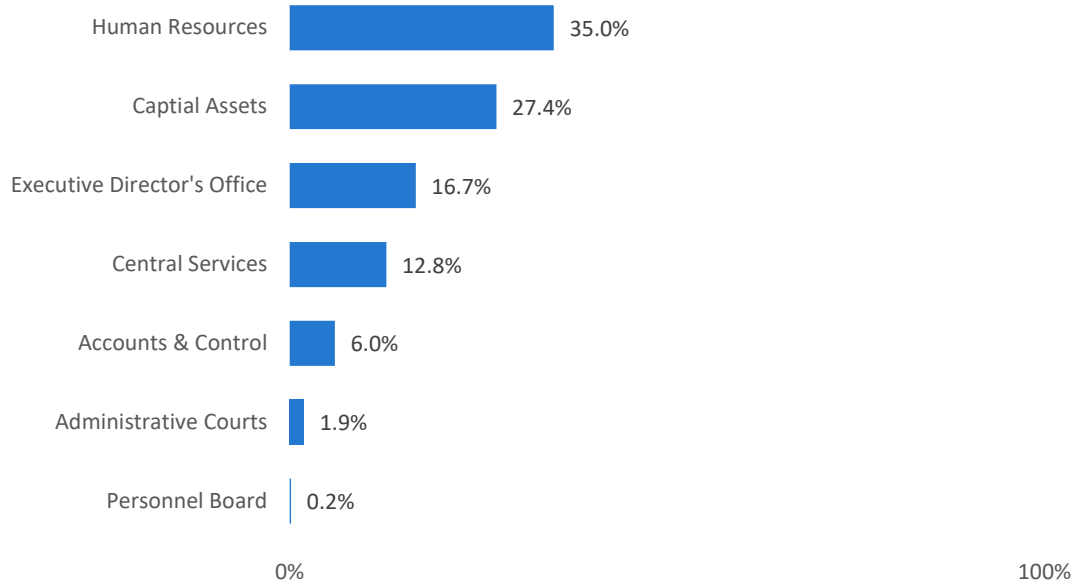
Based on the FY 2024-25 appropriation.

Distribution of General Fund by Division



Based on the FY 2024-25 appropriation.

Distribution of Total Funds by Division



Based on the FY 2024-25 appropriation.

Cash Funds Detail

Department of Personnel Cash Funds Appropriation Detail				
Fund Name or Group	FY 2024-25 Approp	Note	Primary Revenue Sources	Primary Uses in Dept.
Supplier Database Cash Fund	\$7,627,324		1.0 percent rebate on statewide price agreements	Supports the statewide procurement and eProcurement operations, as well as the State's financial system (CORE)
Various CF	4,469,142		Various	Various
Dept. of Personnel Revolving Fund - CF	4,207,402	¹	Service charges to state and local governments and rebates	Supports services comprising print, document management, data entry, imaging, and mail operations, as well as Capitol Complex operations
Supplemental State Contribution Fund	1,848,255	¹	Tobacco litigation settlement money	To subsidize, in part or in whole, the health insurance plan premiums of lower-income state employees with children.
Group Benefit Plans Reserve Fund	1,541,707	¹	State employee payroll deductions	For the administration of the State's group health and dental insurance program
Administrative Courts Cash Fund	1,030,712	¹	Service charges to state departments	Supports adjudication services and administrative law hearings for State agencies in order to resolve cases that deal with worker's compensation, human services, and regulatory law.
Procurement Card Program	862,394		Rebates	Offset of General Fund for administrative expenses
Total	\$21,586,936			

¹ At least partially TABOR exempt. Most revenue deposited in these funds are statutorily exempt from TABOR pursuant to Section 24-77-102 (17)(b), C.R.S., as the deposits are from intra- and intergovernmental transfers. The exception is the Group Benefit Plans Reserve Fund; it's revenue is not included in the general revenue of the State and is not considered a State asset, pursuant to Section 24-50-613 (1), C.R.S.

Additional Detail for Select Funds

Operating Common Policies supporting funds: The majority of cash funds that support Operating Common Policies receive their revenue from intragovernmental transfers. As a result, 1) their revenue is TABOR exempt because it is not new money entering the state coffers and 2) appropriations from these funds for the implementation of common policies appears as reappropriated funds in the Department's budget. Common Policy supporting cash funds include the:

- Department of Personnel Revolving Fund,
- Risk Management Fund, Self-Insured Property Fund,
- State Employee Workers' Compensation Account,
- Statewide Financial Information Technology Systems Cash Fund,
- Administrative Courts Cash Fund, and
- Motor Fleet Management Fund.

General Factors Driving the Budget

The Department is primarily funded through reappropriated funds, which originate as user fees transferred from other agencies for the provision of statewide services.

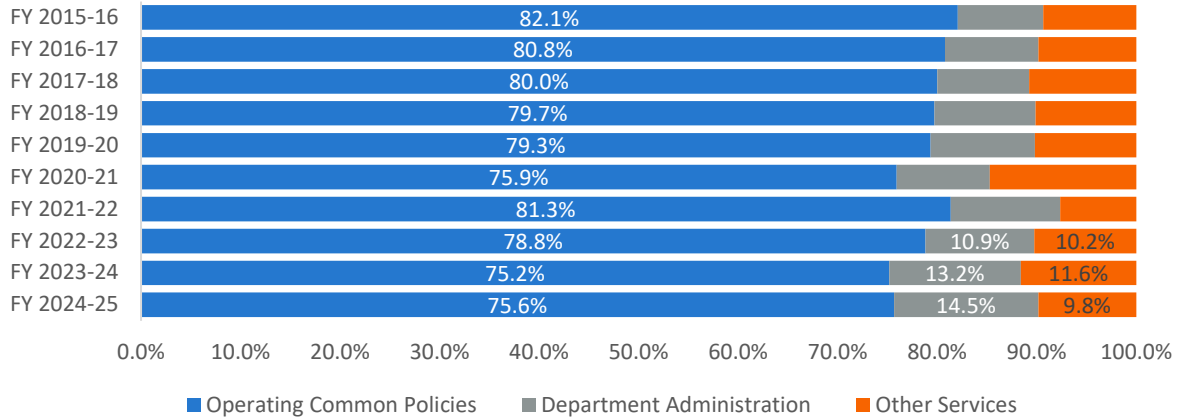
Administration of Operating Common Policies

The administration of Operating Common Policies assigned to the Department is the primary factor driving the Department's budget. The Department administers common policies for:

- three Risk Management programs, including property insurance, liability insurance, and workers' compensation coverage;
- the management of State fleet of vehicles;
- maintaining the State accounting system, i.e., Colorado Open Resource Engine (or "CORE");
- providing statewide document- and data-related services;
- administrative law adjudication services; and
- managing the state-owned Capitol Complex facilities and grounds.

On average over the last decade, Operating Common Policies have accounted for approximately 79.5 percent of the Department's annual budget. Other services provided by the Department, including statewide human resources, the Colorado State Archives, financial operations, and procurement have averaged 10.2 percent of the annual budget. The Department's administration made up the remaining 9.3 percent of the annual budget. However, in the last two fiscal years, the Operating Common Policies' share of the Department's budget has decreased to a decade's low, while department administration and other services are at a decade's high.

Operating Common Policies are the primary driver of the Department's total budget over the last decade; however, in the last two fiscal year, their share has decreased to a decade low.



For the last decade, the two largest portions of Operating Common Policies are the Risk Management programs and the Fleet Management program. These two programs account for approximately 67.0 percent of the Operating Common Policies annually, or 52.6 percent of the Department's total operating budget.

Risk Management

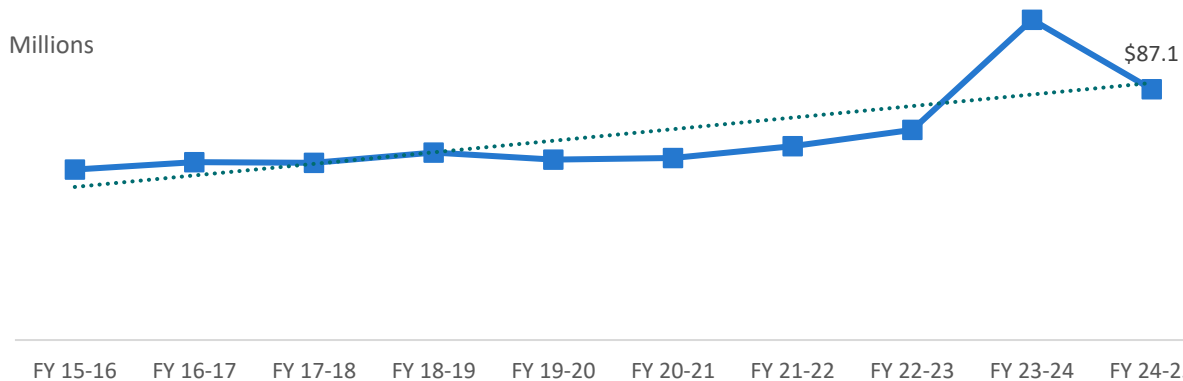
The state's Risk Management Unit provides insurance coverage to departments and state agencies for workers' compensation and property and liability insurance. The State is self-insured for workers' compensation and liability and purchases property insurance from a commercial insurer. By industry standards, the State of Colorado is considered self-insured because it covers the liability for losses in each program area up to at least \$100,000, though many events are covered at considerably higher limits. The state also carries "excess" policies that protect it from extreme cases where a particular loss could jeopardize the overall solvency of the risk management funds.

Statewide Risk Management Services - Premiums and Administrative Expenses					
	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Actual
Claims, Premiums, and Deductibles					
Workers' Comp. claims and excess policy	\$29,235,898	\$31,943,203	\$30,651,674	\$31,699,775	\$31,012,731
Property policies, deductibles, and payouts	11,333,363	13,737,316	13,076,298	19,443,638	29,303,048
Liability claims and excess policy	7,612,819	4,392,843	6,403,438	18,933,946	35,099,671
Subtotal	\$48,182,080	\$50,073,362	\$50,131,410	\$70,077,359	\$95,415,450
<i>Percent of total</i>	<i>84.0%</i>	<i>85.9%</i>	<i>83.4%</i>	<i>86.2%</i>	<i>89.6%</i>
Legal Services					
Workers' Comp. legal services	\$2,075,660	\$1,557,645	\$1,215,954	\$1,582,974	\$1,423,075
Liability legal services	3,990,682	3,972,734	5,826,818	7,063,459	6,040,506
Subtotal	\$6,066,342	\$5,530,379	\$7,042,772	\$8,646,433	\$7,463,581
<i>Percent of total</i>	<i>10.6%</i>	<i>9.5%</i>	<i>11.7%</i>	<i>10.6%</i>	<i>7.0%</i>

Statewide Risk Management Services - Premiums and Administrative Expenses					
	FY 19-20 Actual	FY 20-21 Actual	FY 21-22 Actual	FY 22-23 Actual	FY 23-24 Actual
Administration					
Admin. Expense and TPA Fees	\$3,117,261	\$2,673,282	\$2,933,990	\$2,600,696	\$3,626,801
<i>Percent of total</i>	5.4%	4.6%	4.9%	3.2%	3.4%
Total Risk Management	\$57,365,683	\$58,277,023	\$60,108,172	\$81,324,488	\$106,505,832

Policy claims, premiums, and deductibles are the largest share of expenditures for these services. Appropriations and allocations from state agencies for risk management coverage are calculated using actuarially-determined prospective claims losses. The larger higher education institutions administer their own risk management programs, and for those programs, funds are not included in the above table and following chart.

Over the last decade, Risk Management appropriations have grown by an annualized 3.9 percent, or by an annual average of \$2.8 million.



The Risk Management common policy has experienced growth in the four fiscal years since FY 2021-22. In FY 2021-22, there was a change in the judiciary that resulted in more liability claims being paid out. The cybersecurity insurance primary carrier being used dropped coverage for public entities, forcing the use of the only other policy carrier, which has higher premium and deductibles. Senate Bill 21-088 (Child Sexual Abuse Accountability Act) increased the estimated legal expenses and claim payouts within the Liability Fund.

In FY 2022-23, there were year-over-year increases in the liability excess policy and legal services appropriation totaling \$1.6 million and \$1.5 million reappropriated funds, respectively. Additionally, two bills appropriated a total of \$1.2 million General Fund: S.B. 22-097 (Whistleblower Protection Health & Safety) and S.B. 22-163 (Establish State Procurement Equity Program). Senate Bill 22-097 expanded protections for workers who report concerns about health and safety, or violations of health and safety rules, to their employers. Senate Bill 22-163 established the State Procurement Equity Program, which works with stakeholders towards the goal of reducing disparities between the availability of historically underutilized businesses and the utilization of such businesses in state procurement.

The large spike in Risk Management appropriations in FY 2023-24 was a result of a mid-year, supplemental adjustment to the common policy. The increase of \$33.4 million reappropriated funds addressed larger than expected liability claims in FY 2023-24. Between FY 2018-19 and FY

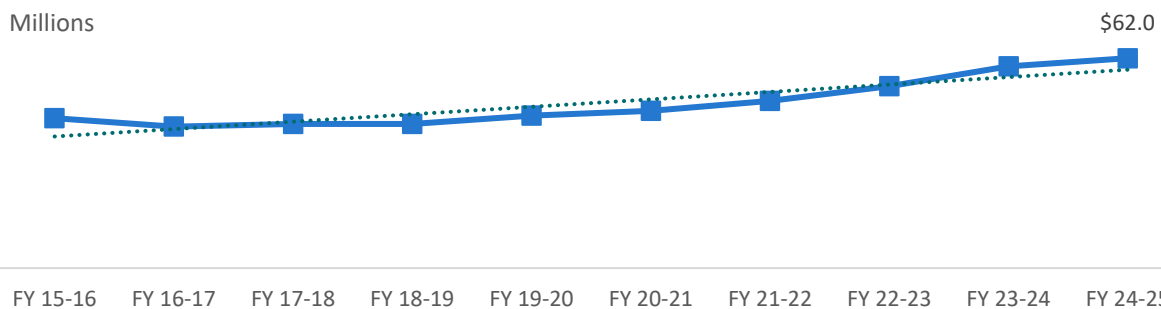
2021-22 the Liability program experienced an average of \$5.1 million in claims per fiscal year. In FY 2022-23, liability claims more than tripled to \$16.0 million due to several large claims including judgments, class action settlements, cyberattack expenses, and inmate claims.

State Fleet Program

Section 24-30-1104 (2)(a), C.R.S., grants the Department authority to administer the state's fleet management program, which purchases vehicles, manages maintenance and repairs, manages the fleet, auctions older vehicles, and manages the state motor pool. The Fleet Management program is housed in the Department's Division of Capital Assets.

Vehicle costs include variable and fixed expenses. Variable costs are billed at a rate per mile based on department and vehicle type and are typically paid from operating expenses line items. Variable costs include insurance, fuel, maintenance, and repairs. Fixed costs include the lease payments and the Department's vehicle management fee and are included in each department's *Vehicle Lease Payments* line item. The Department acquires lease-purchase financing for replacement vehicles and additional vehicles approved in budget requests. Leases vary between 72 and 120 months with the exception of State Patrol vehicles, which are leased for 48 months.

Over the last decade, Fleet Management appropriations have grown by an annualized 3.4 percent, or an annual average of \$1.8 million reappropriated funds.



The Department's vehicle ordering process is governed by statute, Section 24-30-1104 (2)(c), C.R.S., and the Executive Orders of current and former Governors focusing on alternative fuel vehicles^{1, 2} (AFVs) and Zero-Emission Vehicles³ (ZEVs), such as electric vehicles. The program

¹ Executive Order No. 2018 026 Greening of State Government, is accessible at: https://drive.google.com/a/state.co.us/file/d/1BbJrBa351-jN47sW18wC_Uaua_duP0Z9/view?usp=sharing

² Executive Order No. 2018 006 Maintaining Progress on Clean Vehicles, is accessible at: https://drive.google.com/a/state.co.us/file/d/1GNxVJrewxSc5yVo2t_3AV3D3eU6LIOfT/view?usp=sharing

³ Executive Order No. 2019 002 Supporting Transition to Zero Emission Vehicles, is accessible at: https://www.colorado.gov/governor/sites/default/files/inline-files/b_2019-002_supporting_a_transition_to_zero_emissions_vehicles.pdf

provides a menu-approach, which allows agencies to identify the correct ZEV, AFV, or combustion engine vehicle available for their needs. Statute requires the Department to purchase AFV capable vehicles whenever the base cost or lifecycle cost is not more than 10 percent above the cost of the gasoline alternative when its use is congruent with such vehicles.

Summary of Request

Department of Personnel						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 2024-25 Appropriation						
HB 24-1430 (Long Bill)	\$289,399,577	\$39,393,450	\$27,791,496	\$222,214,631	\$0	519.5
Other legislation	-6,117,283	49,383	-6,204,560	37,894	0	-1.2
Total	\$283,282,294	\$39,442,833	\$21,586,936	\$222,252,525	\$0	518.3
FY 2025-26 Requested Appropriation						
FY 2024-25 Appropriation	\$283,282,294	\$39,442,833	\$21,586,936	\$222,252,525	\$0	518.3
R1 OAC staffing	292,468	0	0	292,468	0	2.8
R2 State property risk valuation	600,000	0	0	600,000	0	0.0
R3 Private lease early termination	692,189	692,189	0	0	0	0.0
R4 COWINS Partnership Agreement resources	531,675	531,675	0	0	0	3.8
R5 State Archives staffing	76,960	76,960	0	0	0	0.9
R6 Address confidentiality resources	557,619	557,619	0	0	0	3.3
R7 Annual fleet vehicle replacements	5,897,217	0	0	5,897,217	0	0.0
R8 CEO funding realignment	-653,416	-653,416	0	0	0	0.0
R9 OSA planning reduction	-992,189	-992,189	0	0	0	0.0
Centrally appropriated line items	3,801,988	625,618	386,690	2,789,680	0	0.0
Risk management base adjustment	2,486,673	0	0	2,486,673	0	0.0
Capitol Complex leased space base adjustment	1,233,751	-39,703	20,281	1,253,173	0	0.0
Indirect cost assessment	156,265	0	-147,035	303,300	0	0.0
Non-prioritized requests	124,977	0	-417	125,394	0	0.0
OAC base adjustments	0	0	-753,371	753,371	0	0.0
Annualization of prior year actions	-2,000,660	-1,491,181	-44,300	-465,179	0	-27.0
Technical adjustments	-444,935	-327,857	-421,599	304,521	0	0.0
CORE operations base adjustments	-166,209	0	-2,611,279	2,445,070	0	0.0
Total	\$295,476,667	\$38,422,548	\$18,015,906	\$239,038,213	\$0	502.1
Increase/-Decrease	\$12,194,373	-\$1,020,285	-\$3,571,030	\$16,785,688	\$0	-16.2
Percentage Change	4.3%	-2.6%	-16.5%	7.6%	0.0%	0.0

R1 Office of Administrative Courts (OAC) staffing: The request includes an increase of \$292,468 in reappropriated funds spending authority and 2.8 FTE in FY 2025-26 to address caseload growth and retention in the Office of Administrative Courts. The OAC has experienced caseload growth in multiple types of cases. Due to compliance requirements issued by the Centers for Medicare and Medicaid, the Department of Health Care Policy and Financing requires that the OAC meet a 90-day turnaround times for all Medicaid related starting July 2025. The Medicaid covered population in the State has nearly doubled in ten years. Roughly

half of the OAC's caseload are Medicaid cases. The request annualizes to \$298,248 reappropriated funds and 3.0 FTE in Fiscal Year 2026-27 and ongoing.

R2 State property risk valuation: The request includes an increase of \$600,000 reappropriated funds spending authority in Fiscal Year 2025-26 and ongoing. The Department reports that some of the State's property insurance carriers are requiring a valuation of all owned and leased buildings and their contents in order to fully underwrite the financial loss exposure of the State Office of Risk Management's property program. The State's property valuation has not been fully assessed in more than 20 years. When values are incorrect, loss payments from the State Office of Risk Management and the insurers are limited to the reported amount. Insurers are unwilling to provide blanket coverage when values are outdated. In order to maintain accurate valuations, the valuation cycle will need to be continually repeated with two to three years in between starting a new cycle.

R3 Private lease early termination: The request includes an increase of \$692,189 General Fund to allow for an early private lease termination and the consolidation of a state agency into excess capitol complex office space. The Department estimates \$1.5 million in avoided private lease payments resulting in a net savings of \$828,736, including General Fund, cash funds, and reappropriated funds. This request is for FY 2025-26 only.

R4 COWINS Partnership Agreement resources: The request includes an increase of \$531,675 General Fund and 3.8 FTE for FY 2025-26. The Department intends to transition one term-limited FTE to permanent staff for data management and add three additional staff to the Colorado State Employee Assistance Program. The request annualizes to \$2.1 million total funds, include \$1.8 million General Fund, and 4.0 FTE in FY 2026-27 and FY 2027-28. The large increase in General Fund in the out-years is due to a \$1.7 million General Fund annualization for housing assistance. This request is predicated on the renegotiated COWINS Partnership Agreement (Articles 8.3 (A), 32.8, 5.2, and 24.5) that became effective September 23, 2024.

R5 State Archive resources: The request includes an increase of \$78,440 General Funds and 0.9 FTE in FY 2025-26 to meet increases in demand for research desk services from the general public and government offices. The Department reports that research requests at the State Archives increased 39.0 percent in the past year, due largely to the successful implementation of a searchable database and an improved request management system, and have had a deleterious effect on request turnaround times. Colorado State Archives plans, manages, operates, and implements the State's archival and records management program to protect, preserve, and maintain the legal documents for Colorado territorial and state government. This unit develops and approves record retention policies and destruction schedules for all State agencies, counties, cities, school districts, and special districts regarding preservation and management of records. The unit also provides citizen and agency access to the records in its custody for legal and research purposes. The request annualizes to \$78,708 General Funds and 1.0 FTE FY 2026-27 and ongoing.

R6 Address confidentiality resources: The request includes an increase of \$557,619 General Fund and 3.3 FTE in FY 2025-26 backfill the loss of federal Victims of Crime Act grant funds, realign the appropriation for increases in postage related expenses, add resources for outreach services to focus on underserved areas of the State, and the conversion of term-limited staff to

permanent status. The Address Confidentiality Program is statutorily obligated to accept all individuals who apply and qualify for admission into the Program regardless of budget or staff resources. The program is tasked with protecting the confidentiality of the actual addresses of relocated protected health-care workers or victims of domestic violence, sexual offense, human trafficking, or stalking and to prevent the victim's assailants or potential assailants from finding the victim through public records. The request annualizes to \$605,529 General Fund and 4.0 FTE in FY 2026-27 and ongoing.

R7 Annual fleet vehicle replacements: The request includes an increase of \$5.9 million reappropriated funds to replace 552 vehicles in the State's fleet. Of the vehicles to be replaced, the Department has identified 470 as potential alternative fuel vehicles (AFV). Of the \$5.9 million reappropriated funds, \$0.2 million is for state fleet management operating expenses. For individual state agencies, this request will require an increase of \$7.2 million in total funds for the respective Vehicle Lease Payments line item appropriations, with an estimated \$1.8 million increase in General Fund in FY 2025-26. The request includes non-prioritized request affecting multiple departments statewide.

R8 Colorado Equity Office (CEO) funding realignment: The request includes a permanent budget neutral shift of \$653,416 General Fund from the Colorado Equity Office to four state departments beginning in FY 2025-26. The Colorado Equity Office was created by H.B. 22-1397 (Statewide Equity Office), which appropriated to the Department of Personnel sufficient funding for 10.0 FTE within the CEO and 9.0 FTE within four other departments: Health Care Policy and Financing, Human Services, Regulatory Agencies, and Revenue. Funding for the FTE in the four other agencies has been reappropriated from the CEO since its inception. This request seeks to directly appropriate the funding for those 9.0 FTE to the affected departments. Those direct General Fund appropriations are:

- \$74,921 to Health Care Policy and Financing for 1.0 FTE,
- \$325,979 to Human Services for 4.0 FTE,
- \$60,581 to Regulatory Agencies for 1.0 FTE, and
- \$191,935 to Revenue for 3.0 FTE.

R9 Office of the State Architect (OSA) planning reduction: The request includes a decrease of \$992,189 General Fund in FY 2025-26 to the Statewide Planning Services line item in the Office of the State Architect for budget balancing purposes. This line item funds technical and consulting services related to statewide capital master plan development for state agencies served by the OSA. The Department reports that since its inception this line has been underutilized. Additionally, the line item is granted roll-forward authority through a Long Bill footnote, allowing the Department to utilize appropriations for one additional fiscal year. The annual Long Bill appropriation is \$1.0 million General Fund. The request annualizes to a \$700,000 General Fund appropriation in FY 2026-27 and ongoing.

Centrally appropriated line items: The request includes a net increase of \$3.8 million total funds, including \$625,618 General Funds for centrally appropriated line items, summarized in the table below.

Centrally appropriated line items						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Payments to OIT	\$1,613,002	\$382,523	\$250,000	\$980,479	\$0	0.0
Risk management & property	1,062,152	415,894	26,370	619,888	0	0.0
Salary survey	1,040,829	475,420	30,661	534,748	0	0.0
Capitol Complex leased space	195,665	115,032	-7,842	88,475	0	0.0
Step Plan	188,525	47,621	1,540	139,364	0	0.0
CORE operations	154,246	59,961	4,764	89,521	0	0.0
PERA direct distribution	60,725	22,478	-1,791	40,038	0	0.0
FY 2024-25 Step Plan	7,067	30,895	2,412	-26,240	0	0.0
Shift differential	1,167	0	0	1,167	0	0.0
Paid Family & Medical Leave Insurance	3	-2,203	-1,002	3,208	0	0.0
Legal services	-221,156	-199,312	100,831	-122,675	0	0.0
Health, life, and dental	-220,836	-636,706	6,937	408,933	0	0.0
Workers' compensation	-69,650	-26,328	-3,749	-39,573	0	0.0
AED and SAED adjustment	-9,707	-58,715	-22,269	71,277	0	0.0
Short-term disability	-44	-942	-172	1,070	0	0.0
Total	\$3,801,988	\$625,618	\$386,690	\$2,789,680	\$0	0.0

Risk Management base adjustment: The request includes an increase of \$2.5 million reappropriated funds for adjustments to the Risk Management program for anticipated payments to be required by the liability, property, and workers' compensation components of the common policies. This increase is driven primarily by increases in liability claims and property policies.

Capitol Complex Leased Space base adjustment: The request includes an increase of \$1.2 million total funds, including decrease of \$39,703 General Fund, for base adjustments to the Capitol Complex Leased Space common policy.

Indirect cost assessment: The request includes net adjustments to indirect costs across all divisions.

Non-prioritized decision items: The request includes a net increase of \$124,977 total funds for requests that originate in the Departments of Agriculture, Natural Resources, and Revenue.

Non-prioritized requests						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
NP2 DNR R1 Keep Colorado wild pass	\$54,951	\$0	0	\$54,951	\$0	0.0
NP6 DOR R3 Lottery	39,000	0	\$0	39,000	0	0.0
NP4 CDA R2 Soil health program	22,488	0	0	22,488	0	0.0
NP1 DNR R9 Wildlife conserv	18,188	0	0	18,188	0	0.0
NP3 DNR R10 State Land Board	12,767	0	0	12,767	0	0.0
NP5 Annual fleet request	-22,417	0	-417	-22,000	0	0.0
Total	\$124,977	\$0	-\$417	\$125,394	\$0	0.0

Administrative Law Judge (ALJ) services base adjustment: The request includes a refinance of \$753,371 cash funds spending authority with an equivalent amount of reappropriated funds spending authority, for base adjustments to the Administrative Law Judge services common policy.

Annualize prior year actions: The request includes a net increase of \$5.8 million total funds, including \$6.5 million General Fund, for the out-year cost of prior year budget actions and legislation.

Annualization of prior year actions						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
FY 23-24 R11 Emplly survey vendor	\$300,000	\$300,000	0	0	0	0.0
FY 24-25 R3 Apprentice and skills based hiring	198,316	198,316	0	0	0	2.5
SB 14-214 PERA studies	125,000	125,000	0	0	0	0.0
HB 23-1008 Food accessibility	48,437	0	0	48,437	0	0.0
HB 24-1268 Fin assist low-income	13,825	0	\$0	13,825	0	0.0
FY 24-25 R1c FinOps staffing	9,660	9,660	0	0	0	0.2
FY 24-25 R1b Admin staffing	5,892	5,892	0	0	0	0.3
HB 24-1439 Incent expand apprentice	5,524	0	0	5,524	0	0.0
SB 24-179 Floodplain mgmt	4,009	4,009	0	0	0	0.2
HB 24-1340 Incent for post-sec edu	3,875	0	0	3,875	0	0.0
HB 24-1312 Careworkers incm tax crdt	3,590	0	0	3,590	0	0.0
HB 23-1272 Advance decarb	2,607	0	0	2,607	0	0.0
HB 24-1157 Employee-owned bus tax crdt	2,581	0	0	2,581	0	0.0
FY 24-25 R1c SPCO staffing	1,047	1,047	0	0	0	0.3
FY 23-24 R3 Statewide COWINS	-1,792,460	-1,792,460	0	0	0	-28.2
HB 22-1337 State personnel comp rept	-300,000	-300,000	0	0	0	0.0
FY 23-24 NPBA6 PHE funding	-270,930	0	0	-270,930	0	0.0
FY 24-25 NPBA3 PHE unwind	-209,216	0	0	-209,216	0	-2.7
SB 21-250 Elections and voting	-50,000	0	0	-50,000	0	0.0
HB 24-1360 CO Disability Opp Ofc	-41,888	0	-41,888	0	0	0.0
HB 23-1189 Employer assist home purchase	-13,610	0	0	-13,610	0	0.0
SB 23-016 GHG emission redux	-12,453	0	0	-12,453	0	0.0
FY 24-25 salary survey	-7,067	-30,895	-2,412	26,240	0	0.0
HB 24-1052 Senior housing incm tax crdt	-6,756	0	0	-6,756	0	0.0
SB 23-172 Protect workers' rights	-6,414	-6,414	0	0	0	0.0
FY 24-25 R2 Central payroll staffing	-5,336	-5,336	0	0	0	0.4
HB 24-1235 Reduce aviation impacts	-2,591	0	0	-2,591	0	0.0
SB 24-016 Tax crdt for intermeds	-1,991	0	0	-1,991	0	0.0
HB 23-1309 Film incent tax credit	-1,927	0	0	-1,927	0	0.0
HB 24-1311 Family afford tax crdt	-1,078	0	0	-1,078	0	0.0
HB 23-1112 EITC	-762	0	0	-762	0	0.0
SB 22-051 Reduce emiss built enviro	-544	0	0	-544	0	0.0
Total	-\$2,000,660	-\$1,491,181	-\$44,300	-\$465,179	\$0	-27.0

Technical adjustments: The request includes a decrease of \$444,935 total funds, including a decrease of \$327,857 General Fund, related to a technical issue.

Technical adjustments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
SB 24-214 continuous approp	\$400,000	\$0	\$400,000	\$0	\$0	0.0
Digital storage adjustment	56,995	56,995	0	0	0	0.0
Contract escalator	1,199	1,199	0	0	0	0.0
FY 25-26 statewide indirects	0	-209,915	0	209,915	0	0.0

Technical adjustments						
Item	Total Funds	General Fund	Cash Funds	Reapprop. Funds	Federal Funds	FTE
Fund source corrections	0	-94,606	0	94,606	0	0.0
Depreciation lease equivalent payments	-886,629	-65,030	-821,599	0	0	0.0
Leased space correction	-16,500	-16,500	0	0	0	0.0
Total	-\$444,935	-\$327,857	-\$421,599	\$304,521	\$0	0.0

CORE operations base adjustment: The request includes a decrease of \$166,209 total funds, including a decrease of \$2.6 million cash funds and an increase of \$2.4 million reappropriated funds, for CORE operations base adjustments.

Budget Reduction Options

The Executive Budget Request includes reductions of \$1.1 million General Fund for the Department of Personnel, representing 2.9 percent of the General Fund appropriations in this section of the budget. This issue brief reviews these proposals and additional options identified by staff.

Summary

- The Department of Personnel, represents 0.3 percent of total state General Fund appropriations in FY 2024-25. The Executive budget request includes proposed reductions of \$1,782,895, representing 4.5 percent of the General Fund appropriations in this section of the budget. These reductions are offset by proposed increases, so that the Department's total General Fund is requested to decrease by 2.6 percent.
- Roughly half of the General Fund relief options developed by JBC staff are ongoing; however, those ongoing options also carry the most significant operational impacts to the Department and could have unintended consequences.

Recommendation

- Staff recommends that the Department discuss the Department proposals and staff options in its budget hearing, focusing particularly on those revenue enhancements and expenditure reductions that are ongoing in nature.

Discussion

Funding History FY 2018-19 to FY 2024-25

The Department of Personnel represents 0.3 percent of total state General Fund appropriations in FY 2024-25. As reflected in the table below, General Fund in this section of the budget has increased by 121.3 percent since FY 2018-19 after adjustments for inflation⁴. This is more than the statewide increase in General Fund appropriations of 11.3 percent over the same period after adjustments. Over the same period total funding in this section of the budget, after adjustments, has changed by 8.9 percent.

⁴ Fiscal year 2018-19 appropriations are adjusted for inflation, calculated based on the Legislative Council Staff September forecast, which reflects an increase in the Denver-Aurora-Lakewood consumer price index of 26.7 percent between FY 2018-19 and FY 2024-25.

FY 2018-19 to FY 2024-25 Appropriations Comparison - Adjusted for Inflation					
Fund	FY 2018-19		FY 2024-25	Increase/ -Decrease after inflation adjustment	
	Nominal	FY 24-25 Dollars		Amount	Percent
General Fund	\$14,074,381	\$17,825,722	\$39,442,833	\$21,617,111	121.3%
Total Funds	\$205,401,435	\$260,148,482	\$283,282,294	\$23,133,812	8.9%

Budget Requests for General Fund Relief

For this section of the budget, the budget request includes proposals for General Fund relief totaling \$2.5 million, representing 6.4 percent of the General Fund appropriations. These reductions are offset by proposed increases, so that the Department's total General Fund is requested to decrease by 2.6 percent. The proposals for General Fund relief are summarized in the table below. Some of the proposals require statutory change.

Budget Requests for General Fund Relief					
Option	General Fund	Other Funds	Bill? Y/N	Description	
Revenue Enhancements					
R1 Transfer CF interest (Statewide)	\$758,278	-\$758,278	Y	The request proposes transfers of interest earned by select cash funds in FY 2024-25 and FY 2025-26. This is a one-time option.	
Subtotal - Revenue	\$758,278	-\$758,278			
Expenditure Reductions					
R4 GF reduction for program lines (Statewide)	-\$137,290	\$0	N	This request includes an ongoing cut of 1.0 percent to personal services and operating expenses line items after their consolidation into program cost line items.	
R8 Colorado Equity Office funding realignment	-653,416	0		The request includes an ongoing reduction of General Fund to decentralize the funding for equity staff in the Departments of Health Care Policy and Financing, Human Services, Regulatory Agencies, and Revenue. The requested reduction is fully offset by General Fund increases in the aforementioned departments.	
R9 OSA planning reduction	-992,189	0	N	The request includes a one-time reduction of General Fund for statewide planning conducted by the Office of the State Architect. The request includes a reduction of \$300,000 General Fund in FY 2026-27 and ongoing.	
Subtotal - Expenditures	-\$1,782,895	\$0			
Net General Fund Relief	\$2,541,173				

Additional Options for JBC Consideration

The table below summarizes options identified by the JBC staff that the Committee could consider in addition to or instead of the options presented in the budget request.

A General Fund reduction of 5.0 percent to the sections of the budget covered in this briefing would require a reduction of \$1,972,142.

Additional Options for General Fund Relief				
Option	General Fund	Other Funds	Bill? Y/N	Description
Revenue Enhancements				
Supplemental State Contribution Fund Transfer	\$5,000,000	-\$5,000,000	Y	This fund supplements the monthly state contribution amounts to medical and dental benefit plan premiums of lower-income state employees with children. Revenue in the fund are from the Tobacco Master Settlement Agreement, and recently revenue has exceeded expenditures. This surplus results in a growing fund balance, which is projected to start FY 2025-26 with a balance of \$7.4 million. The fund is continuously appropriated. This is a one-time revenue enhancement.
Unused State-owned Real Property Fund - Option 1	300,000	-300,000	Y	This fund supports the Public-Private Collaboration Unit that administers and manages all responsibility for public-private partnership projects. Revenue is generated from the sale, rent, or lease of unused state-owned real property and any revenue generated from public-private agreements. The \$300,000 represents revenue generated from external sources, which is subject to TABOR. The fund is continuously appropriated. This is a one-time revenue enhancement.
Unused State-owned Real Property Fund - Option 2	285,000	-285,000	Y	This option would transfer 5.0 percent of the anticipated FY 2025-26 ending fund balance to the General Fund. This is a one-time revenue enhancement.
Repeal Office of Sustainability	400,000	-400,000	Y	The Office of Sustainability was created by S.B. 24-214, which includes an annual statutory transfer of \$400,000 General Fund to the State Agency Sustainability Revolving Fund. The Revolving Fund is continuously appropriated. This is an ongoing revenue enhancement.
Subtotal - Revenue	\$5,985,000	-\$5,985,000		
Expenditure Reductions				
FY 23-24 R3 Step plan temp FTE full annualization	-\$764,996	\$0	N	The reduction is based on the original annualization assumption used during JBC staff figure setting for this FY 2023-24 budget action. This reduction is ongoing.
Reduce Capitol Complex Leased Space for vacant square footage	-726,217	0	N	The Department's Capitol Complex Leased Space line item includes General Fund appropriations for the maintenance and upkeep of vacant square footage in the Capitol Complex. Some of that square footage is vacant due to construction. This option cuts the maintenance and upkeep appropriations for vacant square footage currently under construction. This cut is partially offset by an increase in General Fund obligations in other departments, as the fixed costs of Capitol Complex leased space are allocated to those departments and agencies that use the space. The net General Fund savings from this option is \$338,248. This reduction is temporary.
6-year average reversion reductions to select programs	-636,504	0	N	The reduction is based on the 6-year average reversions for personal services and operating expenses of the Office of the State Architect, Human Resource Services, State Personnel Board, Financial Operations and

Additional Options for General Fund Relief				
Option	General Fund	Other Funds	Bill? Y/N	Description
				Reporting, and State Procurement and Contracts Office. This reduction is ongoing.
Eliminate funding for state employee tuition reimbursement	-500,000	0	N	Eliminates appropriation supporting the reimbursement of state employees for qualifying tuition costs. The tuition reimbursement program is a provision of the COWINS Partnership Agreement. This reduction is ongoing.
Eliminate funding for union stewards	-500,000	0	N	Eliminates appropriation for the cost of certain state employees who act as union stewards. Covering the cost of union stewards is a provision of the COWINS Partnership Agreement. This reduction is ongoing.
Repeal Colorado Equity Office	-1,362,575	0	Y	The Colorado Equity Office was created by H.B. 22-1397. The Office is required to ensure statewide consistency in the application of state and federal law, as well as state executive orders, universal policies, and partnership agreements. This reduction is ongoing.
Eliminate funding for ADA coordinator and reasonable accommodations	-468,555	0	N	This appropriation provides funding for a statewide Americans with Disabilities Act coordinator and funding for reasonable accommodations made under the Act. This reduction is ongoing.
Repeal State Procurement Equity Program	-849,992	0	Y	The State Procurement Equity Program was created by S.B. 22-163 to work with stakeholders towards the goal of reducing disparities between the availability of historically underutilized businesses and the utilization of such businesses in state procurement. This reduction is ongoing.
Subtotal - Expenditures	-\$5,808,839	\$0		
Net General Fund Relief	\$11,793,839			

Revenue Enhancements

Supplemental State Contribution Fund Transfer to General Fund

Description: Bill to transfer \$5.0 million from the Supplemental State Contribution Fund to the General Fund.

Key Considerations: The transfer does not negatively affect any existing program. This is a one-time option.

Additional background: This fund supplements the monthly state contribution amounts to medical and dental benefit plan premiums of lower-income state employees with children. Revenue in the fund are from the Tobacco Master Settlement Agreement, and recently revenue has exceeded expenditures. This surplus results in a growing fund balance, which is projected to start FY 2025-26 with a balance of \$7.4 million. The fund is continuously appropriated.

The Supplemental State Contribution Fund, created in Section 24-50-609 (5), C.R.S., is continuously appropriated to the Department.

Supplemental State Contribution Fund Cash Flow Summary				
	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Beginning balance	\$4,923,634	\$6,017,095	\$6,830,428	\$7,440,202
Revenue	2,195,462	2,378,008	2,033,549	2,116,267
Expenditures	-1,102,001	-1,564,675	-1,423,775	-1,466,488
Ending balance	\$6,017,095	\$6,830,428	\$7,440,202	\$8,089,981

Fee impact: None. Revenue is from legal settlements and penalties.

Unused State-owned Real Property Fund Transfer to General Fund – Option 1

Description: Bill to transfer \$300,000 from the Unused State Owned Real Property Fund to the General Fund.

Key Considerations: This fund supports the Public-Private Collaboration Unit that administers and manages all responsibility for public-private partnership projects. The \$300,000 represents revenue generated from external sources, which is subject to TABOR.

Unused State-owned Real Property Fund Cash Flow Summary				
	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Beginning balance	\$0	\$17,258,403	\$28,888,226	\$8,390,756
Revenue	17,709,446	16,138,726	1,300,000	1,800,000
Expenditures	-451,043	-4,508,903	-21,797,470	-4,490,470
Ending balance	\$17,258,403	\$28,888,226	\$8,390,756	\$5,700,286

Fee impact: None. Revenue is generated from the sale, rent, or lease of unused state-owned real property and any revenue generated from public-private agreements.

Unused State-owned Real Property Fund Transfer to General Fund – Option 2

Description: Bill to transfer \$285,000 from the Unused State Owned Real Property Fund to the General Fund.

Key Considerations: The transfer represents 5.0 percent of the FY 2025-26 ending fund balance.

Expenditure Reductions

FY 23-24 R3 Step plan temp FTE full annualization

Description: The \$764,996 reduction is the implementation of the original annualization assumptions used by JBC staff to develop the figure setting recommendation for this FY 2023-24 budget action.

Key Considerations: This reduction is ongoing.

Additional background: The original FY 2023-24 appropriation of \$4.2 million General Fund and 48.3 FTE was for implementation support of the COWINS Partnership Agreement, Article 31.6 pay step plan (R3 COWINS Partnership Agreement implementation resources). The staffing was primarily term-limited. The cost assumptions used by JBC staff during figure setting show this

request annualizing to \$257,830 General Fund and 1.0 FTE in FY 2025-26 and ongoing.⁵ This reduction implements those annualization assumption.

Reduce Capitol Complex Leased Space for vacant square footage

Description: Reduce the Department’s Capitol Complex Leased Space line item by \$726,217 General Fund.

Key Considerations: This reduction is temporary and dependent on construction time lines. This cut is partially offset by an increase in General Fund obligations in other departments, as the fixed costs of Capitol Complex leased space are allocated to those departments and agencies that use the space. The net General Fund savings from this option is \$338,248.

Additional background: The Department’s Capitol Complex Leased Space line item includes General Fund appropriations for the maintenance and upkeep of vacant square footage in the Capitol Complex. Some of that square footage is vacant due to construction. This option cuts the maintenance and upkeep appropriations for vacant square footage under construction in FY 2025-26.

6-year average reversion reductions to select programs

Description: Reduce various personal services and operating expenses line items by a total of \$636,504 General Fund. The reduction is based on the 6-year average reversions for personal services and operating expenses of the Office of the State Architect, Human Resource Services, State Personnel Board, Financial Operations and Reporting, and State Procurement and Contracts Office.

Key Considerations: This reduction is ongoing.

Eliminate funding for state employee tuition reimbursement

Description: Eliminates the \$500,000 General Fund appropriation supporting the reimbursement of state employees for qualifying tuition costs. The tuition reimbursement program is a provision of the COWINS Partnership Agreement (Article 24.5).

Key Considerations: This reduction is ongoing.

Eliminate funding for union stewards

Description: Eliminates the \$500,000 General Fund appropriation for the cost of certain state employees who act as union stewards. Covering the cost of union stewards is a provision of the COWINS Partnership Agreement (Article 5.2).

Key Considerations: This reduction is ongoing.

⁵ JBC Staff, *FY 2023-24 Personnel Figure Setting*, pg. 55, Feb. 28, 2023: https://leg.colorado.gov/sites/default/files/fy2023-24_perfig.pdf.

Repeal Colorado Equity Office

Description: Eliminates the \$1.4 million General Fund appropriation for the Colorado Equity Office. The Colorado Equity Office was created by H.B. 22-1397 (State Equity Office). The Office is required to ensure statewide consistency in the application of state and federal law, as well as state executive orders, universal policies, and partnership agreements.

Key Considerations: This reduction is ongoing. The repeal requires legislation.

Eliminate funding for ADA coordinator and reasonable accommodations

Description: Eliminates the \$468,555 General Fund appropriation for a statewide Americans with Disabilities Act coordinator and funding for reasonable accommodations made under the Act.

Key Considerations: This reduction is ongoing.

Additional background: The appropriation for an Americans with Disabilities Act coordinator and funding for reasonable accommodations was first made in FY 2022-23 as a result of a budget request (R5 *Americans with Disabilities Act resources*) that was approved by the Committee and included in the FY 2022-23 Long Bill. Reasonable accommodations for people with disabilities are required under state and federal law.

Repeal State Procurement Equity Program

Description: Eliminates the \$849,992 General Fund appropriation for the State Procurement Equity Program. The State Procurement Equity Program was created by S.B. 22-163 (Establish State Procurement Equity Program) to work with stakeholders towards the goal of reducing disparities between the availability of historically underutilized businesses and the utilization of such businesses in state procurement.

Key Considerations: This reduction is ongoing. The repeal requires legislation.

Operating Common Policies Overview and Requests

The Department of Personnel administers centralized budgeting policies described as Operating Common Policies. These policies refer to an array of statewide services, including Administrative Law Judge Services, Workers' Compensation, Payment to Risk Management and Property Funds, Capitol Complex Leased Space and Utilities, CORE Operations, Vehicle Lease Payments, and the Document Solutions Group.

Summary

- For FY 2025-26 there are three decision items that affect the Operating Common Policies: R1 (OAC staffing), R2 (State property risk valuation), and R7 (Annual fleet vehicle replacements).
- Operating common policies are directly dependent upon compensation policies because the costs of personnel are included in the calculation to determine the program overhead that needs to be recovered from state agencies participating in each policy. Sometimes these changes do not require adjustments but in extreme cases, JBC staff may need to come back to the Committee to incorporate unanticipated funding changes.

Discussion

Operating common policies refer to an array of statewide services provided by the Department of Personnel (DPA). Departments request appropriations to pay DPA for services through these Operating Common Policy line items, often centrally appropriated in a department's administrative section (e.g. Executive Director's Office) Long Bill section. DPA's appropriation reflects corresponding reappropriated funds spending authority in order to expend the money received from billing other agencies for services. Operating common policies include:

- Administrative Law Judge Services,
- Workers' Compensation,
- Payment to Risk Management and Property Funds,
- Capitol Complex Leased Space,
- Utilities,
- CORE Operations,
- Vehicle Lease Payments, and
- Document Solutions Group.

The requested amounts for operating common policies are calculated by the Department of Personnel, based on the total estimated program need for FY 2025-26. The requested amounts for the following Operating Common Policy line items appear in departments' individual budget

submissions. The following section will provide an overview of each Operating Common Policy and its FY 2025-26 request.

Administrative Law Judge Services

The Colorado Office of Administrative Courts (OAC) was statutorily created in 1976 to provide an easily accessible, independent, and cost-effective administrative law adjudication system in Colorado. The Office is one of 24 central panels of independent Administrative Law Judges (ALJ) in the United States, and provides administrative law hearings to over 50 State agencies, counties and other entities out of its three offices (Denver, Colorado Springs and Grand Junction).

The OAC conducts all workers' compensation merit hearings for the entire State; public benefits cases (Colorado Works/TANF, Medicaid, etc.); all professional licensing board work involving the denial, revocation, suspension or other discipline of holders of a professional license (such as doctors, nurses, architects, real estate brokers, engineers, etc.); teacher dismissal cases, and all Secretary of State cases where a citizen has filed a complaint under the Fair Campaign Practices Act. In addition, the Office conducts mediations and settlement conferences.

Administrative Law Judge Services Appropriations History					
Cost element	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request	Change from FY 2024-25
Personal services base	\$4,560,383	\$4,411,949	\$4,680,008	\$4,806,041	2.7%
Total comp common policies	1,130,862	1,288,619	1,203,091	1,302,081	8.2%
Operating and OIT common policies	1,307,364	1,383,879	1,693,099	1,633,376	-3.5%
Operating expenses	172,233	391,233	60,722	172,233	183.6%
Indirect costs	99,227	178,659	141,921	156,113	10.0%
IT Capital	0	0	0	3,375,426	n/a
Fund balance adjustment	-322,369	-2,121,205	-842,230	-280,847	-66.7%
Total program cost	\$6,947,700	\$5,533,134	\$6,936,611	\$11,164,423	n/a
<i>Annual change</i>	<i>14.8%</i>	<i>-20.4%</i>	<i>25.4%</i>	<i>60.9%</i>	<i>n/a</i>

Each state agency that utilizes services of the OAC receives an appropriation for Administrative Law Judge Services, which the agencies then utilize to pay DPA and is reflected as reappropriated funds in DPA's budget. For non-state agencies, the Department direct bills those persons and entities; thus, they are not included in the common policy build.

Workers' Compensation & Payments to Risk Management and Property Funds

The Risk Management Unit is located within the Division of Human Resources. It manages the State's self-funded property, liability, and workers' compensation insurance programs. The State's Payment to Risk Management and Property Funds common policy consists of two programs: the Liability Program and the Property Program.

Workers' Compensation

This line item provides funding for payments made to the Department of Personnel & Administration (DPA) to support the State's Workers' Compensation program. To develop its annual request, the Department contracts with an actuary to estimate two primary components of the overall workers' compensation allocations for each department. First, the actuary estimates the total current liability the State is facing based on a three-year analysis of actual losses and/or claims by each department. Then, the actuary estimates the allocation for each department as a percent of the total.

The following table shows the development of the overhead costs for the Risk Management Unit, which includes the workers' compensation, property, and liability programs. The Department allocates the overhead costs to each program proportionally, based on the total estimated personal services expenditures for each program.

Liability and Property Programs

The Liability Program manages claims and lawsuits filed against the State for negligence in occurrences such as automobile accidents, employment discrimination, and road maintenance. During a typical year, approximately 1,800 liability claims are filed against the State, most of which are dismissed due to the Colorado Governmental Immunity Act (CGIA). The majority of expenditures from the Liability Premiums line item are related to federal law, where the focus is on civil rights and employment discrimination. For individual departments, the liability portion of department-wide expenditures is caught in the Payment to Risk Management and Property Funds line item, which also includes the Property Premiums described below.

The Property Program manages the State's incurred costs for self-insured property exposures (e.g., floods, wind, fires, and theft). The Risk Management Unit administers large policy deductibles, and pursuant to statute, State agencies and institutions of higher education pay the first \$5,000 per claim. Policy premiums are allocated to State agencies and institutions of higher education based on pro-rata building and content values.

Risk Management Program Overhead Appropriations History								
Cost element	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request	Liability Program	Property Program	Workers Comp	
	Request Year Overhead Allocation %				100.0%	41.0%	7.0%	52.0%
Personal services	\$872,365	\$897,602	\$1,018,053	\$1,099,509	\$450,799	\$76,966	\$571,745	
Total comp common policies	218,744	228,502	303,403	257,643	128,992	20,601	108,050	
Operating/OIT common policies	288,389	235,666	290,510	355,384	152,124	19,332	183,927	
Operating expenses	63,668	63,668	65,018	65,018	26,657	4,551	33,809	
Indirect cost allocation	277,930	282,494	365,942	402,536	165,040	28,178	209,319	
Total program costs	\$1,721,096	\$1,707,932	\$2,042,926	\$2,180,090	\$923,612	\$149,628	\$1,106,850	
<i>Annual change</i>	<i>9.4%</i>	<i>-0.8%</i>	<i>19.6%</i>	<i>6.7%</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	

Capitol Complex

The Capitol Complex group offers full service facility management within 18 core state buildings, including the State Capitol building, the Governor’s Residence, State Services Building, Human Services Building, the Legislative Services Building and other state-owned office facilities. The group provides building maintenance including HVAC, plumbing, electrical, lights, general maintenance, day and evening custodial services (in-house and contractor), grounds maintenance, snow removal, and building external security. The group also provides the public with special event permits, information resources, and conference center availability.

The Department is required by statute to recover only the costs associated with operating and maintaining the buildings within the Capitol Complex. Therefore, the Department is generally not allowed to under or over-recover funding from the agencies occupying Capitol Complex space.

Capitol Complex Leased Space (CCLS) allocations are determined by aggregating the costs associated with maintaining the program to an allocable pool, then splitting it among all user agencies. These costs are aggregated for each of the three primary campuses: Camp George West in Golden, Grand Junction, and Denver. Once the total costs are determined, the Department calculates the effective rate per square foot by dividing the total cost of the allocable pool by the total number of square feet in the complex. Next, the Department distributes the total cost among each department based on the square feet each department occupies at each campus. The following table provides the total estimated costs for the Capitol Complex Lease Space request and a comparison to previous year appropriations.

Capitol Complex Leased Space Appropriations History				
Cost element	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request
Personal services	\$3,574,314	\$3,755,982	\$4,422,634	\$4,808,565
Total comp common policies	1,048,963	1,395,364	1,478,516	1,388,179
Operating expenses	2,705,456	3,233,865	3,621,929	3,980,500
DCA admin allocation	408,858	445,254	451,675	565,751
Capitol complex repairs	56,520	56,520	56,520	56,520
Operating/OIT common policies	1,588,322	1,759,617	1,647,605	1,861,688
Depreciation estimate	290,000	290,000	290,000	290,000
Energy performance depreciation	2,140,000	2,140,000	2,140,000	2,140,000
Utilities	3,370,656	3,737,619	3,681,370	4,368,204
Capitol complex security	504,707	589,345	637,377	637,377
Indirect cost assessment	1,177,859	490,737	464,303	510,733
Rent from leased Sprint tower space	-47,618	-57,141	-57,141	-57,141
Total base costs	\$16,818,038	\$17,837,161	\$18,834,788	\$20,550,376
Reserve balance adjustment	-463,101	-2,177,521	-3,185,751	-3,351,059
Total allocable cost	\$16,354,937	\$15,659,640	\$15,649,037	\$17,199,317
<i>Annual change</i>	7.9%	-4.3%	-0.1%	9.9%
Allocated square feet	1,273,241	1,227,350	1,269,997	1,233,285
<i>Average cost per square foot</i>	\$12.85	\$12.76	\$12.32	\$13.95

The following table provides the total allocated cost, allocated square footage, and estimated rate per square foot by campus in FY 2025-26.

FY 2025-26 Estimated Cost per Square Foot					
Description	Downtown Denver	Pierce Street	North Campus	Grand Junction	Camp George West
Total allocated cost	\$14,964,707	\$971,151	\$609,106	\$351,694	\$302,740
Allocated square footage	759,560	88,791	89,534	35,163	260,237
Rate per square foot	\$19.70	\$10.94	\$6.80	\$10.00	\$1.16

CORE Operations

In 2011, the State Auditor published a risk assessment regarding the sustainability of operations under the State’s accounting system called Colorado Financial Reporting System (COFRS). The report concluded that “COFRS was at significant risk of partial or complete failure and could no longer be supported by outside vendors or maintained by existing resources within the State.” Responding to the concerning findings of the risk assessment, the General Assembly provided the Governor’s Office of Information Technology (OIT) an appropriation in FY 2012-13, funded through common policy allocations, to begin the modernization of COFRS.

The replacement system for COFRS now operates as the Colorado Operations Resource Engine (CORE). During FY 2015-16, there were over 4,000 CORE users that produced over five million documents or records across budget, accounting and procurement. Starting in FY 2015-16 the administrative responsibility for CORE was transferred from OIT to the Department of Personnel. Along with this transfer, the Department now has oversight of the common policy used to bill agencies for use of the system. Like the other common policies, CORE Operations begins with a calculation for the total program cost associated with operating CORE.

For FY 2025-26, the request includes a base adjustment to the CORE Operations line item for each department based on updated program expenditures anticipated. The Department submits an adjustment for this common policy annually, based on final document count in the most recent complete fiscal year. The following table presents the recent appropriated amount for CORE Operations and the requested funding for FY 2025-26.

CORE Operations Appropriations History				
Cost element	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request
Personal services	\$2,058,016	\$2,224,068	\$2,604,348	\$2,515,038
Total comp common policies	509,666	556,796	739,779	694,161
Operating expenses	59,590	59,590	59,590	59,590
Operating/OIT common policies	566,117	1,467,243	1,609,225	1,743,143
CORE and support modules	6,671,656	5,890,480	6,187,143	6,159,278
Depreciation	4,799,040	4,998,246	1,129,269	n/a
Lease purchase payments	n/a	n/a	n/a	1,269,676
Indirect costs	389,935	372,646	167,026	183,729
Fund balance adjustments	-3,904,195	-6,819,473	-10,001,002	-5,198,861
Total allocable cost	\$11,149,825	\$8,749,596	\$2,495,378	\$7,425,754
<i>Annual change</i>	<i>10.3%</i>	<i>-21.5%</i>	<i>-71.5%</i>	<i>197.6%</i>

Vehicle Lease Payments

This line item includes the costs agencies experience from vehicle lease-purchase loan payments, plus a management fee collected by DPA. These costs represent fixed costs for State vehicles. Depending on the length of the lease-purchase agreement and the replacement policy for State fleet vehicles, departments' Vehicle Lease Payments appropriations are adjusted annually. If warranted, these incremental base adjustments are addressed through a decision item prepared by DPA.

The Vehicle Lease Payments line item does not include the variable costs for State fleet vehicles, which are also set by DPA. Variable costs include the cost of maintenance, fuel, and auto insurance for department operated vehicles. These costs are funded within an individual department's operating and/or program line items. Since these costs are appropriated within individual departments, changes in funding needs for the variable costs will be addressed on a case-by-case basis unless a change is substantial enough to warrant a statewide request. If a statewide request is deemed appropriate, DPA will authorize the request with the corresponding input from affected agencies.

For FY 2025-26, the Department requests (R7) to replace 552 fleet vehicles, of which 470 are designated as potential alternative fuel vehicles. This will require an increase of \$7.2 million in appropriated total funds, including \$1.8 million General Fund, for all state agencies' Vehicle Lease Payment appropriations. The request includes an increase of \$5.9 million reappropriated funds for the Department's Vehicle Replacement Lease/Purchase line item for FY 2025-26.

Vehicle Lease Payments Appropriations History				
Department	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request
Agriculture	\$381,404	\$364,820	\$457,173	\$514,450
Corrections	3,621,238	3,459,902	3,637,220	4,703,325
Early Childhood	0	8,906	8,906	7,762
Education	36,302	35,112	38,683	40,711
Governor's Office	152,206	23,185	23,303	16,261
Health Care Policy and Financing	0	0	0	0
Higher Education	0	0	0	0
Human Services	1,194,994	1,367,595	1,436,690	1,625,797
Judicial Branch	251,846	259,140	307,165	296,819
Labor And Employment	209,850	255,706	250,133	294,160
Law	88,783	83,975	95,901	102,205
Legislative Branch	0	0	0	0
Local Affairs	117,744	134,148	121,638	145,837
Military and Veterans Affairs	81,399	93,969	94,848	127,594
Natural Resources	5,097,079	5,203,394	6,127,172	8,650,529
Personnel	208,201	244,250	278,300	255,883
Public Health and Environment	331,447	498,738	425,334	493,581
Public Safety	11,087,612	11,618,623	11,700,189	14,724,524
Regulatory Agencies	276,795	412,563	499,075	730,980
Revenue	738,765	943,837	939,111	961,332
State	10,144	16,776	16,363	11,142
Transportation	0	0	0	0

Vehicle Lease Payments Appropriations History				
Department	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request
Treasury	0	0	0	0
Total	\$23,885,809	\$25,024,639	\$26,457,204	\$33,702,892

Vehicle Replacement Methodology

For FY 2025-26, the Department’s initial screen identified 1,875 potential vehicles for replacement. The initial candidate list is generated from the Colorado Automotive Reporting System (CARS) using a minimum threshold for further replacement consideration. The criteria for this initial screen are:

- All vehicles, other than those used by the Colorado State Patrol, must have greater than 130,000 miles for vehicles and be four years old;
- For vehicles used by the Colorado State Patrol, must have at least 100,000 miles and patrol motorcycles have greater than 60,000 miles;
- a vehicle that will be 20 years old or older at the time that the proposed replacement would occur;
- a vehicle is at least 10 years old and has maintenance cost greater than 100 percent of the average maintenance cost for its body type and has passed a manual maintenance review; or
- Remaining revenue is at least \$7,500 and has less than 175,000 miles.

Vehicles that make it past the initial screen are reviewed and certain manual adjustments are made to retain vehicles if they fall into one of several categories:

- The agency to which a vehicle is assigned has expressed a desire to retain the vehicle or that a vehicle that may meet one of the above criteria is in good condition compared to others with similar use. **Agency input** is also utilized to keep vehicles from the initial screen on the list and on the rare occasion add them to it if they are in exceptionally poor condition, create an unacceptable safety risk, or is no longer meeting the functional requirements of the agency.
- The Department also considers **recent repairs and maintenance** performed on each vehicle on the initial screen list. For vehicles that have had repairs performed that exceeded \$7,500 within the last 12 months, it is assumed that ongoing maintenance costs will be reduced in the short-term.
- **Vehicles in low cost, short distance work functions** such as facilities maintenance, which are most often assigned to campus-type facilities, receive reduced priority for replacement. When vehicles in these roles are identified, it is often more cost effective to replace these vehicles with one that has been returned to the Department’s motor pool, but has not been sold, which may no longer be suitable for high usage functions.
- **Very high mileage vehicles** receive a higher priority for replacement due to anticipated breakdowns of major components. Under the current analysis performed by the Department, the threshold for very high mileage vehicles is 175,000 miles. Vehicles in this

category have decreased reliability and increased safety concerns. The Department notes that in a less restrictive funding environment, it would reduce this threshold.

The Department then prioritizes the remaining vehicles by comparing vehicles to the average maintenance costs for vehicles of similar age and type. Those that have a considerably higher than average cost will rank higher than those with lower than average costs. State Patrol vehicles are not prioritized due to their unique replacement schedule.

For the FY 2025-26 request, the Fleet Program identified all vehicles that could be replaced with a known alternative fuel vehicle (AFV) to maximize the number of AFVs in the fleet. For model year 2022, hybrid technologies have become much more broadly available and can provide significant fuel savings across the spectrum of the vehicle platforms. Heightened focus on electric vehicle powertrains are envisioned for the state fleet. For all other AFV selections the location of the vehicle was not used to disqualify it from AFV assignment to give the agencies more flexibility in where they are assigned. Location is important when assigning the new AFV vehicles, but it was not used to eliminate any vehicles off the suspect list. If an AFV has a lifecycle cost that is within 10 percent of the cost of a similar combustion engine vehicle, the Department includes it as a potential AFV application.

Document Solutions Group

The Department’s Integrated Documents Solutions includes a subdivision located in Pueblo that serves the scanning and document-related needs of State agencies. This group, the Document Solution Group (DSG), prior to FY 2020-21 employed an expense pooling methodology in setting the rates for all services it offers. DSG has two major customers, the Department of Revenue and Secretary of State, in addition to several smaller customers with one-time or short-term business needs. In an effort to provide more stability in the rates for its two largest customers, the Department has compiled a created a common policy for those two customers.

As is the standard approach for all other DPA common policies, the common policy cost pool for DSG includes operating expenses, personal services expenses, and overhead allocations. Personal services expenses include salaries aged to include projected total compensation adjustments, projected overtime and temporary labor needs based on projected volumes, and standard POTS related expenditures. Overhead allocations include the program’s share of statewide common policies billed to the Department, such as Legal Services, Leased Space, Payments to Risk Management, Workers’ Compensation, Administrative Law Judge Services, CORE Operations, Vehicle Lease Payments and Payments to OIT. Operating expenses include all standard operating costs associated with providing services. Additionally, personal services contract costs necessary to support the specific equipment required by the Department of Revenue are included in the cost pool. Finally, the cost pool will be reduced by the four-year average of the revenue derived by customers other than the Secretary of State and the Department of Revenue.

Document Solution Group Appropriations History				
Cost element	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request
Personal services	\$3,229,196	\$3,317,067	\$2,946,659	\$3,365,134

Document Solution Group Appropriations History				
Cost element	FY 2022-23 Approp	FY 2023-24 Approp	FY 2024-25 Approp	FY 2025-26 Request
DCS admin allocation	334,016	333,379	352,672	335,457
Operating/OIT common policies	1,164,823	1,051,576	1,385,956	1,424,471
Operating expenses	933,939	926,389	1,281,046	1,641,645
Indirect costs	176,984	193,735	163,417	185,793
Cost related to other customers	-953,899	-888,999	-825,818	-730,104
North Campus only expenses	7,550	4,876,959	6,039,699	6,040,621
Fund balance adjustment	295,451	294,983	310,590	395,116
Total	\$5,188,060	\$10,105,089	\$11,654,221	\$12,658,133

Extend Repeal Dates for Transfer and Overexpenditure Authority

Periodically the General Assembly extends the repeal date for several parts of statute in Title 24, Article 75 that authorize transfers and overexpenditures in specific and limited circumstances. There are seven section with repeal dates of September 1, 2025.

Summary

Seven sections of Title 24, Article 74, Part 1. Appropriations are set to repeal September 1, 2025. The extension of the repeal date happens every five years and has been a Joint Budget Committee sponsored legislation.

Recommendation

Staff recommends the Committee sponsor legislation to extend the repeal of the seven sections of Title 24, Article 74, Part 1. Appropriations listed below. Staff recommends extending the repeal of these section to September 1, 2030.

Discussion

There are seven sections in statute that authorize intra- and inter-departmental transfers and overexpenditures in limited and specific scenarios. Every five years the repeal dates for these sections of statute are extended, generally for another five years. At least the last three iterations of this legislation have been Joint Budget Committee sponsored legislation. The sections of statute to have their repeal date extended are listed below.

- **24-75-105.** Transfers required to implement conditional and centralized appropriations - repeal.
- **24-75-106.** Transfers between departments of health care policy and financing and human services for materially similar items of appropriation for medicaid programs - limitation - repeal.
- **24-75-106.5.** Transfers between departments of health care policy and financing and human services for corresponding items of appropriation - limitations - repeal.
- **24-75-107.** Cash fund transfers pursuant to sections 24-75-105 and 24-75-106 - repeal.
- **24-75-108.** Intradepartmental transfers between appropriations - repeal.
- **24-75-109.** Controller may allow expenditures in excess of appropriations - limitations - appropriations for subsequent fiscal year restricted - repeal.
- **24-75-110.** Limitation on judicial department - repeal.

Footnotes and Requests for Information

Update on Long Bill Footnotes

The General Assembly includes footnotes in the annual Long Bill to: (a) set forth purposes, conditions, or limitations on an item of appropriation; (b) explain assumptions used in determining a specific amount of an appropriation; or (c) express legislative intent relating to any appropriation. Footnotes to the 2024 Long Bill (H.B. 24-1430) can be found at the end of each departmental section of the bill at <https://leg.colorado.gov/bills/HB24-1430> The Long Bill footnotes relevant to this document are listed below.

89 Department of Personnel, Executive Director's Office, Statewide Special Purpose, Office of the State Architect, Statewide Planning Services -- This appropriation remains available until the close of the 2025-26 state fiscal year.

Comment: Provides roll-forward authority for the statewide planning for the State Architect to assist agency creation of a master building plan.

90 Department of Personnel, Division of Capital Assets, Fleet Management Program and Motor Pool Services, Vehicle Replacement Lease/Purchase -- Pursuant to Section 24-82-101 (1)(b) and (1)(c), C.R.S., the Department of Personnel is authorized to enter into a lease-purchase agreement for the approved FY 2024-25 vehicle replacements and additions. The lease-purchase agreement shall be for a period of up to ten years and shall not exceed the amount of \$47,000,000.

Comment: Provides lease-purchase guidance for Fleet Management.

Update on Requests for Information

The Joint Budget Committee annually submits requests for information (RFIs) to executive departments and the judicial branch via letters to the Governor, other elected officials, and the Chief Justice. Each request is associated with one or more specific Long Bill line item(s), and the requests have been prioritized by the Joint Budget Committee as required by Section 2-3-203 (3), C.R.S. Copies of these letters are included as an Appendix in the annual Appropriations Report (Appendix H in the FY 2024-25 Report):

<https://leg.colorado.gov/sites/default/files/fy24-25apprept.pdf>

The RFIs relevant to this document are listed below.

Requests Affecting Multiple Departments

- 6 Department of Health Care Policy and Financing, Medical Services Premiums; Indigent Care Program, Children's Basic Health Plan Medical and Dental Costs; Department of Higher Education, Colorado Commission on Higher Education, Special Purpose, University of Colorado, Lease Purchase of Academic Facilities at Fitzsimons; Governing Boards, Regents of the University of Colorado; Department of Human Services, Division of Child Welfare, Tony Grampas Youth Services Program; Office of Early Childhood, Division of Community and Family Support, Nurse Home Visitor Program; Department of Military and Veterans Affairs, Division of Veterans Affairs, Colorado State Veterans Trust Fund Expenditures; **Department of Personnel, Division of Human Resources, Employee Benefits Services, H.B. 07-1335 Supplemental State Contribution Fund**; Department of Public Health and Environment, Disease Control and Environmental Epidemiology Division, Administration, General Disease Control, and Surveillance, Immunization Operating Expenses; Special Purpose Disease Control Programs, Sexually Transmitted Infections, HIV and AIDS Operating Expenses, and Ryan White Act Operating Expenses; Prevention Services Division, Chronic Disease Prevention Programs, Oral Health Programs; Primary Care Office -- Each Department is requested to provide the following information to the Joint Budget Committee by October 1, 2024 for each program funded with Tobacco Master Settlement Agreement money: the name of the program; the amount of Tobacco Master Settlement Agreement money received and expended by the program for the preceding fiscal year; a description of the program including the actual number of persons served and the services provided through the program; information evaluating the operation of the program, including the effectiveness of the program in achieving its stated goals.

Comment: The Department submitted its response as requested by October 1, 2024. Pursuant to Section 24-50-609, C.R.S., the General Assembly established the Supplemental State Contribution Program for eligible state employees with the intent to provide access to affordable and adequate health insurance offered by the state to as many children of lower-income state employees as possible, and to encourage lower-income employees with dependent children to enroll in health insurance plans by supplementing the plan premiums.

The program is managed and administered by the Department of Personnel & Administration. A state employee must apply and meet eligibility requirements for the supplement based on criteria established within the statute. Eligibility criteria includes an employee as defined in Section 24-50-603(5) C.R.S. who is eligible by virtue of employment to enroll in a group benefit plan, has an annual household income of less than 300 percent of the Federal Poverty Level (FPL), and has at least one dependent other than a legal spouse.

The Department must first use funds to provide each eligible state employee who has an annual household income of less than 200 percent FPL (Level 1) with a supplement in the amount needed to reduce the employee contribution to all qualifying group benefit plans to zero. Next, remaining funds shall be used to provide an eligible state employee who has an annual income of 200-249 percent FPL (Level 2) a supplement. Finally, remaining funds shall be used for an eligible state employee who has an annual income of 250-299 percent FPL (Level 3). Supplements are provided to eligible employees at each Level in priority order if funds are available. All supplement contributions are paid from the supplemental state contribution fund created in Section 24-50-609 (5), C.R.S.

For FY 2023-24, the amount available in the supplemental state contribution fund to supplement the medical and dental premiums of eligible state employees was \$6,840,437. The Department received 535 applications for the supplement program. Of these applications, a total of 30 were denied because the applicant did not meet the requirements of the program or the applications remained incomplete when the application period closed. Two applicants in Level 3, and one applicant in Level 2 were initially approved and subsequently terminated from the program as a result of not adding eligible dependent children during the special enrollment, therefore making them ineligible for the supplement.

The program was able to provide a maximum supplement of \$503.57 for all levels (1, 2, 3) per month (100% or the total amount of their medical and dental premium) for the remaining 502 applications processed by the Department. A total of 179 applicants were approved for Level 1, 192 were approved for Level 2, and 131 were approved for Level 3. Pursuant to Section 24-60-609.5, C.R.S., supplement contributions are contingent upon sufficient funds.

Finally, six employees approved for the supplement terminated employment prior to the start of the fiscal year, and two employees approved for Level 2 voluntarily withdrew from the program prior to the start of the fiscal year. This decreased the total number of employees who received the supplemental contribution to 494 relative to the 502 applicants approved.

Program participation detail is provided in the table below.

Application Status	Count of Applications
Applications Received	535
Denials due to Program Ineligibility or Incomplete Application	30
Dependent Children Not Added	3
Remaining Eligible Applications	502
Level 1 Approval	179
Level 2 Approval	192
Level 3 Approval	131
Total Authorized Approvals FY 2023-24	502

Application Status	Count of Applications
Declined Assistance	-2
Termination prior to plan year start	-6
Total Employees Authorized for Payments Beginning FY 2023-24	494
Total Employees Receiving Payments End FY 2023-24	464

The following table reflects the participation level in the supplemental state health and dental contribution program through the end of FY 2023-24:

Eligible State Employees Receiving Supplemental Contribution	Total Amount of Supplements Paid	Average Monthly Amount	Average Yearly Amount	Number of Dependent Children
494,464	\$1,564,566	\$281	\$3,372	1,095

At the end of FY 2023-24, 464 state employees received the supplemental contribution on a monthly basis. Between July 1, 2023 and June 30, 2024, 30 program participants terminated state employment. Terminations can occur for various reasons including separation from state employment and other personal choices. The number of children who maintained coverage was 1,095, down 26 from the beginning of the fiscal year due to enrolled employee terminations.

The program permitted lower-income state employees and their families to have access to health care meeting the affordability and minimum value standards required under the federal Affordable Care Act. Several of these employees could not have enrolled in medical coverage for themselves, their children or entire family if the supplement program were not available to them.

Based on House Bill 16-1408, the Supplemental State Contribution fund shall receive 2.3 percent of settlement money.

Department of Personnel Requests

- 1 Department of Personnel, Executive Director’s Office, Statewide Special Purpose, Colorado State Employees Assistance Program -- The Department is requested to provide by November 1, 2024, a report to the Joint Budget Committee concerning the Colorado State Employee Assistance Program (CSEAP). The requested report should include, at a minimum, the following information: (a) Program services provided, by service type, for FY 2023-24; (b) utilization of counseling services by agency for FY 2023-24; (c) wait times for counseling services for calendar 2023 and 2024; and (d) aggregated participant satisfaction survey results. All data provided should be anonymized and HIPPA compliant.

Comment: The Department submitted its response as requested by November 1, 2024. In FY 2023-24, the Colorado State Employees Assistance Program provided 3,888 state employees auxiliary services (e.g., mediation, financial coaching, team facilitation, etc.). A total of 1,856 state employees received counseling services in FY 2023-24, with an average wait of 21.9 days before a state employee received their first appointment after initial contact. Additionally, the Program provided 179 financial assistance grants totaling \$56,630.

- 2 Department of Personnel, Executive Director’s Office, Statewide Special Purpose, Colorado Equity Office – The Department is requested to provide by November 1, 2024, a report to the Joint Budget Committee on the status of the Colorado Equity Office, including progress toward meeting its statutory responsibility as established in Section 24-50-146 (2)(b). In addition, the Department is requested to provide an accounting of those positions across the various state agencies that are tasked with explicitly addressing issues of equity, diversity, and inclusion.

Comment: The Department submitted its response as requested by November 1, 2024. The Department summarized the work of the Colorado Equity Office to meet its statutory responsibility as established in Section 24-50-146 (2)(b), which include outreach and engagement, development of informational resources, and approval of Americans with Disabilities Act Title I and Title II accommodations. The Office has also formed five Statewide Communities of Practice:

- Supplier Diversity, Goods and Services;
- Supplier Diversity, Construction;
- Accessibility;
- Internal Strategy; and
- Community Engagement and External Strategy.

Department Annual Performance Report

Pursuant to Section 2-7-205 (1)(b), C.R.S., the Department of Personnel is required to publish an **Annual Performance Report** for the *previous state fiscal year* by November 1 of each year. This report is to include a summary of the Department's performance plan and most recent performance evaluation for the designated fiscal year. In addition, pursuant to Section 2-7-204 (3)(a)(I), C.R.S., the Department is required to develop a **Performance Plan** and submit the plan for the *current fiscal year* to the Joint Budget Committee and appropriate Joint Committee of Reference by July 1 of each year.

For consideration by the Joint Budget Committee in prioritizing the Department's FY 2025-26 budget request, the FY 2023-24 Annual Performance Report and the FY 2024-25 Performance Plan can be found at the following link:

<https://www.colorado.gov/pacific/performance/department-performance-plans>

Appendix A: Numbers Pages

Appendix A details actual expenditures for the last two state fiscal years, the appropriation for the current fiscal year, and the requested appropriation for next fiscal year. This information is listed by line item and fund source.

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Paid Family Medical Leave Insurance	<u>0</u>	<u>0</u>	<u>170,921</u>	<u>174,678</u> *	
General Fund	0	0	79,975	80,686	
Cash Funds	0	0	6,012	5,010	
Reappropriated Funds	0	0	84,934	88,982	
Federal Funds	0	0	0	0	
S.B. 04-257 Amortization Equalization Disbursement	<u>1,365,618</u>	<u>1,644,064</u>	<u>0</u>	<u>0</u>	
General Fund	565,211	727,550	0	0	
Cash Funds	54,846	54,722	0	0	
Reappropriated Funds	745,561	861,792	0	0	
Federal Funds	0	0	0	0	
S.B. 06-235 Supplemental Amortization Equalization					
Disbursement	<u>1,365,618</u>	<u>1,644,064</u>	<u>0</u>	<u>0</u>	
General Fund	565,211	727,550	0	0	
Cash Funds	54,846	54,722	0	0	
Reappropriated Funds	745,561	861,792	0	0	
Federal Funds	0	0	0	0	
Unfunded Liability Amortization Equalization					
Disbursement Payments	<u>0</u>	<u>0</u>	<u>3,808,010</u>	<u>3,881,719</u> *	
General Fund	0	0	1,786,982	1,793,025	
Cash Funds	0	0	133,600	111,331	
Reappropriated Funds	0	0	1,887,428	1,977,363	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Salary Survey	<u>912,404</u>	<u>1,929,591</u>	<u>1,341,473</u>	<u>1,040,829</u>	
General Fund	382,286	838,534	630,538	475,420	
Cash Funds	30,794	63,008	47,032	30,661	
Reappropriated Funds	499,324	1,028,049	663,903	534,748	
Federal Funds	0	0	0	0	
Step Pay	<u>0</u>	<u>0</u>	<u>1,116,367</u>	<u>188,525</u>	
General Fund	0	0	275,286	47,621	
Cash Funds	0	0	20,542	1,540	
Reappropriated Funds	0	0	820,539	139,364	
PERA Direct Distribution	<u>366,276</u>	<u>101,223</u>	<u>688,361</u>	<u>749,086</u>	
General Fund	0	45,730	318,364	340,842	
Cash Funds	21,287	3,296	23,747	21,956	
Reappropriated Funds	344,989	52,197	346,250	386,288	
Federal Funds	0	0	0	0	
Shift Differential	<u>6,454</u>	<u>36,199</u>	<u>80,006</u>	<u>81,173</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	6,454	36,199	80,006	81,173	
Federal Funds	0	0	0	0	
Temporary Employees Related to Authorized Leave	<u>0</u>	<u>0</u>	<u>27,923</u>	<u>27,923</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	633	633	
Reappropriated Funds	0	0	27,290	27,290	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Workers' Compensation	<u>207,264</u>	<u>281,995</u>	<u>396,122</u>	<u>326,472</u>	
General Fund	66,877	90,991	152,985	126,657	
Cash Funds	6,075	8,265	14,382	10,633	
Reappropriated Funds	134,312	182,739	228,755	189,182	
Federal Funds	0	0	0	0	
Operating Expenses	<u>98,208</u>	<u>101,485</u>	<u>134,992</u>	<u>106,557</u>	
General Fund	0	0	126,183	106,557	
Cash Funds	0	0	8,809	0	
Reappropriated Funds	98,208	101,485	0	0	
Federal Funds	0	0	0	0	
Legal Services	<u>458,408</u>	<u>768,089</u>	<u>443,450</u>	<u>397,263</u>	
General Fund	433,651	605,529	407,846	244,395	
Cash Funds	2,363	106,374	5,884	106,715	
Reappropriated Funds	22,394	56,186	29,720	46,153	
Federal Funds	0	0	0	0	
Administrative Law Judge Services	<u>11,926</u>	<u>0</u>	<u>0</u>	<u>0</u>	
General Fund	8,269	0	0	0	
Cash Funds	3,657	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Payment to Risk Management and Property Funds	<u>1,276,662</u>	<u>1,453,607</u>	<u>2,196,847</u>	<u>3,258,999</u>	
General Fund	411,938	493,369	848,437	1,264,331	
Cash Funds	37,421	244,763	79,764	106,134	
Reappropriated Funds	827,303	715,475	1,268,646	1,888,534	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Vehicle Lease Payments	<u>215,622</u>	<u>210,256</u>	<u>278,300</u>	<u>255,883</u>	
General Fund	0	0	0	0	
Cash Funds	654	0	417	0	
Reappropriated Funds	214,968	210,256	277,883	255,883	
Federal Funds	0	0	0	0	
Leased Space	<u>340,698</u>	<u>344,045</u>	<u>370,386</u>	<u>353,886</u>	
General Fund	0	0	16,500	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	340,698	344,045	353,886	353,886	
Federal Funds	0	0	0	0	
Capitol Complex Leased Space	<u>4,335,973</u>	<u>4,519,514</u>	<u>4,792,846</u>	<u>4,988,511</u>	
General Fund	2,666,500	3,085,216	3,597,001	3,712,033	
Cash Funds	25,557	21,957	35,980	28,138	
Reappropriated Funds	1,643,916	1,412,341	1,159,865	1,248,340	
Federal Funds	0	0	0	0	
Annual Depreciation - Lease Equivalent Payment	<u>1,763,220</u>	<u>777,842</u>	<u>2,724,839</u>	<u>1,838,210</u>	
General Fund	1,072,036	225,437	1,903,240	1,838,210	
Cash Funds	691,184	552,405	821,599	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Payments to OIT	<u>5,545,990</u>	<u>9,516,862</u>	<u>11,879,163</u>	<u>13,492,165</u>	
General Fund	1,789,542	2,721,216	4,658,297	5,040,820	
Cash Funds	162,571	1,190,095	1,227,143	1,477,143	
Reappropriated Funds	3,593,877	5,605,551	5,993,723	6,974,202	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
IT Accessibility	0	84,086	0	0	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	84,086	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
CORE Operations	300,734	245,181	69,357	223,603	
General Fund	97,038	79,113	26,786	86,747	
Cash Funds	8,815	7,187	2,518	7,282	
Reappropriated Funds	194,881	158,881	40,053	129,574	
Federal Funds	0	0	0	0	
SUBTOTAL - (A) Department Administration	24,982,484	30,928,069	40,044,746	40,992,880	2.4%
FTE	17.3	16.3	20.3	20.6	1.5%
General Fund	9,659,816	11,613,587	18,157,269	17,935,607	(1.2%)
Cash Funds	1,279,692	2,581,998	2,642,129	2,094,929	(20.7%)
Reappropriated Funds	14,042,976	16,732,484	19,245,348	20,962,344	8.9%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(B) Statewide Special Purpose					
(I) Colorado State Employees Assistance Program					
Personal Services	<u>997,829</u>	<u>1,121,100</u>	<u>1,330,129</u>	<u>1,711,350</u> *	
FTE	11.3	12.4	14.0	16.8	
General Fund	0	0	0	262,111	
Cash Funds	33,126	48,758	85,488	87,914	
Reappropriated Funds	964,703	1,072,342	1,244,641	1,361,325	
Federal Funds	0	0	0	0	
Operating Expenses	<u>78,567</u>	<u>85,085</u>	<u>93,293</u>	<u>196,322</u> *	
General Fund	0	0	0	103,029	
Cash Funds	123	6,109	7,050	7,050	
Reappropriated Funds	78,444	78,976	86,243	86,243	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>458,981</u>	<u>521,443</u>	<u>253,876</u>	<u>317,094</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	458,981	521,443	253,876	317,094	
Federal Funds	0	0	0	0	
SUBTOTAL -	1,535,377	1,727,628	1,677,298	2,224,766	32.6%
FTE	<u>11.3</u>	<u>12.4</u>	<u>14.0</u>	<u>16.8</u>	<u>20.0%</u>
General Fund	0	0	0	365,140	0.0%
Cash Funds	33,249	54,867	92,538	94,964	2.6%
Reappropriated Funds	1,502,128	1,672,761	1,584,760	1,764,662	11.4%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(II) Office of the State Architect					
Office of the State Architect	<u>924,012</u>	<u>1,228,416</u>	<u>1,433,610</u>	<u>1,488,956</u>	
FTE	8.0	11.2	12.8	13.0	
General Fund	924,012	1,228,416	1,433,610	1,488,956	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Statewide Planning Services	<u>0</u>	<u>113,642</u>	<u>1,000,000</u>	<u>7,811</u> *	
General Fund	0	113,642	1,000,000	7,811	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL -	924,012	1,342,058	2,433,610	1,496,767	(38.5%)
FTE	<u>8.0</u>	<u>11.2</u>	<u>12.8</u>	<u>13.0</u>	<u>1.6%</u>
General Fund	924,012	1,342,058	2,433,610	1,496,767	(38.5%)
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
(III) Colorado Equity Office					
Personal services	<u>145,985</u>	<u>1,208,669</u>	<u>1,336,925</u>	<u>718,169</u>	
FTE	1.1	6.6	10.0	10.0	
General Fund	145,985	1,208,669	1,336,925	718,169	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Operating Expenses	<u>200,223</u>	<u>24,307</u>	<u>25,650</u>	<u>13,500</u>	
General Fund	200,223	24,307	25,650	13,500	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL -	346,208	1,232,976	1,362,575	731,669	(46.3%)
<i>FTE</i>	<u>1.1</u>	<u>6.6</u>	<u>10.0</u>	<u>10.0</u>	<u>0.0%</u>
General Fund	346,208	1,232,976	1,362,575	731,669	(46.3%)
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

(V) Other Statewide Special Purpose

Test Facility Lease	<u>119,842</u>	<u>119,842</u>	<u>119,842</u>	<u>119,842</u>	
General Fund	119,842	119,842	119,842	119,842	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Employment Security Contract Payment	<u>3,558</u>	<u>16,000</u>	<u>16,000</u>	<u>17,199</u>	
General Fund	3,558	7,264	7,264	8,463	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	8,736	8,736	8,736	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Disability Funding Committee	<u>105,666</u>	<u>380,076</u>	0	0	
General Fund	0	0	0	0	
Cash Funds	105,666	380,076	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Americans with Disabilities Act Reasonable Accommodation Coordination	<u>1,128</u>	<u>304,661</u>	<u>468,555</u>	<u>470,413</u>	
FTE	0.0	0.5	1.0	1.0	
General Fund	1,128	304,661	468,555	470,413	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Public-Private Collaboration Unit	<u>266,732</u>	<u>259,481</u>	<u>299,858</u>	<u>316,153</u>	
FTE	1.5	2.7	3.0	3.0	
General Fund	0	0	0	0	
Cash Funds	266,732	259,481	299,858	316,153	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
State Procurement Equity Program	<u>42,422</u>	<u>468,253</u>	<u>849,992</u>	<u>855,175</u>	
FTE	0.2	3.6	5.0	5.0	
General Fund	42,422	468,253	849,992	855,175	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
State Sustainability Office	<u>0</u>	<u>0</u>	<u>0</u>	<u>400,000</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	0	400,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL -	539,348	1,548,313	1,754,247	2,178,782	24.2%
FTE	<u>1.7</u>	<u>6.8</u>	<u>9.0</u>	<u>9.0</u>	0.0%
General Fund	166,950	900,020	1,445,653	1,453,893	0.6%
Cash Funds	372,398	639,557	299,858	716,153	138.8%
Reappropriated Funds	0	8,736	8,736	8,736	0.0%
Federal Funds	0	0	0	0	0.0%
SUBTOTAL - (B) Statewide Special Purpose	3,344,945	5,850,975	7,227,730	6,631,984	(8.2%)
FTE	<u>22.1</u>	<u>37.0</u>	<u>45.8</u>	<u>48.8</u>	6.6%
General Fund	1,437,170	3,475,054	5,241,838	4,047,469	(22.8%)
Cash Funds	405,647	694,424	392,396	811,117	106.7%
Reappropriated Funds	1,502,128	1,681,497	1,593,496	1,773,398	11.3%
Federal Funds	0	0	0	0	0.0%
TOTAL - (1) Executive Director's Office	28,327,429	36,779,044	47,272,476	47,624,864	0.7%
FTE	<u>39.4</u>	<u>53.3</u>	<u>66.1</u>	<u>69.4</u>	5.0%
General Fund	11,096,986	15,088,641	23,399,107	21,983,076	(6.1%)
Cash Funds	1,685,339	3,276,422	3,034,525	2,906,046	(4.2%)
Reappropriated Funds	15,545,104	18,413,981	20,838,844	22,735,742	9.1%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(2) Division of Human Resources					
(A) Human Resource Services					
(I) State Agency Services					
Personal Services	<u>1,875,047</u>	<u>2,181,135</u>	<u>2,809,432</u>	<u>2,982,822</u>	
FTE	19.0	22.6	28.2	29.7	
General Fund	1,682,739	1,990,852	2,809,432	2,982,822	
Cash Funds	192,308	190,283	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>87,487</u>	<u>73,962</u>	<u>104,597</u>	<u>104,597</u>	
General Fund	87,487	73,962	104,597	104,597	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Total Compensation and Employee Engagement Surveys	<u>39,595</u>	<u>300,000</u>	<u>300,000</u>	<u>425,000</u>	
General Fund	39,595	300,000	300,000	425,000	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
State Employee Tuition Reimbursement	<u>57,696</u>	<u>285,088</u>	<u>500,000</u>	<u>950,000</u> *	
General Fund	57,696	285,088	500,000	950,000	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
State Employee Professional Development	<u>0</u>	<u>5,427,683</u>	<u>0</u>	<u>0</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	5,427,683	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL -	2,059,825	8,267,868	3,714,029	4,462,419	20.2%
FTE	<u>19.0</u>	<u>22.6</u>	<u>28.2</u>	<u>29.7</u>	<u>5.3%</u>
General Fund	1,867,517	8,077,585	3,714,029	4,462,419	20.2%
Cash Funds	192,308	190,283	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
(II) Training Services					
Training Services	<u>204,990</u>	<u>366,148</u>	<u>559,931</u>	<u>675,109</u>	
FTE	2.5	3.2	5.3	6.3	
General Fund	204,990	366,148	559,931	675,109	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Indirect Cost Assessment	<u>71,926</u>	<u>145,630</u>	0	0	
General Fund	71,926	145,630	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL -	276,916	511,778	559,931	675,109	20.6%
<i>FTE</i>	<u>2.5</u>	<u>3.2</u>	<u>5.3</u>	<u>6.3</u>	<u>18.9%</u>
General Fund	276,916	511,778	559,931	675,109	20.6%
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
SUBTOTAL - (A) Human Resource Services	2,336,741	8,779,646	4,273,960	5,137,528	20.2%
<i>FTE</i>	<u>21.5</u>	<u>25.8</u>	<u>33.5</u>	<u>36.0</u>	<u>7.5%</u>
General Fund	2,144,433	8,589,363	4,273,960	5,137,528	20.2%
Cash Funds	192,308	190,283	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%
(F) Labor Relations Services					
Personal Services	<u>821,232</u>	<u>2,620,041</u>	<u>3,607,649</u>	<u>2,002,969</u> *	
<i>FTE</i>	8.1	19.0	47.2	20.0	
General Fund	821,232	2,620,041	3,607,649	2,002,969	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Operating Expenses	<u>129,209</u>	<u>349,469</u>	<u>163,720</u>	<u>126,385</u> *	
General Fund	129,209	349,469	163,720	126,385	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Union Stewards	<u>119,779</u>	<u>196,369</u>	<u>500,000</u>	<u>50,000</u> *	
General Fund	119,779	196,369	500,000	50,000	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (F) Labor Relations Services	1,070,220	3,165,879	4,271,369	2,179,354	(49.0%)
<i>FTE</i>	<u>8.1</u>	<u>19.0</u>	<u>47.2</u>	<u>20.0</u>	(57.6%)
General Fund	1,070,220	3,165,879	4,271,369	2,179,354	(49.0%)
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(B) Employee Benefits Services					
Personal Services	<u>933,342</u>	<u>860,632</u>	<u>1,035,803</u>	<u>1,081,150</u>	
FTE	10.9	9.9	12.0	12.0	
General Fund	0	0	0	0	
Cash Funds	933,342	860,632	1,035,803	1,081,150	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>796,501</u>	<u>32,690</u>	<u>58,093</u>	<u>58,093</u>	
General Fund	750,000	0	0	0	
Cash Funds	46,501	32,690	58,093	58,093	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Utilization Review	<u>24,983</u>	<u>24,988</u>	<u>25,000</u>	<u>25,000</u>	
General Fund	24,983	0	0	0	
Cash Funds	0	24,988	25,000	25,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
H.B. 07-1335 Supplemental State Contribution Fund	<u>1,102,001</u>	<u>1,564,675</u>	<u>1,848,255</u>	<u>1,848,255</u>	
General Fund	0	0	0	0	
Cash Funds	1,102,001	1,564,675	1,848,255	1,848,255	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Indirect Cost Assessment	<u>260,506</u>	<u>295,782</u>	<u>422,811</u>	<u>275,776</u>	
General Fund	0	0	0	0	
Cash Funds	260,506	295,782	422,811	275,776	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Employee Benefits Services	3,117,333	2,778,767	3,389,962	3,288,274	(3.0%)
<i>FTE</i>	<u>10.9</u>	<u>9.9</u>	<u>12.0</u>	<u>12.0</u>	<u>0.0%</u>
General Fund	774,983	0	0	0	0.0%
Cash Funds	2,342,350	2,778,767	3,389,962	3,288,274	(3.0%)
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

(C) Risk Management Services

Personal Services	<u>792,603</u>	<u>789,813</u>	<u>1,024,467</u>	<u>1,099,512</u>	
FTE	9.1	8.4	12.5	12.5	
General Fund	0	0	6,414	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	792,603	789,813	1,018,053	1,099,512	
Federal Funds	0	0	0	0	
Operating Expenses	<u>55,825</u>	<u>63,602</u>	<u>65,018</u>	<u>65,018</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	55,825	63,602	65,018	65,018	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Actuarial and Broker Services	<u>228,900</u>	<u>243,900</u>	<u>402,627</u>	<u>414,706</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	228,900	243,900	402,627	414,706	
Federal Funds	0	0	0	0	
Risk Management Information System	<u>193,300</u>	<u>193,300</u>	<u>223,819</u>	<u>230,533</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	193,300	193,300	223,819	230,533	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>277,930</u>	<u>282,494</u>	<u>365,942</u>	<u>209,723</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	277,930	282,494	365,942	209,723	
Federal Funds	0	0	0	0	
Liability Claims	<u>15,999,028</u>	<u>34,996,671</u>	<u>9,559,668</u>	<u>12,678,152</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	15,999,028	34,996,671	9,559,668	12,678,152	
Federal Funds	0	0	0	0	
Liability Excess Policy	<u>2,934,918</u>	<u>103,000</u>	<u>5,405,081</u>	<u>0</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	2,934,918	103,000	5,405,081	0	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Liability Legal Services	<u>7,063,459</u>	<u>6,040,506</u>	<u>8,710,882</u>	<u>8,662,436</u>	
General Fund	320,416	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	6,743,043	6,040,506	8,710,882	8,662,436	
Federal Funds	0	0	0	0	
Property Policies	<u>11,421,613</u>	<u>15,548,051</u>	<u>13,241,581</u>	<u>19,791,920</u> *	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	11,421,613	15,548,051	13,241,581	19,791,920	
Federal Funds	0	0	0	0	
Property Deductibles and Payouts	<u>8,022,025</u>	<u>13,754,997</u>	<u>13,100,000</u>	<u>11,201,707</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	8,022,025	13,754,997	13,100,000	11,201,707	
Federal Funds	0	0	0	0	
Workers' Compensation Claims	<u>30,736,898</u>	<u>29,718,862</u>	<u>30,156,210</u>	<u>30,857,640</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	30,736,898	29,718,862	30,156,210	30,857,640	
Federal Funds	0	0	0	0	
Workers' Compensation TPA Fees and Loss Control	<u>1,052,138</u>	<u>2,053,692</u>	<u>1,850,000</u>	<u>1,850,000</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	1,052,138	2,053,692	1,850,000	1,850,000	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Workers' Compensation Excess Policy	<u>962,877</u>	<u>1,293,869</u>	<u>991,636</u>	<u>992,637</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	962,877	1,293,869	991,636	992,637	
Federal Funds	0	0	0	0	
Workers' Compensation Legal Services	<u>1,582,974</u>	<u>1,423,075</u>	<u>2,019,767</u>	<u>1,929,105</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	1,582,974	1,423,075	2,019,767	1,929,105	
Federal Funds	0	0	0	0	
SUBTOTAL - (C) Risk Management Services	81,324,488	106,505,832	87,116,698	89,983,089	3.3%
<i>FTE</i>	<u>9.1</u>	<u>8.4</u>	<u>12.5</u>	<u>12.5</u>	0.0%
General Fund	320,416	0	6,414	0	(100.0%)
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	81,004,072	106,505,832	87,110,284	89,983,089	3.3%
Federal Funds	0	0	0	0	0.0%
TOTAL - (2) Division of Human Resources	87,848,782	121,230,124	99,051,989	100,588,245	1.6%
<i>FTE</i>	<u>49.6</u>	<u>63.1</u>	<u>105.2</u>	<u>80.5</u>	(23.5%)
General Fund	4,310,052	11,755,242	8,551,743	7,316,882	(14.4%)
Cash Funds	2,534,658	2,969,050	3,389,962	3,288,274	(3.0%)
Reappropriated Funds	81,004,072	106,505,832	87,110,284	89,983,089	3.3%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(3) State Personnel Board					
(A) Personnel Board					
Personal Services	<u>533,324</u>	<u>548,950</u>	<u>635,336</u>	<u>664,571</u>	
FTE	4.5	4.5	5.1	5.1	
General Fund	533,324	548,950	635,336	664,571	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>20,095</u>	<u>23,006</u>	<u>23,374</u>	<u>23,374</u>	
General Fund	20,095	23,006	23,374	23,374	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Legal Services	<u>61,632</u>	<u>76,547</u>	<u>37,977</u>	<u>2,116</u>	
General Fund	61,632	76,547	37,977	2,116	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
TOTAL - (3) State Personnel Board	615,051	648,503	696,687	690,061	(1.0%)
FTE	<u>4.5</u>	<u>4.5</u>	<u>5.1</u>	<u>5.1</u>	<u>0.0%</u>
General Fund	615,051	648,503	696,687	690,061	(1.0%)
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(4) Division of Central Services					
(A) Administration					
Personal Services	<u>519,804</u>	<u>526,983</u>	<u>590,655</u>	<u>657,349</u>	
FTE	5.3	5.3	5.2	5.2	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	519,804	526,983	590,655	657,349	
Federal Funds	0	0	0	0	
Operating Expenses	<u>13,588</u>	<u>14,503</u>	<u>27,690</u>	<u>27,690</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	13,588	14,503	27,690	27,690	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>15,364</u>	<u>12,645</u>	<u>14,492</u>	<u>16,498</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	15,364	12,645	14,492	16,498	
Federal Funds	0	0	0	0	
SUBTOTAL - (A) Administration	548,756	554,131	632,837	701,537	10.9%
FTE	<u>5.3</u>	<u>5.3</u>	<u>5.2</u>	<u>5.2</u>	<u>0.0%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	548,756	554,131	632,837	701,537	10.9%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
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(B) Integrated Document Solutions

Personal Services	<u>7,171,000</u>	<u>6,606,073</u>	<u>7,944,686</u>	<u>8,347,866</u>	
FTE	90.0	89.2	102.6	102.6	
General Fund	0	0	0	0	
Cash Funds	141,615	141,615	141,615	141,615	
Reappropriated Funds	7,029,385	6,464,458	7,803,071	8,206,251	
Federal Funds	0	0	0	0	
Operating Expenses	<u>24,809,659</u>	<u>22,522,697</u>	<u>22,770,880</u>	<u>22,759,607</u>	
General Fund	0	0	0	0	
Cash Funds	980,537	980,537	980,537	980,537	
Reappropriated Funds	23,829,122	21,542,160	21,790,343	21,779,070	
Federal Funds	0	0	0	0	
Commercial Print Payments	<u>1,510,142</u>	<u>1,668,014</u>	<u>1,733,260</u>	<u>1,733,260</u>	
FTE	0.0	0.0	0.0	0.0	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	1,510,142	1,668,014	1,733,260	1,733,260	
Federal Funds	0	0	0	0	
Print Equipment Lease Purchase	<u>240,000</u>	<u>269,320</u>	<u>547,243</u>	<u>547,243</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	240,000	269,320	547,243	547,243	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Scan Equipment Lease Purchase	<u>42,499</u>	<u>84,999</u>	<u>151,776</u>	<u>151,776</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	42,499	84,999	151,776	151,776	
Federal Funds	0	0	0	0	
Utilities	<u>68,657</u>	<u>69,000</u>	<u>69,000</u>	<u>69,000</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	68,657	69,000	69,000	69,000	
Federal Funds	0	0	0	0	
Address Confidentiality Program	<u>544,960</u>	<u>562,083</u>	<u>739,029</u>	<u>1,243,583</u> *	
FTE	5.2	5.2	7.0	10.3	
General Fund	403,288	448,423	597,355	1,101,909	
Cash Funds	141,672	113,660	141,674	141,674	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>460,955</u>	<u>416,993</u>	<u>453,776</u>	<u>585,653</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	460,955	416,993	453,776	585,653	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Integrated Document Solutions	34,847,872	32,199,179	34,409,650	35,437,988	3.0%
FTE	<u>95.2</u>	<u>94.4</u>	<u>109.6</u>	<u>112.9</u>	<u>3.0%</u>
General Fund	403,288	448,423	597,355	1,101,909	84.5%
Cash Funds	1,263,824	1,235,812	1,263,826	1,263,826	0.0%
Reappropriated Funds	33,180,760	30,514,944	32,548,469	33,072,253	1.6%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(C) Colorado State Archives					
Personal Services	699,500	695,539	822,648	922,642 *	
FTE	10.0	10.1	13.1	14.0	
General Fund	618,272	666,332	701,838	801,832	
Cash Funds	77,803	27,994	91,739	91,739	
Reappropriated Funds	3,425	1,213	29,071	29,071	
Federal Funds	0	0	0	0	
Operating Expenses	320,980	368,807	448,885	513,556 *	
General Fund	306,245	364,696	422,885	487,556	
Cash Funds	14,735	4,111	26,000	26,000	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (C) Colorado State Archives	1,020,480	1,064,346	1,271,533	1,436,198	13.0%
FTE	10.0	10.1	13.1	14.0	6.9%
General Fund	924,517	1,031,028	1,124,723	1,289,388	14.6%
Cash Funds	92,538	32,105	117,739	117,739	0.0%
Reappropriated Funds	3,425	1,213	29,071	29,071	0.0%
Federal Funds	0	0	0	0	0.0%
TOTAL - (4) Division of Central Services	36,417,108	33,817,656	36,314,020	37,575,723	3.5%
FTE	110.5	109.8	127.9	132.1	3.3%
General Fund	1,327,805	1,479,451	1,722,078	2,391,297	38.9%
Cash Funds	1,356,362	1,267,917	1,381,565	1,381,565	0.0%
Reappropriated Funds	33,732,941	31,070,288	33,210,377	33,802,861	1.8%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(5) Division of Accounts and Control					
(A) Financial Operations and Reporting					
Personal Services	<u>3,106,712</u>	<u>3,139,627</u>	<u>4,234,090</u>	<u>4,472,246</u>	
FTE	31.1	30.5	37.9	38.5	
General Fund	3,106,712	3,139,627	4,234,090	4,472,246	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>119,221</u>	<u>131,846</u>	<u>209,085</u>	<u>149,823</u>	
General Fund	119,221	131,846	209,085	149,823	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Recovery Audit Program Disbursements	<u>29,321</u>	<u>0</u>	<u>0</u>	<u>0</u>	
General Fund	0	0	0	0	
Cash Funds	29,321	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (A) Financial Operations and Reporting	3,255,254	3,271,473	4,443,175	4,622,069	4.0%
FTE	<u>31.1</u>	<u>30.5</u>	<u>37.9</u>	<u>38.5</u>	<u>1.6%</u>
General Fund	3,225,933	3,271,473	4,443,175	4,622,069	4.0%
Cash Funds	29,321	0	0	0	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(B) Procurement and Contracts					
Personal Services	<u>1,639,822</u>	<u>1,749,947</u>	<u>2,209,715</u>	<u>2,332,942</u>	
FTE	16.2	17.0	20.5	20.8	
General Fund	250,823	294,658	344,321	467,548	
Cash Funds	1,388,999	1,455,289	1,865,394	1,865,394	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
Operating Expenses	<u>36,969</u>	<u>16,938</u>	<u>68,385</u>	<u>42,089</u>	
General Fund	36,969	16,938	68,385	42,089	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	0	0	0	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Procurement and Contracts	1,676,791	1,766,885	2,278,100	2,375,031	4.3%
FTE	<u>16.2</u>	<u>17.0</u>	<u>20.5</u>	<u>20.8</u>	<u>1.5%</u>
General Fund	287,792	311,596	412,706	509,637	23.5%
Cash Funds	1,388,999	1,455,289	1,865,394	1,865,394	0.0%
Reappropriated Funds	0	0	0	0	0.0%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(C) CORE Operations					
Personal Services	<u>1,901,404</u>	<u>2,199,590</u>	<u>2,328,429</u>	<u>2,515,038</u>	
FTE	19.6	24.8	22.3	22.3	
General Fund	0	0	0	0	
Cash Funds	0	0	1,653,154	0	
Reappropriated Funds	1,901,404	2,199,590	675,275	2,515,038	
Federal Funds	0	0	0	0	
Operating Expenses	<u>58,735</u>	<u>40,336</u>	<u>59,590</u>	<u>59,590</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	58,735	40,336	59,590	59,590	
Federal Funds	0	0	0	0	
Payments for CORE and Support Modules	<u>6,496,505</u>	<u>5,836,722</u>	<u>6,325,846</u>	<u>6,159,278</u>	
General Fund	0	0	0	0	
Cash Funds	2,223,408	4,590,323	5,900,846	4,942,721	
Reappropriated Funds	4,273,097	1,246,399	425,000	1,216,557	
Federal Funds	0	0	0	0	
CORE Lease Purchase Payments	<u>0</u>	<u>1,268,631</u>	<u>1,269,317</u>	<u>1,269,676</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	0	1,268,631	1,269,317	1,269,676	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Indirect Cost Assessment	<u>389,935</u>	<u>372,646</u>	<u>167,026</u>	<u>247,738</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	389,935	372,646	167,026	247,738	
Federal Funds	0	0	0	0	
SUBTOTAL - (C) CORE Operations	8,846,579	9,717,925	10,150,208	10,251,320	1.0%
<i>FTE</i>	<u>19.6</u>	<u>24.8</u>	<u>22.3</u>	<u>22.3</u>	<u>0.0%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	2,223,408	4,590,323	7,554,000	4,942,721	(34.6%)
Reappropriated Funds	6,623,171	5,127,602	2,596,208	5,308,599	104.5%
Federal Funds	0	0	0	0	0.0%
TOTAL - (5) Division of Accounts and Control	13,778,624	14,756,283	16,871,483	17,248,420	2.2%
<i>FTE</i>	<u>66.9</u>	<u>72.3</u>	<u>80.7</u>	<u>81.6</u>	<u>1.1%</u>
General Fund	3,513,725	3,583,069	4,855,881	5,131,706	5.7%
Cash Funds	3,641,728	6,045,612	9,419,394	6,808,115	(27.7%)
Reappropriated Funds	6,623,171	5,127,602	2,596,208	5,308,599	104.5%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(6) Office of Administrative Courts					
Personal Services	<u>3,918,313</u>	<u>4,574,912</u>	<u>5,054,688</u>	<u>5,016,985</u> *	
FTE	38.0	40.4	47.4	47.5	
General Fund	0	0	0	0	
Cash Funds	0	0	916,330	166,465	
Reappropriated Funds	3,918,313	4,574,912	4,138,358	4,850,520	
Federal Funds	0	0	0	0	
Operating Expenses	<u>160,285</u>	<u>127,237</u>	<u>198,122</u>	<u>195,262</u> *	
General Fund	0	0	0	0	
Cash Funds	114,382	107,068	114,382	114,382	
Reappropriated Funds	45,903	20,169	83,740	80,880	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>99,227</u>	<u>178,659</u>	<u>141,921</u>	<u>188,074</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	99,227	178,659	141,921	188,074	
Federal Funds	0	0	0	0	
TOTAL - (6) Office of Administrative Courts	4,177,825	4,880,808	5,394,731	5,400,321	0.1%
FTE	<u>38.0</u>	<u>40.4</u>	<u>47.4</u>	<u>47.5</u>	0.2%
General Fund	0	0	0	0	0.0%
Cash Funds	114,382	107,068	1,030,712	280,847	(72.8%)
Reappropriated Funds	4,063,443	4,773,740	4,364,019	5,119,474	17.3%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(7) Division of Capital Assets					
(A) Administration					
Personal Services	<u>368,454</u>	<u>372,048</u>	<u>438,190</u>	<u>469,509</u>	
FTE	3.5	3.8	3.9	3.9	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	368,454	372,048	438,190	469,509	
Federal Funds	0	0	0	0	
Operating Expenses	<u>14,233</u>	<u>15,723</u>	<u>18,310</u>	<u>18,310</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	14,233	15,723	18,310	18,310	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>9,479</u>	<u>7,801</u>	<u>8,928</u>	<u>8,591</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	9,479	7,801	8,928	8,591	
Federal Funds	0	0	0	0	
SUBTOTAL - (A) Administration	392,166	395,572	465,428	496,410	6.7%
FTE	<u>3.5</u>	<u>3.8</u>	<u>3.9</u>	<u>3.9</u>	<u>0.0%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	392,166	395,572	465,428	496,410	6.7%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(B) Facilities Maintenance - Capitol Complex					
Personal Services	<u>3,608,269</u>	<u>4,096,880</u>	<u>4,568,546</u>	<u>4,964,180</u>	
FTE	52.9	57.1	63.2	63.2	
General Fund	57,114	91,089	145,912	145,912	
Cash Funds	30,068	0	0	0	
Reappropriated Funds	3,521,087	4,005,791	4,422,634	4,818,268	
Federal Funds	0	0	0	0	
Operating Expenses	<u>3,272,354</u>	<u>3,655,856</u>	<u>3,693,354</u>	<u>4,744,114</u> *	
General Fund	11,088	49,591	71,425	763,614	
Cash Funds	555,815	1,684,826	1,759,577	1,786,765	
Reappropriated Funds	2,705,451	1,921,439	1,862,352	2,193,735	
Federal Funds	0	0	0	0	
Capitol Complex Repairs	<u>56,520</u>	<u>50,141</u>	<u>56,520</u>	<u>56,520</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	56,520	50,141	56,520	56,520	
Federal Funds	0	0	0	0	
Capitol Complex Security	<u>555,986</u>	<u>565,390</u>	<u>637,377</u>	<u>826,076</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	27,188	0	
Reappropriated Funds	555,986	565,390	610,189	826,076	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Utilities	<u>5,407,457</u>	<u>5,049,544</u>	<u>5,821,723</u>	<u>6,508,204</u>	
General Fund	0	0	0	0	
Cash Funds	380,885	1,126,719	1,544,013	1,564,294	
Reappropriated Funds	5,026,572	3,922,825	4,277,710	4,943,910	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>338,799</u>	<u>490,737</u>	<u>464,303</u>	<u>569,770</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	338,799	490,737	464,303	569,770	
Federal Funds	0	0	0	0	
SUBTOTAL - (B) Facilities Maintenance - Capitol Complex	13,239,385	13,908,548	15,241,823	17,668,864	15.9%
<i>FTE</i>	<u>52.9</u>	<u>57.1</u>	<u>63.2</u>	<u>63.2</u>	(0.0%)
General Fund	68,202	140,680	217,337	909,526	318.5%
Cash Funds	966,768	2,811,545	3,330,778	3,351,059	0.6%
Reappropriated Funds	12,204,415	10,956,323	11,693,708	13,408,279	14.7%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
(C) Fleet Management Program and Motor Pool Services					
Personal Services	<u>1,117,809</u>	<u>1,294,285</u>	<u>1,445,759</u>	<u>1,580,827</u>	
FTE	16.5	18.7	18.8	18.8	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	1,117,809	1,294,285	1,445,759	1,580,827	
Federal Funds	0	0	0	0	
Operating Expenses	<u>905,674</u>	<u>1,316,390</u>	<u>1,877,835</u>	<u>2,077,835</u> *	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	905,674	1,316,390	1,877,835	2,077,835	
Federal Funds	0	0	0	0	
Motor Pool Vehicles Lease and Operating Expenses	<u>92,769</u>	<u>87,767</u>	<u>200,000</u>	<u>200,000</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	92,769	87,767	200,000	200,000	
Federal Funds	0	0	0	0	
Fuel and Automotive Supplies	<u>24,608,311</u>	<u>24,680,556</u>	<u>28,009,597</u>	<u>28,009,597</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	24,608,311	24,680,556	28,009,597	28,009,597	
Federal Funds	0	0	0	0	

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
Vehicles Replacement Lease or Purchase	<u>21,983,820</u>	<u>24,136,998</u>	<u>30,293,122</u>	<u>36,137,733</u> *	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	21,983,820	24,136,998	30,293,122	36,137,733	
Federal Funds	0	0	0	0	
Indirect Cost Assessment	<u>146,535</u>	<u>136,252</u>	<u>147,344</u>	<u>177,767</u>	
General Fund	0	0	0	0	
Cash Funds	0	0	0	0	
Reappropriated Funds	146,535	136,252	147,344	177,767	
Federal Funds	0	0	0	0	
SUBTOTAL - (C) Fleet Management Program and Motor					
Pool Services	48,854,918	51,652,248	61,973,657	68,183,759	10.0%
<i>FTE</i>	<u>16.5</u>	<u>18.7</u>	<u>18.8</u>	<u>18.8</u>	<u>0.0%</u>
General Fund	0	0	0	0	0.0%
Cash Funds	0	0	0	0	0.0%
Reappropriated Funds	48,854,918	51,652,248	61,973,657	68,183,759	10.0%
Federal Funds	0	0	0	0	0.0%
TOTAL - (7) Division of Capital Assets	62,486,469	65,956,368	77,680,908	86,349,033	11.2%
<i>FTE</i>	<u>72.9</u>	<u>79.6</u>	<u>85.9</u>	<u>85.9</u>	<u>(0.0%)</u>
General Fund	68,202	140,680	217,337	909,526	318.5%
Cash Funds	966,768	2,811,545	3,330,778	3,351,059	0.6%
Reappropriated Funds	61,451,499	63,004,143	74,132,793	82,088,448	10.7%
Federal Funds	0	0	0	0	0.0%

Appendix A: Numbers Pages

	FY 2022-23 Actual	FY 2023-24 Actual	FY 2024-25 Appropriation	FY 2025-26 Request	Request vs. Appropriation
TOTAL - Department of Personnel	233,651,288	278,068,786	283,282,294	295,476,667	4.3%
<i>FTE</i>	<u>381.8</u>	<u>423.0</u>	<u>518.3</u>	<u>502.1</u>	(3.1%)
General Fund	20,931,821	32,695,586	39,442,833	38,422,548	(2.6%)
Cash Funds	10,299,237	16,477,614	21,586,936	18,015,906	(16.5%)
Reappropriated Funds	202,420,230	228,895,586	222,252,525	239,038,213	7.6%
Federal Funds	0	0	0	0	0.0%