



Colorado Department of Treasury Budget Request Comebacks — FY 2023/2024

The Joint Budget Committee considered the Colorado Department of Treasury's Decision Items at Figure Setting on February 8, 2023. JBC staff supported almost the entirety of the Department's request.

However, staff recommended:

- 1) lowering the potential starting salaries for Department requested FTE
- 2) denying the Department's request for limited one-time funding for EDI consulting and training.

The Department respectfully requests that the Committee reconsider these decisions.

Item 1 Salary Request

The Department renews its original salary request for one of the FTE requested, an Administrative Assistant II position in its Unclaimed Property Division, a cash funded division. The Department requested a salary of \$3,500 per month for this position. JBC staff recommended a salary of \$3,160 per month, or the bottom of the salary range.

The Department is making a concerted effort, based on challenges to both recruit and retain employees, to bring staff in at the lower end of the Q2 scale, as opposed to the absolute minimum of the salary range. In this case, the Department believes the difference of \$340 per month, or \$24 above the Q2 minimum, will have a substantial impact on the skills and abilities of who it is able to hire. Additionally, this aligns with the Department's most recent hire for an equivalent position.

Item 2 EDI Consulting and Funding

The Department renews its request for one-time funding of \$30,000, split equally between General Fund and Cash Fund support. The request allows the Department to continue to implement the Department of Personnel and Administration's Universal Policy on Equity, Diversity, and Inclusion in State Government, published in September 2020, a result of the Governor's Executive Order D2020-175.



Colorado Department of Treasury Budget Request Comebacks — FY 2023/2024

For this request, the Department solicited a proposal from The Equity Project, a local firm specializing in EDI evaluation, consulting, and training. The purpose is to develop a strategic plan with benchmarks, action items, and a system of accountability.

- Two-phase plan
- Department-wide evaluation
- Facilitation and blueprint for continued action
- Progress check-ins

Unfortunately, DPA does not offer this service at this time. DPA has had to restart its search for an EDI Director, as the original effort was unsuccessful. Additionally, while DPA will eventually offer training and resources related to EDI, it is unclear whether DPA would provide the basic assessment and evaluation that the Department is requesting, which is essentially identifying where the Department's gaps are, and what resources are needed to address those gaps. The Department believes that it will be better able to utilize any training that DPA will ultimately offer, as the assessment process it is requesting will clarify and direct future training opportunities.

Department leadership strongly believes that this investment in EDI analysis will result in:

- Greater innovative thinking
- An ability to address biases and prejudice
- Better workplace culture
- Culture of inclusivity
- Better talent pool
- Educated staff
- Higher level of decision making
- Avoidance of legal issues
- It provides a cost-effective way to ensure compliance with EDI legislation