

# An Act

HOUSE BILL 22-1196

BY REPRESENTATIVE(S) Herod and Esgar, Amabile, Bacon, Bernett, Bird, Boesenecker, Caraveo, Cutter, Duran, Exum, Froelich, Gonzales-Gutierrez, Gray, Hooton, Jodeh, Kipp, Lindsay, Lontine, McCluskie, McLachlan, Michaelson Jenet, Mullica, Ricks, Sirota, Snyder, Titone, Valdez A., Valdez D., Weissman, Woodrow;  
also SENATOR(S) Moreno and Pettersen, Bridges, Buckner, Donovan, Fields, Gonzales, Hansen, Jaquez Lewis, Kolker, Lee, Story, Winter.

CONCERNING A STUDY TO EVALUATE PAY EQUITY ACROSS ALL STATE DEPARTMENTS, AND, IN CONNECTION THEREWITH, MAKING AN APPROPRIATION.

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

**SECTION 1.** In Colorado Revised Statutes, 24-50-104, **add** (11) as follows:

**24-50-104. Job evaluation and compensation - state employee reserve fund - created - study - report - definitions - repeal.** (11) (a) AS USED IN THIS SUBSECTION (11), UNLESS THE CONTEXT OTHERWISE REQUIRES:

(I) "PARTNERSHIP AGREEMENT" MEANS THE 2021-2024 STATEWIDE

*Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.*

PARTNERSHIP AGREEMENT ENTERED INTO PURSUANT TO THE "COLORADO PARTNERSHIP FOR QUALITY JOBS AND SERVICES ACT", PART 11 OF THIS ARTICLE 50.

(II) "TASK FORCE" MEANS THE EQUITY DIVERSITY AND INCLUSION TASK FORCE ESTABLISHED THROUGH THE PARTNERSHIP AGREEMENT.

(b) THE TASK FORCE SHALL CONTRACT FOR A STUDY ASSESSING PAY EQUITY FOR EMPLOYEES IN THE STATE PERSONNEL SYSTEM. IN ADDITION TO ANY OTHER REQUIREMENT SET BY THE STATE PERSONNEL DIRECTOR, THE TASK FORCE, OR THE PARTNERSHIP AGREEMENT, THE STUDY MUST:

(I) EXAMINE AND EVALUATE PAY INEQUITIES SPECIFIC TO GENDER, RACE, AND OTHER PROTECTED CLASSES; AND

(II) PROVIDE RECOMMENDATIONS TO ALLEVIATE PAY INEQUITIES.

(c) THE STUDY MUST BE CONDUCTED, AND A FINAL REPORT PREPARED, BY A VENDOR INDEPENDENT OF THE DEPARTMENT OF PERSONNEL THAT IS SELECTED THROUGH A COMPETITIVE SOLICITATION PROCESS IN ACCORDANCE WITH THIS SUBSECTION (11). ALL STATE ENTITIES WITH EMPLOYEES IN THE STATE PERSONNEL SYSTEM SHALL COOPERATE FULLY WITH THE DEPARTMENT AND THE VENDOR ENGAGED TO CONDUCT THE STUDY.

(d) THE STUDY AND FINAL REPORT SETTING FORTH THE STUDY'S GOALS, METHODOLOGIES, FINDINGS, AND RECOMMENDATIONS MUST BE COMPLETED BY SEPTEMBER 30, 2022. NO LATER THAN THIRTY DAYS AFTER COMPLETING THE STUDY AND FINAL REPORT, THE STATE PERSONNEL DIRECTOR SHALL PROVIDE A COPY OF THE FINAL REPORT TO THE MEMBERS OF THE GENERAL ASSEMBLY, THE GOVERNOR, AND THE EXECUTIVE DIRECTOR OF COLORADO WORKERS FOR INNOVATIVE AND NEW SOLUTIONS (WINS), A CERTIFIED EMPLOYEE ORGANIZATION AS DEFINED IN SECTION 24-50-1102 (1).

(e) THIS SUBSECTION (11) IS REPEALED, EFFECTIVE JANUARY 1, 2025.

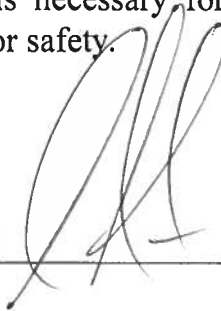
**SECTION 2. Appropriation.** For the 2021-22 state fiscal year, \$500,000 is appropriated to the department of personnel for use by the division of human resources. This appropriation is from the general fund.

To implement this act, the division may use this appropriation for consulting services expenses in personal services related to the pay equity study. Any money appropriated in this section not expended prior to July 1, 2022, is further appropriated to the division for the 2022-23 state fiscal year for the same purpose.

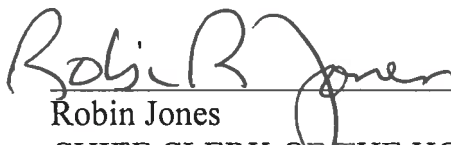
**SECTION 3. Safety clause.** The general assembly hereby finds, determines, and declares that this act is necessary for the immediate preservation of the public peace, health, or safety.



Alec Garnett  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES



Steve Fenberg  
PRESIDENT OF  
THE SENATE

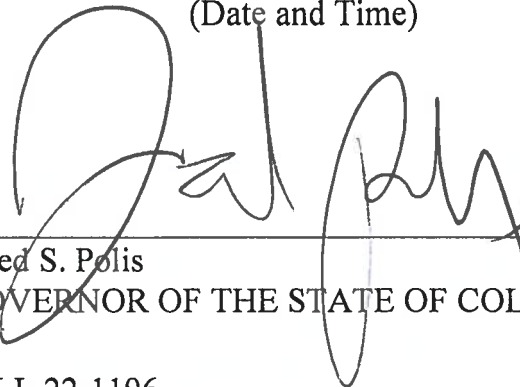


Robin Jones  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES



Cindi L. Markwell  
SECRETARY OF  
THE SENATE

APPROVED March 1, 2022 at 6:10pm  
(Date and Time)



Jared S. Polis  
GOVERNOR OF THE STATE OF COLORADO