



Colorado General Assembly
Joint Budget Committee

Joint Budget Committee Staff

FY 2014-15 Budget Briefing Summary

Compensation Common Policies

The General Assembly typically establishes common policies to budget for compensation consistently across departments. The compensation common policies address three issues: (1) Establish a standard method for calculating base continuation personal services; (2) Determine the amounts, if any, for salary and benefit increases; and (3) Set assumptions for determining the cost of compensation for new FTE. The common policies generally apply to a subset of all compensation that excludes the higher education institutions and the legislature. Estimated expenditures on compensation by agencies impacted by the common policies represent 8.6 percent of total statewide appropriations and 13.2 percent of statewide General Fund appropriations.

FY 2013-14 Appropriation and FY 2014-15 Request

Compensation Common Policies						
	Total Funds	General Fund	Cash Funds	Reappropriated Funds	Federal Funds	Net General Fund
FY 2013-14 Appropriation						
Base Salary Estimate	\$1,430,709,734	\$740,331,351	\$363,818,252	\$161,484,290	\$165,075,841	\$756,836,869
Health, Life, and Dental	181,354,836	102,516,051	40,411,565	19,963,777	18,463,443	105,837,790
PERA	149,309,949	77,574,852	38,299,344	16,624,811	16,810,942	77,574,852
AED	53,201,614	27,214,225	13,659,966	6,156,483	6,170,940	27,859,175
SAED	47,754,817	24,351,444	12,309,980	5,522,403	5,570,990	24,931,641
Salary Survey	40,713,709	18,136,037	13,374,221	4,761,733	4,441,718	18,691,170
Merit Pay	22,546,492	11,551,632	5,570,090	2,841,445	2,583,325	11,884,643
Medicare (FICA)	20,927,474	10,883,589	5,283,118	2,366,471	2,394,296	11,134,200
Shift Differential	12,564,464	10,260,909	534,891	1,720,758	47,906	11,038,909
Short-term Disability	<u>2,703,481</u>	<u>1,380,683</u>	<u>688,086</u>	<u>317,981</u>	<u>316,731</u>	<u>1,414,538</u>
TOTAL	\$1,961,786,570	\$1,024,200,773	\$493,949,513	\$221,760,152	\$221,876,132	\$1,047,203,787
FY 2014-15 Requested Appropriation						
Base Salary Estimate	\$1,512,055,673	\$778,933,115	\$396,899,193	\$164,953,806	\$171,269,558	\$798,510,892
Health, Life, and Dental	191,672,399	107,963,208	44,232,845	20,115,806	19,360,540	111,239,840
PERA	160,878,975	83,777,468	42,866,158	16,800,603	17,434,746	85,764,615
AED	63,110,564	34,291,912	14,911,861	6,863,261	7,043,530	35,128,783
SAED	59,165,852	32,148,363	13,979,871	6,434,307	6,603,311	32,183,640
Salary Survey	34,761,674	20,414,542	8,871,648	2,763,467	2,712,017	20,735,181
Merit Pay	23,797,374	12,867,724	5,646,177	2,665,260	2,618,213	13,188,388
Medicare (FICA)	21,924,807	11,294,530	5,755,038	2,391,830	2,483,409	11,578,408
Shift Differential	13,546,456	10,877,978	646,225	1,972,009	50,244	11,736,581
Short-term Disability	<u>3,377,641</u>	<u>1,848,795</u>	<u>786,864</u>	<u>369,299</u>	<u>372,683</u>	<u>1,903,214</u>

Compensation Common Policies						
	Total Funds	General Fund	Cash Funds	Reappropriated Funds	Federal Funds	Net General Fund
TOTAL	\$2,084,291,414	\$1,094,417,635	\$534,595,879	\$225,329,648	\$229,948,252	\$1,121,969,542
Increase/(Decrease)	\$122,504,844	\$70,216,862	\$40,646,366	\$3,569,496	\$8,072,120	\$74,765,755
Percent Change	6.2%	6.9%	8.2%	1.6%	3.6%	7.1%

* The FY 2014-15 Base Salary Estimate is included in the requests submitted by OSPB and the elected officials. PERA and Medicare are calculated from the salary base estimate. All other figures are from the FY 2013-14 appropriations.

Summary of Issues Presented to the Joint Budget Committee

Payday Shift for General Fund Employees: This issue brief discusses the fiscal implications of the proposed legislation to reverse the payday shift, included in the Governor’s FY 2014-15 Budget Request, at a cost of \$94.0 million General Fund.

Health Insurance Premiums: This issue brief discusses health insurance premiums, the structure of the self-insured health insurance plan, and the Employee Wellness Program.

Compensation Assumptions for New FTE: This issue brief outlines compensation assumptions for funding new employees for FY 2014-15. These assumptions provide guidance for appropriation clauses in 2014 legislative session.

For More Information

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To read the entire briefing: http://www.tornado.state.co.us/gov_dir/leg_dir/jbc/2013-14/combrf1.pdf