

MEMORANDUM

TO: Joint Budget Committee

FROM: Alfredo Kemm, JBC Staff (303-866-4549)

SUBJECT: Footnotes Related to Base-building

DATE: March 14, 2014

The following are draft footnotes related to Senator Steadman's motion that salary survey increases are intended to be base-building increases only up to the top of the range for employees in all Departments except Corrections, and that salary survey increases are intended to be base-building under, at, or over the top of the range for employees in the Department of Corrections.

- 1 All Departments except Department of Corrections, Totals -- It is the intent of the General Assembly that when each department applies the 3.0 percent salary survey increase reflected in salary survey line item appropriations, each employee shall receive a base-building increase up to the range maximum and salary survey increase amounts over the range maximum shall not be base-building.

- 2a Department of Corrections, Totals -- It is the intent of the General Assembly that when the Department of Corrections applies the 3.0 percent salary survey increase reflected in salary survey line item appropriations, each employee shall receive a base-building increase below, at, or over the range maximum because all range minimums and maximums shall adjust to reflect any increase.

The Department of Personnel continues to express to staff concerns about any over-the-range base-building. However, the Department has also communicated a more critical concern that job classes within the Department of Corrections that are also represented in other departments, but excluded from the over-the-range base-building, would be treated differently and would be a constitutional violation of *like pay for like work*, provided in Section 13 (8) of Article XII of the Colorado Constitution.

On this basis, it would be necessary to identify the over-the-range base-building intention by job class rather than by department. The Department of Personnel has identified three job classes within Corrections that may have been the intended job classes of Senator Steadman's motion for the over-the-range base-building provided for the Department of Corrections: Corrections Case Managers, Corrections/Youth/Clinical Officers, and Community Parole Officers. Corrections/Youth/Clinical Officers are also present in the Department of Human Services.

The following are draft footnotes for over-the-range base-building in the Departments of Corrections and Human Services that restrict over-the-range base-building to Corrections Case Managers, Corrections/Youth/Clinical Officers, and Community Parole Officers.

- 2b Department of Corrections, Totals -- It is the intent of the General Assembly that when the Department of Corrections applies the 3.0 percent salary survey increase reflected in salary survey line item appropriations, that employees other than Corrections Case Managers, Corrections/Youth/Clinical Officers, and Community Parole Officers shall receive a base-building increase up to the range maximum and salary survey increase amounts over the range maximum shall not be base-building and that Corrections Case Managers, Corrections/Youth/Clinical Officers, and Community Parole Officers shall receive a base-building increase below, at, or over the range maximum because range minimums and maximums for Corrections Case Managers, Corrections/Youth/Clinical Officers, and Community Parole Officers shall adjust to reflect any increase.
- 2c Department of Human Services, Totals -- It is the intent of the General Assembly that when the Department of Human Services applies the 3.0 percent salary survey increase reflected in salary survey line item appropriations, that employees other than Corrections/Youth/Clinical Officers shall receive a base-building increase up to the range maximum and salary survey increase amounts over the range maximum shall not be base-building and that Corrections/Youth/Clinical Officers shall receive a base-building increase below, at, or over the range maximum because range minimums and maximums for Corrections/Youth/Clinical Officers shall adjust to reflect any increase.