

**Second Regular Session
Seventy-third General Assembly
STATE OF COLORADO**

ENGROSSED

*This Version Includes All Amendments Adopted
on Second Reading in the House of Introduction*

LLS NO. 22-0851.01 Megan McCall x4215

HOUSE BILL 22-1196

HOUSE SPONSORSHIP

Herod and Esgar,

SENATE SPONSORSHIP

Moreno and Pettersen,

House Committees
Appropriations

Senate Committees

A BILL FOR AN ACT

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

Bill Summary

(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)

The bill directs the equity diversity and inclusion task force (task force) established through a partnership agreement entered into pursuant to the "Colorado Partnership for Quality Jobs and Services Act" (partnership agreement) to contract for a pay equity study to assess pay inequities specific to gender, race, and other protected classes, to provide

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.
Dashes through the words indicate deletions from existing statute.*

HOUSE
Amended 2nd Reading
February 9, 2022

recommendations to alleviate pay inequities, and to comply with any other specifications set by the state personnel director, the task force, or the partnership agreement. A final report including findings and recommendations from the study must be provided to the members of the general assembly.

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

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

4 **24-50-104. Job evaluation and compensation - state employee**
5 **reserve fund - created - study - report - definitions - repeal.**

6 (11) (a) AS USED IN THIS SUBSECTION (11), UNLESS THE CONTEXT
7 OTHERWISE REQUIRES:

8 (I) "PARTNERSHIP AGREEMENT" MEANS THE 2021-2024 STATEWIDE
9 PARTNERSHIP AGREEMENT ENTERED INTO PURSUANT TO THE "COLORADO
10 PARTNERSHIP FOR QUALITY JOBS AND SERVICES ACT", PART 11 OF THIS
11 ARTICLE 50.

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

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

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

21 (II) PROVIDE RECOMMENDATIONS TO ALLEVIATE PAY INEQUITIES.

22 (c) THE STUDY MUST BE CONDUCTED, AND A FINAL REPORT
23 PREPARED, BY A VENDOR INDEPENDENT OF THE DEPARTMENT OF

1 PERSONNEL THAT IS SELECTED THROUGH A COMPETITIVE SOLICITATION
2 PROCESS IN ACCORDANCE WITH THIS SUBSECTION (11). ALL STATE
3 ENTITIES WITH EMPLOYEES IN THE STATE PERSONNEL SYSTEM SHALL
4 COOPERATE FULLY WITH THE DEPARTMENT AND THE VENDOR ENGAGED TO
5 CONDUCT THE STUDY.

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

15 (e) THIS SUBSECTION (11) IS REPEALED, EFFECTIVE JANUARY 1,
16 2025.

17 **SECTION 2. Appropriation.** For the 2021-22 state fiscal year,
18 \$500,000 is appropriated to the department of personnel for use by the
19 division of human resources. This appropriation is from the general fund.
20 To implement this act, the division may use this appropriation for
21 consulting services expenses in personal services related to the pay equity
22 study. Any money appropriated in this section not expended prior to July
23 1, 2022, is further appropriated to the division for the 2022-23 state fiscal
24 year for the same purpose.

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