



# JOINT BUDGET COMMITTEE STAFF FY 2022-23 BUDGET BRIEFING SUMMARY

Colorado General Assembly  
Joint Budget Committee

*Department of Personnel*

The Department of Personnel is responsible for administering the state personnel system, which includes approximately 32,000 full time equivalent (FTE) staff, excluding the Department of Higher Education. In addition, the Department provides general support services for state agencies which include: oversight of procurement and financial activities and CORE operations; state archives; maintenance of Capitol Complex buildings, provision of central business services, and management of the State's motor vehicle fleet; administrative law judge services; coordination of capital construction and controlled maintenance projects and centralized lease management; administration of the State's personnel selection, classification, compensation, and employee benefit programs; and oversight of the State's liability, property, and workers' compensation insurance programs. The Department's FY 2021-22 appropriation represents approximately 0.6 percent of statewide operating appropriations and 0.2 percent of statewide General Fund appropriations.

## FY 2021-22 APPROPRIATION AND FY 2022-23 REQUEST

DEPARTMENT OF PERSONNEL						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROPRIATED FUNDS	FEDERAL FUNDS	FTE
<b>FY 2021-22 APPROPRIATION:</b>						
S.B. 21-205 (Long Bill)	216,275,323	18,843,441	13,006,508	184,425,374	0	408.5
Other legislation	1,866,470	1,222,376	500,000	144,094	0	0.9
<b>TOTAL</b>	<b>\$218,141,793</b>	<b>\$20,065,817</b>	<b>\$13,506,508</b>	<b>\$184,569,468</b>	<b>\$0</b>	<b>409.4</b>
<b>FY 2022-23 REQUESTED APPROPRIATION:</b>						
FY 2021-22 Appropriation	\$218,141,793	20,065,817	\$13,506,508	\$184,569,468	\$0	409.4
R1 Colorado Equity Office	2,536,213	2,536,213	0	0	0	10.0
R2 Paid Family Medical Leave funding	0	0	0	0	0	0.0
R3 CSEAP resources	311,690	0	107,815	203,875	0	2.5
R4 Total compensation report analyst	(144,505)	(144,505)	0	0	0	1.0
R5 Americans with Disabilities Act resources	516,481	516,481	0	0	0	1.0
R6 Unused state-owned real properties inventory	400,000	0	400,000	0	0	0.0
R7 Capitol Complex leased space contract and safety resources	245,528	0	245,528	0	0	0.0
R8 Integrated Document Solutions scanner refresh	0	0	0	0	0	0.0
R9 Annual fleet vehicle request	839,357	0	0	839,357	0	0.0
R10 State employee collective bargaining agreement provisions	1,000,000	1,000,000	0	0	0	1.0
R11 Colorado Disability Funding Committee resources	0	0	0	0	0	0.0
Annualize prior year legislation	2,688,228	(44,411)	(1,475,415)	4,208,054	0	0.4
Centrally appropriated line items	1,955,531	1,334,288	(376,049)	997,292	0	0.0
Annualize prior year budget actions	1,309,362	964,218	(15,000)	360,144	0	0.0
Technical adjustments	1,227,288	538,752	654,706	33,830	0	0.0
Risk Management base adjustment	181,054	0	0	181,054	0	0.0
Non-prioritized requests	65,309	8,090	1,368	55,851	0	0.0
Procurement card rebate refinance	0	(386,000)	386,000	0	0	0.0

DEPARTMENT OF PERSONNEL						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROPRIATED FUNDS	FEDERAL FUNDS	FTE
CORE operations base adjustment	(3,844,996)	0	(1,875,048)	(1,969,948)	0	0.0
Indirect cost assessment	(13,207)	(556,389)	12,979	530,203	0	0.0
<b>TOTAL</b>	<b>\$227,415,126</b>	<b>\$25,832,554</b>	<b>\$11,573,392</b>	<b>\$190,009,180</b>	<b>\$0</b>	<b>425.3</b>
<b>INCREASE/(DECREASE)</b>	\$9,273,333	\$5,766,737	(\$1,933,116)	\$5,439,712	\$0	15.9
Percentage Change	4.3%	28.7%	(14.3%)	2.9%	n/a	3.9%

\* Decision items shaded in grey are not addressed in this document. These items were addressed by Mrs. Smart as part of the Compensation Common Policies briefing on November 15, 2021.

**R1 COLORADO EQUITY OFFICE:** The request includes an increase of \$2,536,213 General Fund and 19.0 FTE in FY 2022-23 for the creation of the Colorado Equity Office. The request annualizes to \$2.5 million General Fund and 19.0 FTE in FY 2023-24 and ongoing. The Colorado Equity Office will be responsible for:

- ensuring compliance by all state agencies with the Executive Order D 2020 175;
- conducting and overseeing the implementation of remedies required by a future pay equity study;
- developing interview and hiring process guidance, designing training for human resources and hiring teams, and identifying standard data to be collected to analyze hiring trends;
- serving as a consultant to agencies on best practices and a resource for agency staff;
- developing and maintaining statewide training, providing implementation resources, and holding agencies accountable for deployment;
- coordinating statewide equity, diversity, and inclusion events and impactful community interactions;
- convening a statewide employee resource group made of representatives from Governor’s agencies, and assist in standing up other employee resource groups;
- collecting and analyzing statewide data to identify systemic inequity, gaps in state employees’ knowledge of and skill in equity, diversity, and inclusion;
- providing administrative assistance to the Colorado Equity Alliance; and
- providing a feedback and reporting mechanism for employees to identify concerns and violations of anti-discrimination, anti-racism, anti-sexual harassment, accessibility, workplace violence, ADA, and workers’ compensation issues, and to direct concerns or violations accordingly.

Of the requested FTE, 10.0 will be placed in the central Colorado Equity Office housed in the Department, while the remaining 9.0 FTE will be placed in various departments. These FTE will include: a Program Director; Equity, Diversity, and Inclusion managers and coaches; data analysts; and Human Resources staff. The requested FTE will be distributed as shown in the following table.

R1 COLORADO EQUITY OFFICE FTE DISTRIBUTION	
DEPARTMENT	NUMBER OF FTE
Personnel	10.0
Human Services	4.0
Revenue	3.0
HCPF*	1.0
Regulatory Agencies	1.0
<b>Total</b>	<b>19.0</b>

\* The total in this table does not reflect an additional FTE that will be added to HCPF through matching Medicaid federal funds.

This request is associated with the collective bargaining agreement (Partnership Agreement) between the State and Colorado Workers for Innovative and New Solutions (COWINS), which will expire on July 31, 2024. This request

aligns with Article 8.2.B of the Partnership Agreement. The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

JBC Staff will seek the assistance of the Office of Legislative Legal Services in assessing whether this request requires separate legislation to implement.

**R3 CSEAP RESOURCES:** The request includes an increase of \$311,690 total funds, including \$107,815 cash funds and \$203,875 reappropriated funds, and 2.5 FTE for FY 2022-23 to address increased workload for the Colorado State Employee Assistance Program (CSEAP), to fund a 24/7 crisis support services, and statewide workplace threat assessment training. This request annualizes to \$290,690 total funds and 2.5 FTE in FY 2023-24 and ongoing. CSEAP employees licensed professional and offers services to State employees and agencies, including: mental health counseling, crisis and critical incident response, professional coaching, mediation, team facilitation, consultation to managers, universal policy support, and training pursuant to Section 24-50-604 (1)(k)(I), C.R.S.

This request is associated with the collective bargaining agreement (Partnership Agreement) between the State and Colorado Workers for Innovative and New Solutions (COWINS), which will expire on July 31, 2024. This request aligns with Article 8.2.B of the Partnership Agreement. The request indicates that funding is for the implementation of an evidence-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R5 AMERICANS WITH DISABILITIES ACT RESOURCES:** The request includes an increase of \$516,481 General Fund and 1.0 FTE in FY 2022-23 and ongoing to create and fund a new Equity for People With Disabilities line item. This request has two components:

- \$95,647 and 1.0 FTE in FY 2022-23 for a statewide Americans with Disabilities Act of 1990 (ADA) coordinator. This portion of the request annualizes to \$88,647 and 1.0 FTE in FY 2023-24 and ongoing. The statewide ADA coordinator will be responsible for: creating guidance and training for agency Title I and Title II ADA coordinators; approving agency reasonable accommodation policies and requests; hosting quarterly meeting with agency coordinators; collaborating with the Attorney General's Office; and administering a centralized accommodation fund. The Department believes the addition of a statewide ADA coordinator will result in a more consistent approval process for reasonable accommodation request. In FY 2019-20, the State received 1,458 Title I and 383 Title II ADA reasonable accommodation requests.
- \$404,353 to fund approved Title I and Title II reasonable accommodation requests made by state employees and the public. This portion of the request annualizes to \$411,353 in FY 2022-23 and ongoing. Furthermore, the Department request a footnote granting roll forward spending authority for this portion of the appropriation. Reasonable accommodations are defined by the ADA and are placed into three categories:
  - modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires;
  - modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or
  - modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R6 UNUSED STATE-OWNED REAL PROPERTIES INVENTORY:** The request includes an increase of \$400,000 cash funds in FY 2022-23 and ongoing for the implementation of H.B. 21-1274 (Unused State-owned Real Property

Beneficial Use). The bill requires the Department to create and maintain an inventory of unused state-owned real property and to determine whether the unused state-owned real property identified is suitable for construction of affordable housing, child care, public schools, residential mental and behavioral health care, or for placement of renewable energy facilities, or if such property is suitable for other purposes. The bill created the Unused State-owned Real Property Fund (Section 24-82-102.5 (5)(a), C.R.S.) but did not include an appropriations clause, as there was no revenue in the Fund to appropriate. Revenue is generated from the “sale, rent, or lease...of unused state-owned real property.” The Office of the State Architect has responsibility for creating and maintaining the inventory.

The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R7 CAPITOL COMPLEX LEASED SPACE CONTRACT AND SAFETY RESOURCES:** The request includes an increase of \$245,528 cash funds in FY 2022-23 for operating expenses associated with the maintenance of Capitol Complex leased space. The request would fund two components:

- A base adjustment of \$200,000 cash funds in FY 2022-23 to address service contract increase and new maintenance projects. This portion of the request annualizes to \$300,000 reappropriated funds in FY 2023-24; \$400,000 reappropriated funds in FY 2024-25; and \$500,000 reappropriated funds in FY 2025-26 and ongoing. The out-year costs will be allocated through the Capitol Complex common policy to the various State departments. This portion of the request is intended to respond to increasing contract costs that have consumed increasing share of the appropriation, drawing resources away from standard repairs, replacements, and other types of maintenance.
- A one-time increase of \$45,528 cash funds in FY 2022-23 to conduct testing of all fire alarm devices in the State Capitol as part of the Joint Library remodel.

The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R8 INTEGRATED DOCUMENT SOLUTIONS SCANNER REFRESH:** The request includes a budget neutral transfer of \$100,000 reappropriated funds in FY 2022-23 from the Integrated Document Solutions’ Operating Expenses line item to a new Scan Equipment Lease Purchase line item within the same subdivision. The request annualizes to \$151,776 reappropriated funds in FY 2023-24 and until the 60-month lease purchase agreement is complete. The current scanning equipment has reached its end-of-life and the manufacturer no longer builds or supports the technology; maintenance of the equipment will only be support until June 30, 2022.

The Division of Central Services, Document Solutions Group (DSG) provides scanning and document-related services to State agencies, with its two major customers being the Department of Revenue and the Secretary of State. Since FY 2014-15, DSG has worked with its customers to develop and implement a pipeline process for document imaging that prioritized high speed and volume, which allowed DSG to phase out the use of mid-range scanning equipment. From April 2020 to March 2021, 18.9 million images were scanned for various departments.

The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R9 ANNUAL FLEET VEHICLE REQUEST:** The request includes an increase of \$839,357 reappropriated funds to replace 619 vehicles in the State’s fleet. Of the vehicles to be replaced, the Department has identified 278 as potential alternative fuel vehicles (AFV), including 25 hybrid and 253 electric vehicles. For individual State agencies, this request will require an increase of \$534,118 in total funding for the respective Vehicle Lease Payments line item

appropriations, with an estimated \$149,034 increase in General Fund in FY 2022-23. Replacing the 619 vehicles provides a projected maintenance and fuel savings of \$1,708,595 total funds.

The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R10 STATE EMPLOYEE COLLECTIVE BARGAINING AGREEMENT PROVISIONS:** The request includes an increase of \$1.0 million General Fund and 1.0 FTE in FY 2022-23 and FY 2023-24. The Department’s request includes two distinct parts:

- \$500,000 and 1.0 FTE for an employee tuition reimbursement program, which will allow covered state employees to apply for the reimbursement of tuition for a certification or degree program. The Department anticipates this level of funding will support at least 74 employee applications for reimbursement. This request aligns with Article 24.5 of the Partnership Agreement.
- \$500,000 for the administrative time spent by covered state employees serving as an Officer or Steward of COWINS. Employees serving in these roles must keep accurate record of their time fulfilling their duties. Additionally, employees must be approved by their supervisor for release from their regular duties as a state employee at least five days in advance of their taking administrative time. This request aligns with Article 5.2 of the Partnership Agreement.

This request is associated with the collective bargaining agreement (Partnership Agreement) between the State and Colorado Workers for Innovative and New Solutions (COWINS), which will expire on July 31, 2024. The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**R11 COLORADO DISABILITY FUNDING COMMITTEE RESOURCES [REQUIRES LEGISLATION]:** The request includes a refinance of \$100,000 cash fund in the Disability Fund Committee line item from the Disability Support Fund (Section 24-30-2205.5 (1), C.R.S.) to the Disabled Parking Education and Enforcement Fund (Section 42-1-226, C.R.S.) for FY 2022-23 and ongoing. The Disability Fund Committee line item provides appropriations to the Colorado Disability Funding Committee (CDFC), created in Section 24-30-2203 (1), C.R.S., which administers the Laura Hershey Disability Support Act (H.B. 16-1362). The CDFC, through revenue generated from the sale and auction of license plate registration numbers, funds projects and programs to assist persons with disabilities in accessing disability benefits.

Additionally, the Department requests the Committee sponsor legislation to make technical changes to statute to clarify the processes for the CDFC, including the transfer of the Disabled Parking Education and Enforcement Fund to the Department, with oversight and spending authority given to the CDFC. The Disabled Parking Education and Enforcement Fund is currently administered by the Department of Revenue.

The request indicates that funding is for the implementation of a theory-informed program as defined by S.B. 21-284 (Evidence-based Evaluation For Budget).

**ANNUALIZE PRIOR YEAR LEGISLATION:** The request includes a net increase of \$2.7 million total funds to reflect the FY 2022-23 impact of bills passed in previous sessions, summarized in the following table.

ANNUALIZE PRIOR YEAR LEGISLATION						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
SB 21-088 Child sexual abuse account. act	\$2,707,615	(\$1,198,355)	\$0	\$3,905,970	\$0	0.1
HB 21-1311 Income tax	252,574	0	0	252,574	0	0.0

ANNUALIZE PRIOR YEAR LEGISLATION						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
SB 18-200 PERA unfunded liability	134,764	43,484	3,950	87,330	0	0.0
SB 14-214 PERA studies by actuarial firm	125,000	125,000	0	0	0	0.0
SB 13-276 Disability Investig. and Pilot Support Fund	82,000	0	82,000	0	0	0.0
SB 19-196 CO quality apprenticeship training act	32,709	32,709	0	0	0	0.3
SB 21-131 Protect PII kept by state	2,423	2,423	0	0	0	0.0
HB 20-1153 CO partnership quality jobs and services act	0	960,365	(960,365)	0	0	0.0
SB 21-292 Federal COVID funding for victims services	(500,000)	0	(500,000)	0	0	0.0
SB 21-222 Repeal recovery audit program	(101,000)	0	(101,000)	0	0	0.0
HB 21-1327 State and local tax parity act for businesses	(35,342)	0	0	(35,342)	0	0.0
HB 21-1257 Recog of veterans in capitol complex parks	(10,000)	(10,000)	0	0	0	0.0
SB 21-154 988 suicide prevention lifeline network	(1,966)	0	0	(1,966)	0	0.0
HB 21-1312 Increase premium property sales sev tax	(512)	0	0	(512)	0	0.0
HB 21-1303 Global warming potential for public project	(37)	(37)	0	0	0	0.0
<b>TOTAL</b>	<b>\$2,688,228</b>	<b>(\$44,411)</b>	<b>(\$1,475,415)</b>	<b>\$4,208,054</b>	<b>\$0</b>	<b>0.4</b>

**CENTRALLY APPROPRIATED LINE ITEMS:** The request includes adjustments to centrally appropriated line items:

CENTRALLY APPROPRIATED LINE ITEMS						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
Legal services	\$1,219,095	\$179,988	(\$389,949)	\$1,429,056	\$0	0.0
Salary survey	912,404	382,286	30,794	499,324	0	0.0
Capitol Complex leased space	285,874	905,948	(908)	(619,166)	0	0.0
Paid family leave	62,419	26,171	2,107	34,141	0	0.0
Utilities	20,771	0	0	20,771	0	0.0
CORE adjustment	12,643	6,215	294	6,134	0	0.0
ALJ services	8,156	9,194	(1,038)	0	0	0.0
Payments to OIT	(238,582)	(41,237)	(8,282)	(189,063)	0	0.0
Payment to risk management and property funds	(152,751)	(38,722)	(4,859)	(109,170)	0	0.0
Vehicle lease payments	(76,188)	0	96	(76,284)	0	0.0
Workers' compensation	(45,090)	(12,680)	(1,389)	(31,021)	0	0.0
Health, life, and dental	(21,500)	(77,881)	18,844	37,537	0	0.0
PERA Direct Distribution	(19,744)	(7,024)	(4,561)	(8,159)	0	0.0
AED	(4,011)	993	(8,465)	3,461	0	0.0
SAED	(4,011)	993	(8,465)	3,461	0	0.0
Shift differential	(3,860)	0	0	(3,860)	0	0.0
Short-term disability	(94)	44	(268)	130	0	0.0
<b>TOTAL</b>	<b>\$1,955,531</b>	<b>\$1,334,288</b>	<b>(\$376,049)</b>	<b>\$997,292</b>	<b>0</b>	<b>0.0</b>

**ANNUALIZE PRIOR YEAR BUDGET ACTIONS:** The request includes a net increase of \$1.3 million total funds for prior year budget actions, summarized in the following table.

ANNUALIZE PRIOR YEAR BUDGET ACTIONS						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
FY 21-22 R10 Statewide planning svcs	\$980,000	\$980,000	\$0	\$0	\$0	0.0
FY 20-21 R2 Telematics for state fleet	345,144	0	0	345,144	0	0.0
FY 15-16 R1 Total comp vendor	300,000	300,000	0	0	0	0.0
FY 21-22 R5 IDS infrastructure refresh	0	0	0	0	0	0.0

ANNUALIZE PRIOR YEAR BUDGET ACTIONS						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
FY 21-22 R4 OAC translation services	0	0	(15,000)	15,000	0	0.0
FY 13-14 CP2 employee engagement survey	(215,000)	(215,000)	0	0	0	0.0
FY 21-22 Disparity study outreach	(100,000)	(100,000)	0	0	0	0.0
Annualize prior year salary survey	(782)	(782)	0	0	0	0.0
<b>TOTAL</b>	<b>\$1,309,362</b>	<b>\$964,218</b>	<b>(\$15,000)</b>	<b>\$360,144</b>	<b>\$0</b>	<b>0.0</b>

**TECHNICAL ADJUSTMENTS:** The request includes a net increase of \$1.2 million total funds for technical adjustments, summarized in the following table.

TECHNICAL ADJUSTMENTS						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
ALD equivalent payments	\$1,147,262	\$486,078	\$661,184	\$0	\$0	0.0
Digital storage adjustment	43,118	43,118	0	0	0	0.0
Gov transition funding	25,000	25,000	0	0	0	0.0
DPS adjustment	11,908	0	0	11,908	0	0.0
Admin Courts adjustments	0	(15,444)	(6,478)	21,922	0	0.0
<b>TOTAL</b>	<b>\$1,227,288</b>	<b>\$538,752</b>	<b>\$654,706</b>	<b>\$33,830</b>	<b>\$0</b>	<b>0.0</b>

**RISK MANAGEMENT BASE ADJUSTMENT:** The request includes an increase of \$181,054 reappropriated funds for adjustments to the Risk Management program for anticipated payments to be required by the liability, property, and workers' compensation components of the common policies.

**NON-PRIORITIZED REQUESTS:** The request includes the following non-prioritized request items, which are linked to decision items in other departments and common policy decisions.

NON-PRIORITIZED REQUESTS						
	TOTAL FUNDS	GENERAL FUND	CASH FUNDS	REAPPROP. FUNDS	FEDERAL FUNDS	FTE
NP1 DPA Paid Family Medical Leave Act Funding	\$27,923	\$0	\$633	\$27,290	\$0	0.0
NP4 OIT Budget package	21,382	6,900	627	13,855	0	0.0
NP5 DHS Food services and housekeeping comp request	12,314	0	0	12,314	0	0.0
NP2 DPA CSEAP resources	3,690	1,190	108	2,392	0	0.0
<b>TOTAL</b>	<b>\$65,309</b>	<b>\$8,090</b>	<b>\$1,368</b>	<b>\$55,851</b>	<b>\$0</b>	<b>0.0</b>

**PROCUREMENT CARD REBATE REFINANCE:** The request includes a net-zero refinance of \$386,000 General Fund with an equivalent amount of cash funds from rebates anticipated from the state purchasing card program. The Procurement Card Program has realized an increase in rebate revenue, which is used to offset General Fund.

**CORE OPERATIONS BASE ADJUSTMENT:** The request includes a decrease of \$3.8 million total funds, including \$1.9 million cash funds and \$2.0 million reappropriated funds, for CORE operations base adjustments.

**INDIRECT COST ASSESSMENT:** The request includes net adjustments to indirect costs across the Department.

## SUMMARY OF ISSUES PRESENTED TO THE JOINT BUDGET COMMITTEE

**THE COWINS PARTNERSHIP AGREEMENT AND FY 2022-23 BUDGET REQUESTS:** In accordance with the provisions of the H.B. 20-1153 (Colorado Partnership for Quality Job and Services Act) and the Partnership Agreement (Agreement) between the State of Colorado (State) and Colorado Workers for Innovative and New Solutions (COWINS), the Department of Personnel and the Governor have submitted a suite of FY 2022-23 budget requests (R1, R3, and R10). The requested appropriations will support the creation of the Colorado Equity Office and a variety of programs for covered employees, including tuition reimbursement, union stewardship, and mental health and counseling.

**OPERATING COMMON POLICIES – OVERVIEW AND REQUESTS:** The Department of Personnel currently administers centralized budgeting policies described as Operating Common Policies. These policies refer to an array of statewide services, including Administrative Law Judge Services, Workers' Compensation, Payment to Risk Management and Property Funds, Capitol Complex Leased Space and Utilities, CORE Operations, Vehicle Lease Payments, and the Document Solutions Group.

### FOR MORE INFORMATION

**JBC STAFF ANALYST:** Tom Dermody  
(303) 866-4963  
Tom.dermody@state.co.us

**TO READ THE ENTIRE BRIEFING:** Go to <http://leg.colorado.gov/content/budget/budget-documents> to use the budget document search tool. Select this department's name under *Department/Topic*, "Briefing" under *Type*, and select a *Start date* and *End date* to show documents released in November and December of 2021.