

MEMORANDUM



JOINT BUDGET COMMITTEE

TO Members of the Joint Budget Committee
FROM Robin J. Smart, JBC Staff (303-866-4955)
DATE April 13, 2022
SUBJECT Request for Information concerning State of Colorado P.O.S.T certified and Security-related salary ranges

Department of Personnel – The Department is requested to provide to the Joint Budget Committee, on or before August 1, 2022, a detailed analysis of salary ranges and qualifications for all P.O.S.T certified job classes within the State of Colorado classified system, including those in Executive Branch and Judicial Branch agencies. The analysis should include, but need not be limited to, data concerning the:

- Required qualifications, training, and experience for each position within the agency;
- How the qualifications, training, and experience requirements and the salary ranges of each state agency compare with other state agencies with similar P.O.S.T certified positions;
- How the qualifications, training, and experience requirements and the salary ranges for each state agency compare with local agencies that have like-P.O.S.T certified job classes;
- How the qualifications, training, and experience requirements and the salary ranges for each state agency compare with other similar national agencies that have like-P.O.S.T certified job classes, if no in-state comparison can be made.

In addition, the Department is asked to provide a detailed analysis of the recruitment and retention of P.O.S.T. certified law enforcement officers for each Executive Branch and Judicial Branch agency with P.O.S.T certified classified positions, including monthly separation and retirement data for each agency, for each fiscal year beginning in FY 2017-18 through FY 2021-22. This analysis should be performed by rank. The data should be presented by region of the state and identify the top five reasons why each agency (by region) experiences recruitment and/or retention challenges. If available, the data should identify the number of separated and/or retired P.O.S.T. certified officers who went to work for a different law enforcement agency after leaving State of Colorado employment. The Department is further asked to provide an analysis of the impact (including the fiscal impact) of the recruitment and/or retention challenges of State of Colorado P.O.S.T certified law enforcement officers on the following (by region): officer safety, local law enforcement agencies, interstate commerce, tourism, and natural resource management.

In the August report to the Joint Budget Committee, the Department is asked to examine Section 24-50-104 (1)(a)(III), C.R.S., and make recommendations concerning changes or clarifications to the statutory language. The Department is further asked to make recommendations concerning pay range adjustments for classified P.O.S.T certified positions in each Department, including adjustments required to address compression pay.

Finally, the Department is asked to provide data concerning the comparison of qualifications, training, experience, and salary ranges for Security-related classified positions across all state agencies in which the positions exist.