

# An Act

HOUSE BILL 00-1280

BY REPRESENTATIVES Berry, Bacon, Gagliardi, George, Gotlieb, Hoppe, Kaufman, Kester, Larson, Leyba, McKay, Saliman, Swenson, Taylor, Tool, Webster, Witwer, Zimmerman, Coleman, Dean, Gordon, Hefley, Lawrence, Mace, May, Plant, Ragsdale, Scott, Sinclair, Smith, Tapia, Tate, and S. Williams;  
also SENATORS Owen, Arnold, Chlouber, Dyer, Epps, Lacy, Nichol, Phillips, Sullivant, Teck, Wattenberg, Weddig, Feeley, Hernandez, Matsunaka, Perlmutter, Reeves, Rupert, and Tanner.

CONCERNING THE DETERMINATION OF PREVAILING TOTAL COMPENSATION  
FOR STATE TROOPERS EMPLOYED BY THE COLORADO STATE PATROL.

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

**SECTION 1. Legislative declaration.** (1) The general assembly hereby finds and declares that:

(a) The Colorado state patrol provides vital services to the citizens of Colorado in law enforcement, highway safety, and the protection of life, safety, and property. Troopers in the Colorado state patrol must be uniquely trained to meet the expectations of the citizens of Colorado in professionalism, integrity, judgment, and courtesy.

(b) Troopers' duties include serving at duty posts throughout the

state, from highly populous metropolitan areas to remote rural areas, and troopers are often required to relocate themselves and their families in order to satisfy such duty assignments. The troopers must have adequate training and experience to make independent decisions in the interest of law enforcement, service, and protection. The troopers carry out law enforcement activities including initial contact, investigation, and prosecution, often without backup or on-scene supervision.

(c) The state experiences a significant loss when a well trained trooper leaves the Colorado state patrol, as the state invests extensive resources in the recruitment and training of the troopers.

(d) Total compensation for the troopers is established by a survey of other law enforcement agencies. In recent years, due to the market surveyed and the method of calculating survey results, compensation for the Colorado state patrol troopers has fallen below that of other law enforcement agencies of similar size and experience. This trend has resulted in a significant loss of trained troopers in the state. Therefore, it is in the interest of the state to offer troopers competitive compensation and to ensure that the Colorado state patrol will be able to recruit and retain troopers.

(e) The purpose of this legislation is to provide a sound and comprehensive system for determining the prevailing total compensation for state troopers employed by the Colorado state patrol in order to maintain appropriate salaries for state troopers and to increase retention rates of troopers in order to ensure that a well-qualified state patrol force is serving the residents of Colorado.

**SECTION 2.** 24-50-104 (1) (a) (II), Colorado Revised Statutes, is amended, and the said 24-50-104 (1) (a) is further amended BY THE ADDITION OF A NEW SUBPARAGRAPH, to read:

**24-50-104. Job evaluation and compensation.** (1) **Total compensation philosophy.** (a) (II) EXCEPT AS PROVIDED IN SUBPARAGRAPH (III) OF THIS PARAGRAPH (a), for purposes of this paragraph (a), "prevailing total compensation" means the salary, benefits, including retirement benefits, and premium pay practices comparable to those found by the state personnel director in similar kinds of employment in appropriate markets of public and private employment. To determine

comparable rates for salaries, benefits, including retirement benefits, and premium pay practices prevailing in other places of public and private employment, the state personnel director shall annually utilize the results of appropriate salary and benefits surveys conducted by public or private organizations and other supplemental salary or benefit surveys as deemed necessary by the director to determine and maintain comparable total compensation for the work force.

(III) (A) FOR PURPOSES OF DETERMINING AND MAINTAINING COMPENSATION FOR STATE TROOPERS EMPLOYED BY THE COLORADO STATE PATROL, "PREVAILING TOTAL COMPENSATION" MEANS THE AMOUNT OF SALARY, BENEFITS, INCLUDING RETIREMENT BENEFITS, AND PREMIUM PAY PRACTICES THAT IS AT LEAST NINETY-NINE PERCENT OF THE AVERAGE TOTAL COMPENSATION PROVIDED TO THE TOP THREE LAW ENFORCEMENT AGENCIES WITHIN THE STATE THAT HAVE BOTH MORE THAN ONE HUNDRED COMMISSIONED OFFICERS AND THE HIGHEST ACTUAL AVERAGE TOTAL COMPENSATION.

(B) AS USED IN THIS SUBPARAGRAPH (III), "STATE TROOPER" MEANS THE CHIEF AND ANY COMMISSIONED OR NONCOMMISSIONED OFFICER AND PATROLMAN OF THE COLORADO STATE PATROL.

**SECTION 3. Effective date.** This act shall take effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly that is allowed for submitting a referendum petition pursuant to article V, section 1 (3) of the state constitution; except that, if a referendum petition is filed against this act or an item, section, or part of this act within such period, then the act, item, section, or part, if approved by the people, shall take effect on the date of the official declaration of the vote thereon by proclamation of the governor.

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Russell George  
SPEAKER OF THE HOUSE  
OF REPRESENTATIVES

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Ray Powers  
PRESIDENT OF  
THE SENATE

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Judith M. Rodrigue  
CHIEF CLERK OF THE HOUSE  
OF REPRESENTATIVES

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Patricia K. Dicks  
SECRETARY OF  
THE SENATE

APPROVED \_\_\_\_\_

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Bill Owens  
GOVERNOR OF THE STATE OF COLORADO