

		APPROPRIATION FROM				
ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

**PART XV
DEPARTMENT OF PERSONNEL**

(1) EXECUTIVE DIRECTOR'S OFFICE^{180, 181}

Personal Services	1,186,223 (18.0 FTE)				1,186,223(T) ^a	
Health, Life, and Dental	1,049,272	434,726		5,333(T) ^b	609,213(T) ^a	
Short-term Disability	14,350	4,415		537(T) ^b	9,398(T) ^a	
Salary Survey and Senior Executive Service	1,164,630	536,690		4,623(T) ^b	623,317(T) ^a	
Anniversary Increases	281,064	124,082		221(T) ^b	156,761(T) ^a	
Shift Differential	140,258				140,258(T) ^a	
Workers' Compensation	482,987	142,100		2,292(T) ^b	338,595(T) ^a	
Operating Expenses	87,974				87,974(T) ^a	
Legal Services for 3,432 hours	191,540	133,367		3,153(T) ^b	55,020(T) ^a	
Purchase of Services from Computer Center	380,872	275,198			105,674(T) ^a	
Payment to Risk Management and Property Funds	195,671	57,569		929(T) ^b	137,173(T) ^a	
Vehicle Lease Payments	131,249	97,288			33,961(T) ^a	
Leased Space	721,078	180,101			540,977(T) ^a	
Capitol Complex Leased Space	1,043,452	474,962		138,079 ^c	430,411(T) ^a	
Information Technology Asset Maintenance	340,500	153,350			187,150(T) ^a	
Test Facility Lease	100,477	100,477				
Employment Security Contract Payment	17,400	10,889			6,511(T) ^d	
Employees Emeritus Retirement	<u>14,000</u>	14,000				
	7,542,997					

^a Of these amounts, \$1,286,168 shall be from indirect cost recoveries from other divisions throughout the Department and \$3,355,937 shall be from user fees from other state agencies.

^b These amounts shall be from the Deferred Compensation Fund.

ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

^c Of this amount, \$131,331 shall be from the Capitol Parking Fund and \$6,748(T) shall be from the Deferred Compensation Administration Fund.

^d Of this amount, \$2,291 shall be from the Department of Human Services, \$1,228 shall be from the Department of Natural Resources, \$922 shall be from the Department of Personnel, \$744 shall be from the Department of Law, \$597 shall be from the Department of Agriculture, \$368 shall be from the Department of Public Health and Environment, \$101 shall be from the Department of Regulatory Agencies, \$88 shall be from the Department of Revenue, \$65 from the Department of Local Affairs, \$62 shall be from the Department of Corrections, \$32 shall be from the Department of Public Safety, and \$13 shall be from the Department of State.

(2) HUMAN RESOURCE SERVICES^{30, 31, 182}

(A) Human Resource Services

(1) State Agency Services

Personal Services	2,598,958 (48.0 FTE)	1,147,853			1,451,105(T) ^a
Operating Expenses	164,348	164,348			
Performance-based Pay Plan Implementation ¹⁸³	56,450	56,450 (1.0 FTE)			
	<u>2,819,756</u>				

^a This amount shall be from indirect cost recoveries from other divisions within the department.

(2) Training Services

Personal Services	196,688		20,420 ^a	176,268(T) ^b (3.5 FTE)
Operating Expenses	114,573			114,573(T) ^b
Indirect Cost Assessment	<u>55,877</u>			55,877(T) ^b
	367,138			

^a This amount shall be from the sale of job reference manuals and training revenue from non-state agencies.

^b These amounts shall be from training revenues from non-state agencies.

(3) Colorado State Employee Assistance Program

Personal Services	239,926			239,926(T) ^a (4.5 FTE)
Operating Expenses	37,233			37,233(T) ^a
Indirect Cost Assessment	<u>64,686</u>			64,686(T) ^a

ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

341,845

^a These amounts shall be from the Colorado State Employee Assistance Program revenues from state agencies.

(B) Employee Benefits Services

Personal Services	753,018			214,295 ^a	538,723(T) ^b
	(11.0 FTE)				
Operating Expenses	60,281			27,671 ^a	32,610(T) ^b
Utilization Review	40,000				40,000(T) ^b
Deferred Compensation Plans	539,460			539,460 ^a	
Defined Contribution Plans	6,226			6,226 ^c	
Indirect Cost Assessment	<u>50,466</u>			14,189 ^a	36,277(T) ^b
	1,449,451				

^a These amounts shall be from the Deferred Compensation Fund.

^b These amounts shall be from the Benefits Administration Fund, which is counted as cash funds exempt because the funds are generated from employee contributions.

^c This amount shall be from the Defined Contribution Fund.

(C) Risk Management Services

Personal Services	514,912				514,912(T) ^a
					(9.0 FTE)
Operating Expenses	57,596				57,596(T) ^a
Audit Expense	60,000				60,000(T) ^a
Liability Premiums	7,225,667			1,444,792 ^b	5,780,875 ^c
Property Premiums	2,800,000			775,880 ^b	2,024,120(T) ^d
Workers' Compensation					
Premiums	28,669,942			4,232,997 ^b	24,436,945(T) ^e
Indirect Cost Assessment	<u>325,160</u>				325,160(T) ^a
	39,653,277				

^a These amounts shall be from state agency appropriations to the Risk Management Fund and the Self-Insured Property Fund.

^b Of these amounts, \$6,187,016(T) shall be from the Department of Higher Education, \$161,358 shall be from the Colorado Student Loan Program, \$99,240 shall be from the Colorado Compensation Insurance Authority, and \$6,055(T) shall be from Colorado State Lottery.

ITEM & SUBTOTAL	TOTAL	APPROPRIATION FROM				
		GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$

^c Of this amount, \$3,549,220(T) shall be from state agency appropriations to the Risk Management Fund, \$1,249,745(T) shall be from the Department of Transportation, \$601,508(T) shall be from the Department of Higher Education, and \$380,402 shall be from reserves in the Risk Management Fund.

^d Of this amount, \$1,251,200 shall be from state agency appropriations to the Self-Insured Property Fund, \$639,455 shall be from the Department of Higher Education, and \$133,465 shall be from the Department of Transportation.

^e Of this amount, \$17,285,586 shall be from state agency appropriations for workers' compensation premiums, \$4,667,897 shall be from the Department of Transportation, and \$2,483,462 shall be from the Department of Higher Education.

44,631,467

(3) PERSONNEL BOARD

Personal Services	345,675				
	(5.0 FTE)				
Operating Expenses	<u>27,030</u>	372,705	370,705	1,200 ^a	800(T) ^b

^a This amount shall be from receipts collected for copies of information and case documentation.

^b This amount shall be from receipts from state agencies for copies of information and case documentation.

(4) CENTRAL SERVICES

(A) Administration

Personal Services	585,600				
	(10.0 FTE)				
Operating Expenses	108,987				
Indirect Cost Assessment	<u>1,356,553</u>				
	2,051,140			16,500 ^a	2,034,640(T) ^b

^a This amount shall be from user fees from non-state agencies.

^b This amount shall be from various sections of Central Services.

(B) Integrated Document Factory

(1) Reprographics Services

Personal Services	1,108,242
	(30.1 FTE)
Operating Expenses	<u>2,150,871</u>

		APPROPRIATION FROM					
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
	3,259,113				247,500 ^a	3,011,613(T) ^b	
^a This amount shall be from user fees from non-state agencies.							
^b This amount shall be from user fees from state agencies.							
(2) Imaging and Microfilm Services							
Personal Services	532,531						
	(11.0 FTE)						
Operating Expenses	<u>166,855</u>						
	699,386				37,000 ^a	662,386(T) ^b	
^a This amount shall be from user fees from non-state agencies.							
^b This amount shall be from user fees from state agencies.							
(3) Mail Services							
Personal Services	966,828						
	(32.7 FTE)						
Operating Expenses	<u>4,706,968</u>						
	5,673,796				410,000 ^a	5,263,796(T) ^b	
^a This amount shall be from user fees from non-state agencies.							
^b This amount shall be from user fees from state agencies.							
(C) Fleet Management Program and Motor Pool Services ^{184, 185}							
Personal Services	710,364						
	(17.0 FTE)						
Operating Expenses	9,362,740						
Vehicle Replacement Lease, Purchase or Lease/Purchase	16,529,379						
Treasury Loan Payback	<u>300,000</u>						
	26,902,483				1,263,244 ^a	25,639,239(T) ^b	
^a Of this amount, \$932,712 shall be from user fees from other non-state agencies, \$169,192(T) shall be from user fees from the Colorado State Lottery, and 161,340(T) shall be from Correctional Industries.							

		APPROPRIATION FROM					
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
^b This amount shall be from user fees from state agencies.							
(D) Collections Services							
Personal Services	689,841						
	(18.0 FTE)						
Operating Expenses	378,994						
Collection of Debts Due to the State	<u>12,000</u>						
	1,080,835				311,900 ^a	768,935(T) ^b	
^a This amount shall be from collection fees assessed to individuals.							
^b This amount shall be from collection receipts previously booked as cash.							
(E) Facilities Maintenance and Planning							
(1) State Buildings and Real Estate Services Program							
Coordination of Capital Construction, Controlled Maintenance Requests, and Building Lease Review							
	462,505		462,505				
			(7.0 FTE)				
(2) Property Maintenance							
(a) Capitol Complex Facilities							
Personal Services	2,206,746					2,206,746(T) ^a	
						(53.0 FTE)	
Operating Expenses	1,300,174					1,300,174(T) ^a	
Capitol Complex Repairs	61,400					61,400(T) ^a	
Utilities	<u>2,050,098</u>					2,050,098(T) ^a	
	5,618,418						
^a This amount shall be from lease payments by the state agency occupants of the Capitol Complex.							
(b) Grand Junction State Services Building							
Personal Services	58,988						

		APPROPRIATION FROM				
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT
	\$	\$	\$	\$	\$	\$
	(1.0 FTE)					
Operating Expenses	76,873					
Utilities	<u>52,078</u>					
	187,939				6,118(T) ^a	181,821(T) ^b
^a This amount shall be from lease payments from the Department of Higher Education for the Colorado State University Forest Service.						
^b This amount shall be from lease payments by the state agency occupants of the Grand Junction State Office Building.						
(c) Camp George West ¹⁸⁶						
Personal Services	60,363					
	(1.0 FTE)					
Operating Expenses	130,900					
Utilities	<u>241,000</u>					
	432,263				37,606 ^a	394,657(T) ^b
^a Of this amount, \$29,606(T) shall be from lease and utility payments from Correctional Industries and \$8,000 shall be from lease and utility payments from other non-state agency occupants of Camp George West.						
^b This amount shall be from lease and utility payments by the state agency occupants of Camp George West.						
		46,367,878				
(5) FINANCE AND PROCUREMENT¹⁸⁷						
(A) State Controller's Office and Procurement Services						
Personal Services	2,520,100					
	(38.5 FTE)					
Operating Expenses	<u>138,144</u>					
	2,658,244		1,596,807			1,061,437(T) ^a
^a Of this amount, \$924,778 shall be from statewide indirect cost recoveries from the Department of Transportation pursuant to Section 43-1-113(8)(a), C.R.S., \$124,628 shall be from statewide indirect cost recoveries from the Department of State, and \$12,031 shall be from statewide indirect cost recoveries from the Department of Labor and Employment.						
(B) Supplier Database						
Personal Services	123,462				123,462 ^a	
					(2.5 FTE)	

		APPROPRIATION FROM					
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
Operating Expenses	<u>126,000</u> 249,462				126,000 ^a		

^a These amounts shall be from the Supplier Database Cash Fund pursuant to Section 24-102-202.5, C.R.S.

2,907,706

(6) COLORADO INFORMATION TECHNOLOGY SERVICES

(A) Business Services

Personal Services	487,412 (8.0 FTE)						
Operating Expenses	<u>13,915</u> 501,327		333,897			167,430(T) ^a	

^a This amount shall be from user fees from state agencies.

(B) Communications Services

Personal Services	2,787,892		2,718,758 (44.0 FTE)			69,134(T) ^a (1.0 FTE)	
Operating Expenses	161,067		161,067				
Utilities	94,223		94,223				
Local Systems Development	<u>89,260</u> 3,132,442					37,422(T) ^b	51,838 ^c

^a This amount shall be from the Department of Public Health and Environment from unexpended moneys in the Emergency Medical Services Account within the Highway Users Tax Fund that are not distributed to counties pursuant to Section 25-3.5-603(2), C.R.S.

^b This amount shall be from user fees from state agencies.

^c This amount reflects funds anticipated to be received from the National Oceanic and Atmospheric Administration and is only shown for informational purposes.

(C) Network Services

Personal Services	1,133,965 (18.0 FTE)						
Operating Expenses	15,965,778						

		APPROPRIATION FROM				
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT
	\$	\$	\$	\$	\$	\$
Toll-free Telephone Access to Members of the General Assembly	25,000					
Indirect Cost Assessment	<u>559,915</u>					
	17,684,658				230,000 ^a	17,454,658(T) ^b

^a Of this amount, \$176,382 shall be from other user fees from non-state agencies, \$35,499(T) shall be from Correctional Industries, and \$18,119(T) shall be from the Colorado State Lottery.

^b Of this amount, \$17,429,658 shall be from user fees from other state agencies and \$25,000 shall be from the Legislative Department.

(D) Computer Services

Personal Services	4,573,854					
	(97.0 FTE)					
Operating Expenses	6,254,079					
Utilities	9,350					
Rental, Lease, or Lease/Purchase of Central Processing Unit	432,543					
Indirect Cost Assessment	<u>312,565</u>					
	11,582,391				65,091 ^a	11,517,300(T) ^b

^a Of this amount, \$22,700 shall be from the Colorado Student Loan Program, \$3,352(T) shall be from the Colorado State Lottery, \$1,593(T) shall be from Correctional Industries, and \$37,446 shall be from various local governments and other sources of cash revenue.

^b This amount shall be from user fees from state agencies.

(E) Information and Archival Services

Personal Services	821,491					
	(15.0 FTE)					
Operating Expenses	<u>61,293</u>					
	882,784		504,363		89,147 ^a	289,274(T) ^b

^a This amount shall be from user fees from non-state agencies.

^b These amounts shall be from user fees from state agencies.

		APPROPRIATION FROM				
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT
	\$	\$	\$	\$	\$	\$
(F) Application Services						
Personal Services	3,153,776 (43.5 FTE)					
Operating Expenses	1,823,583					
Reinvestment Reserve ¹⁸⁸	<u>97,500</u>					
	5,074,859		4,977,359			97,500 ^a

^a This amount shall be from savings identified within Application Services at the end of fiscal year 1999-00.

38,858,461

(7) ADMINISTRATIVE HEARINGS

Personal Services	2,573,855 (38.5 FTE)					
Operating Expenses	132,197					
Training ¹⁸⁹	<u>21,000</u>					
		2,727,052				2,727,052(T) ^a

^a This amount shall be from user fees from state agencies.

**TOTALS PART XV
(PERSONNEL)^{5,6}**

<u>\$143,408,266</u>	<u>\$15,327,549</u>	<u> </u>	<u>\$10,395,865^a</u>	<u>\$117,633,014^a</u>	<u>\$51,838</u>
----------------------	---------------------	-----------------------------	---------------------------------	----------------------------------	-----------------

^a Of these amounts, \$123,796,838 contains a (T) notation.

FOOTNOTES -- The following statements are referenced to the numbered footnotes throughout section 2.

5 All Departments, Totals -- Every department is requested to submit to the Joint Budget Committee information on the number of additional federal and cash funds exempt FTE associated with any federal grants or private donations that are applied for or received during FY 2000-01. The information should include the number of FTE, the associated costs (such as workers' compensation, health and life benefits, need for additional space, etc.) that are related to the additional FTE, the direct and indirect matching requirements associated with the federal grant or donated funds, the duration of the grant, and a brief description of the program and its goals and objectives.

6 All Departments, Totals -- The General Assembly requests that copies of all reports requested in other footnotes contained in this act be delivered to the Joint

		APPROPRIATION FROM					
	ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
	\$	\$	\$	\$	\$	\$	\$
	Budget Committee and the majority and minority leadership in each house of the General Assembly. Each principal department of the state shall produce its rules in an electronic format that is suitable for public access through electronic means. Such rules in such format shall be submitted to the Office of Legislative Legal Services for publishing on the Internet. It is the intent of the General Assembly that this be done within existing resources.						
30	Governor - Lieutenant Governor - State Planning and Budgeting, Office of State Planning and Budgeting; and Department of Personnel, Human Resource Services -- It is the intent of the General Assembly that the Office of State Planning and Budgeting and the Department of Personnel work with the departments to improve the timeliness and accuracy of information about state personnel. Improvements, at a minimum, should include: personnel information being updated on a centralized computerized data base on a monthly basis; accurate reporting of filled FTE positions on a monthly basis; number of reclassifications that are approved on a monthly basis; turnover rates by agency; tracking of FTE positions funded to FTE positions filled; an accurate count of part-time and temporary FTE positions; and elimination of unused FTE positions. The Joint Budget Committee should be updated on a monthly basis on the progress in making such improvements in the form of a consolidated statewide report that reconciles FTE with positions in the human resource databases pursuant to Section 24-50-110, C.R.S.						
31	Governor - Lieutenant Governor - State Planning and Budgeting, Office of State Planning and Budgeting; and Department of Personnel, Human Resource Services -- The Department of Personnel, in conjunction with the Office of State Planning and Budgeting, is requested to submit a revised report to the Joint Budget Committee by September 1, 2000, making recommendations regarding how to budget for performance-based pay in FY 2001-02. This report should include an update on the total implementation cost of Colorado Peak Performance for all state agencies. Such report should also include an analysis of alternative ways to budget for performance-based awards and include a recommended budgetary method that projects award payments for the next five fiscal years by state agency.						
<u>180</u>	Department of Personnel, Executive Director's Office -- The Department of Personnel is requested to present its FY 2001-02 budget submission in the revised Long Bill format. All figures are requested to be presented in this format, including but not limited to the two prior years' actual expenditures, allocated central appropriations, and revenue schedules.						
<u>181</u>	Department of Personnel, Executive Director's Office -- The Department of Personnel is requested to present its FY 2001-02 budget submission with a net General Fund impact for its base appropriation and all change requests. The net General Fund calculation should be the General Fund dollar amount that is transferred as cash funds exempt to the Department of Personnel from other state agencies.						
<u>182</u>	Department of Personnel, Human Resource Services -- The Department of Personnel is requested to provide a report to the Joint Budget Committee by December 1, 2000, which proposes a method to determine the total compensation of state employees compared to other public sector workers and private-sector employees in Colorado. This comparison should also include information about possible ways to calculate the benefit as opposed to the cost of the State's overall employee benefit package (including its retirement plans).						
183	Department of Personnel, Human Resource Services, Human Resource Services, State Agency Services, Performance-based Pay Plan Implementation -- It						

		APPROPRIATION FROM				
ITEM & SUBTOTAL	TOTAL	GENERAL FUND	GENERAL FUND EXEMPT	CASH FUNDS	CASH FUNDS EXEMPT	FEDERAL FUNDS
\$	\$	\$	\$	\$	\$	\$
is the intent of the General Assembly that the funds and FTE appropriated for this line are for the implementation of the performance-based pay plan required by H.B. 96-1262 and that the funds and FTE will be eliminated after June 30, 2001.						
184	Department of Personnel, Central Services, Fleet Management Program and Motor Pool Services -- The Department is requested to provide the Joint Budget Committee with a reconciled and consolidated report by January 1, 2001, of the vehicles it intends to replace in FY 2000-01 compared to those specific vehicles approved by the General Assembly for replacement or addition.					
185	Department of Personnel, Central Services, Fleet Management Program and Motor Pool Services -- It is the intent of the General Assembly that the Department of Personnel determine the number of vehicle replacements and additions based upon the amount appropriated for that purpose rather than determine the amount of the appropriation base upon the number of vehicle replacements and additions approved by the General Assembly.					
186	Department of Personnel, Central Services, Facilities Maintenance and Planning, Property Maintenance, Camp George West -- It is the intent of the General Assembly that this is an appropriation of temporary FTE expected to last until June 30, 2001, in order to provide oversight of the transition of Camp George West from a federally-managed facility to a state-managed facility.					
<u>187</u>	Department of Personnel, Finance and Procurement -- The Department is requested to submit a report to the Joint Budget Committee by September 1, 2000, that analyzes the State's procurement and purchasing efforts. This report should provide information on how much money is saved by negotiating statewide contracts and propose ways to improve the effectiveness of statewide procurement, including enabling legislation if necessary. This report is not necessary if these issues have been addressed in full by New Century Colorado.					
188	Department of Personnel, Colorado Information Technology Services, Application Services, Reinvestment Reserve -- It is the intent of the General Assembly that a reinvestment reserve be continued to support the objectives outlined in Application Services' project performance plan. The reinvestment reserve shall be funded from a roll-forward of sixty-five percent of the total funds available to Application Services at the close of FY 1999-00, and may be used for any purpose other than funding additional FTE. Any funds in the reinvestment reserve which were unexpended at the end of FY 1999-00 shall be allowed to roll-forward to FY 2000-01. The General Assembly requests that Application Services submit a report on planned expenditures to the Joint Budget Committee prior to the expenditure of funds from the reserve.					
<u>189</u>	Department of Personnel, Administrative Hearings, Training -- It is the intent of the General Assembly that this additional appropriation is for FY 2000-01 only. The Department of Personnel is requested to submit a report to the Joint Budget Committee by October 1, 2000, that outlines how this specific appropriation for training administrative law judges has improved the quality of rulings. Furthermore, this report shall include a detailed summary of the types and costs of training received or scheduled to be received in FY 2000-01.					