



Colorado State Employees by the numbers

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Despite explosive population growth in Colorado, state personnel numbers are flat.

This means that employees are counted on to provide quality services for more people, while their total compensation package has been cut. Public employee compensation has not kept pace with the prevailing practices, as required by statute.

- Because of underfunding of Occupational Group increases necessary to fulfill statute, state employees have effectively taken a 6.3 percent cut.
- Because pay for performance *has never been funded* to fulfill statutory intent, state employees have effectively taken a 14.4 percent cut.
- On top of the gap in wages, medical benefits *have never been adequately funded* to fulfill statute. In recent years, the state's contribution was less than half of what it should have been.

Total Compensation

Occupational Group Increases

This year, DPA recommended an increase of 2.5% and employees will receive 0%. And this has been the pattern since 2003-04, when DPA analyzed occupational groups and recommended a 3.4 % increase in public employee average salary. State employees received no increase. The following year, DPA recommended a 3 % increase and employees received only 2 %.

As the economy improved, those gaps were never filled and because these are base-building, those losses compounded.

State employees are 6.6 percent behind where DPA's own analysis suggests they should be—just to move with the prevailing wage increase.

Fiscal Year	DPA Director's Recommendation	Actual increase	Funding lag
04	3.4 %	0%	3.4%
05	3.0%	2%	4.4%
06	2.15%	3%	3.6%
07	2.63%	3%	3.2%
08	3.7%	3.7%	3.2%
09	3.28%	3.28%	3.7%
10	2.5%	0%	6.6%

Performance-based pay

The Total Compensation Act of 2003 eliminated the step system, or anniversary pay increases, and replaced it with "pay for performances" and mandated that the change be cost neutral.

Step/anniversary increases were funded at 2.2 % of payroll while the performance-based pay has never been funded at the same rate.

Again, because the salary adjustments are base-building, that shortfall has compounded. **State employees are now, on average, 14.4 % behind where they need to be by statute.**

Fiscal Year	Average intended	Average awarded	Funding lag
03	2.2%	0.8%	1.4%
04	2.2%	0.0%	3.7%
05	2.2%	1.0%	4.9%
06	2.2%	0.0%	7.3%
07	2.2%	0.0%	9.7%
08	2.2%	1.37%	10.8%
09	2.2%	1.4%	11.8%
10	2.2%	0.0%	14.4%

Health Insurance benefits

The Total Compensation Act of 2003 requires that the state contribute to employees' health care benefits at the prevailing market rate. On this point, statute has never been fulfilled.

In 2003, the state contributed less than half—only 49 percent—of the prevailing market practice. The following year, the state's contribution was only 56 percent. In the best years, the state has never matched the prevailing market contribution.

Staffing levels fall as state population increases

Colorado's population grew at twice the rate of the number of state employees.

FTEs in Colorado's Personnel System went from 28,771 in 1998 to 30,949 in 2008, an increase of 8 percent.

Colorado's population, the number of people that state employees serve, went from 4.3 million to 5 million, an increase of 16 percent.

Department of Corrections, for example, lost 588 FTEs in 2003. In the years since, the Department has been able to fill only 65 of those positions—a net loss of 523 positions at the same time the prison population in Colorado has grown by 4,306 people.