

On-going, each campus in the community college system will require the addition of a 0.25 FTE human resources professional to manage the course assignment process. This ongoing expense is estimated at approximately \$202,000 annually. Finally, the bill will increase legal costs for the system, estimated at \$25,000 annually.

Ongoing salary and benefits. In the current fiscal year the CCCS has a total salary and benefits cost, including employer contributions to the Public Employee Retirement Association (PERA) of about \$69.1 million supporting 1,135 faculty FTE, and a total salary and benefits cost of about \$63.3 million supporting 2,633 adjunct instructional FTE. This equates to about \$24,037 per adjunct instructor FTE, and \$60,923 per faculty instructor FTE. At these rates, the CCCS has a combined salary and benefits cost of about \$132.4 million per year.

This bill requires that all existing instructional staff be paid at an equivalent rate to faculty instructors and receive full benefits and other consideration. If 3,768 total FTE employees are paid at the total average faculty cost of \$60,923, total costs for salary, benefits, and PERA are \$229.6 million, an increase of about \$97.1 million (\$229,557,864 - \$132,437,026 = \$97,120,838). Tables 1 and 2 compare the CCCS salary and benefits cost under current law and under SB 15-094.

Table 1. Community College Instructor Salary & Benefits Current Law		
FTE	Average Pay	Total Expense
Faculty FTE = 1,135	\$60,923	\$69,147,605
Adjunct FTE = 2,633	\$24,037	\$63,289,421
TOTAL COMPENSATION		\$132,437,026

Table 2. Community College Instructor Salary and Benefits Under Senate Bill 15-094		
FTE	Average Pay	Total Expense
Faculty FTE = 3,768	\$60,923	\$229,557,864
Adjunct FTE = 0	\$24,037	\$0
TOTAL COMPENSATION		\$229,557,864

Effective Date

The bill was postponed indefinitely by the Senate State, Veterans, & Military Affairs Committee on January 26, 2015.

State Appropriations

For FY 2015-16, this bill would have required a General Fund appropriation of \$506,875 to the Colorado Community College System.

State and Local Government Contacts

Higher Education