

STATE OF COLORADO

EXECUTIVE CHAMBERS

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E X E C U T I V E O R D E R



Roy Romer
Governor

NURSING CRISIS
EMERGENCY ACTION

- WHEREAS, the State of Colorado faces a severe shortage of nurses;
- WHEREAS, this shortage has created an emergency for the State of Colorado and threatens to undermine the operations of state agencies providing health care services, including the University of Colorado Health Science Center and the Department of Institutions;
- WHEREAS, those operations are integral to the life, health, safety, and welfare of the patients at state facilities;
- WHEREAS, private and nonprofit hospitals have recently given large salary increases to registered nurses in order to retain and attract qualified nurses;
- WHEREAS, private and nonprofit hospitals are offering monetary and other incentives to nurses as an inducement to retain and attract qualified nurses;
- WHEREAS, Fort Logan Mental Health Center has experienced a turnover rate of at least twenty-five percent in registered nurses over the past eight months;
- WHEREAS, University Hospital has experienced a turnover rate of at least thirty percent in the last eight months;
- WHEREAS, the Colorado Department of Personnel has conducted a special classification study of registered nurses which determined that state nurses were underpaid in comparison to the salaries prevailing for nurses not employed by the state;
- WHEREAS, adequate health care services to citizens of Colorado are in jeopardy if the state is unable to fill existing vacancies and retain currently employed registered nurses;
- WHEREAS, Fort Logan Mental Health Center provides critical mental health services to Colorado's most disturbed and disabled citizens;
- WHEREAS, the University of Colorado Health Sciences Center provides care for medically indigent patients as well as providing vital teaching and research functions in the area of health care;

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WHEREAS, a salary increase for state nurses is imperative to attract and retain qualified registered nurses in state institutions;

WHEREAS, the nursing crisis presents unique and compelling circumstances which must be acted upon immediately;

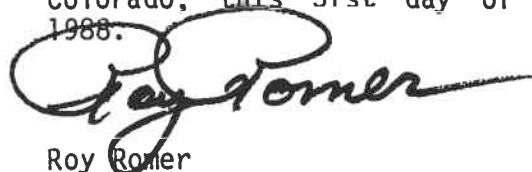
WHEREAS, Section 24-50-104(4)(d)(II) authorizes the Governor to grant salary increases through the implementation of a special classification study;

WHEREAS, the state personnel director has approved implementation of the special classification study of registered nurse classes.

NOW THEREFORE, I, Roy Romer, Governor of the State of Colorado, pursuant to the authority vested in me under the constitution and laws of Colorado, and in Section 24-50-104(4)(d)(II)(Supp. 1987), C.R.S. HEREBY FIND, DETERMINE, AND ORDER THE FOLLOWING:

1. The current shortage of qualified nurses presents an urgent situation in the State of Colorado that endangers the health, safety, and welfare of the citizens of the state;
2. A special classification study of registered nurses has been conducted in accord with Section 24-50-104(4)(d)(II)(Supp. 1987) C.R.S.;
3. The special classification study of registered nurses demonstrates that an increase is necessary to provide salaries to state nurses comparable to those prevailing in comparable kinds of employment;
4. I hereby order implementation by the state personnel department and all affected state institutions of the special classification study of registered nurse classes, with the relevant salary increases effective July 1, 1988.

GIVEN under my hand and the Executive Seal of the State of Colorado, this 31st day of May, 1988.



Roy Romer
Governor

