



SMART ACT

PRIORITY I. EMPLOYER OF CHOICE

Goal	To better understand our employees’ perspectives for organizational success, engage with 50% of the state employees by March 2020 in order to create and roll out a 3-year strategic plan by June 30, 2020 to make the State of Colorado Government an Employer of Choice.
Key Strategies	<ol style="list-style-type: none"> 1. Conduct a listening tour with state employees to engage with at least 50% of the employee population. 2. Utilize feedback captured from the listening tour to inform and begin to roll out a 3-year strategic plan to make our State an Employer of Choice.
Lead Division	Executive Director’s Office

Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
% complete with the design and communication of a 3-year strategic plan to make the State of Colorado Government an Employer of Choice	100%	0%	0%	50%	100% Complete
% of state employees engaged	50%	1.6%	53.6%	53.6%	53.6% Target Achieved
% complete with the implementation of a 3-year strategic plan	5%	0%	0%	0%	10 out of 17 initiatives launched with deliverables, as stated in the strategic plan

To accomplish this goal:

- DPA conducted 45, in-person listening sessions across the state of Colorado.
- 2185 employees joined the listening sessions.
- 1254 employees completed an online questionnaire regarding Employer of Choice.
- Over 16,000 employees shared their thoughts on Employer of Choice through a statewide employee engagement survey.



PRIORITY II. INNOVATION AND EFFICIENCY

Goal	To increase vendor competition and leverage the state’s negotiation power, increase statewide procurement of goods and services from \$0 to \$1B (total contract value) through invitations to negotiate (ITNs) by June 30, 2020.
Key Strategies	<ol style="list-style-type: none"> Analyze audits of contracts from the last five years to determine topics for statewide procurement training. Develop and establish first procurement certification training program, including ITNs, for agencies by June 30, 2020.
Lead Division	Division of Accounts and Control

Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Contract dollar amount procured using a new Invitation to Negotiate process	\$1B	\$0	\$884,465,000	\$889,965,000	\$1,075,895,669
% complete design and launch of the first procurement certification training program	100%	20%	20%	20%	20%
% of procurement professionals certified in the first procurement certification training program	0	n/a	n/a	n/a	n/a

To accomplish this goal:

- 113 procurement staff participated in negotiations training with a 96.8% response that the training was beneficial.
- 7 agencies across the State of Colorado together published 9 Invitations to Negotiate.



PRIORITY III. HEALTH CARE - SMART ACT QUARTERLY UPDATE

Goal	To expand health care value and reduce costs, utilize an invitation to negotiate and procure services to provide health insurance benefits to state employees; have contracts executed by January 31, 2020.
Key Strategies	<ol style="list-style-type: none"> 1. Utilize an invitation to negotiate to procure services to provide health insurance benefits to state employees; have contracts executed by January 31, 2020. 2. Focus on the health of our employees and their families by increasing the rate of preventive screenings for mammograms, wellness, colon-cancer and cholesterol by 5% during the period July 1, 2019, to June 30, 2020. 3. Support our employees in making more informed health care decisions and reduce health care costs by increasing registration with the second-opinion service by June 30, 2020.
Lead Division	Division of Human Resources

Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Average health care costs to State of Colorado employees compared to national average	n/a	n/a	n/a	n/a	n/a
Design and implementation of a new Invitation to Negotiate (ITN) process	100%	33%	50%	95%	100% Complete
% of eligible state employees with a completed wellness visit within the plan year	Increase 5%	n/a	n/a	n/a	n/a
% of state employees enrolled in self-funded United Healthcare plan who are registered with the second opinion program	7%	6%	7.4%	8.2 %	11.68% Exceeded target of 7% of eligible state employees registered with second opinion program

To accomplish this goal:

- DPA conducted the first State Invitation to Negotiate (ITN) for our health plan, saving the State money while also enhancing the services provided.
- Agencies planned 25 wellness fairs to promote wellness visits. 3 wellness fairs took place before the State’s Stay at Home order. Wellness visits remain important so teams strategize on new ways to encourage and enable wellness including screening by mail, webinar sessions, and telehealth appointments.
- Health insurance benefits costs to employees did not increase within the same plan.



PRIORITY IV. RENEWABLE ENERGY - SMART ACT QUARTERLY UPDATE

Goal	To reduce the amount of energy consumed by our Capitol Complex buildings, transition from 0% to 100% of our buildings equipped with LED lighting (approximately 22,000 light fixtures within 17 buildings across Colorado) by June 30, 2020.
Key Strategies	<ol style="list-style-type: none"> 1. Utilize performance-based contracting to identify best opportunities to achieve energy savings and create baseline data for measurement and reporting. 2. Complete an Investment Grade Audit (IGA) to identify the most effective types of light fixtures and assess the energy saved by converting to LEDs. 3. Identify and implement additional strategies for energy savings in the Capitol Complex based on the IGA.
Lead Division	Division of Capital Assets

Metric	1-Year Target	Q1 Status	Q2 Status	Q3 Status	Q4 Status
Energy consumption savings (kWh savings based on Investment Grade Audit assessment- Strategy 1)	56%	0%	0%	1%	9% 12 out of 17 buildings transitioned to LED in June, energy savings will now start to be realized at the end of Q4
% of Capitol Complex buildings transitioned to LED lighting	100%	0%	0%	11.7%	100%
% complete with performance-based contracting determination of baseline data	100%	90%	100%	100%	100%
% complete with Investment Grade Audit (IGA) to assess energy savings	100%	100%	100%	100%	100%