



**DPA**

Department of Personnel & Administration

**FY 2013-14 LINE ITEM DESCRIPTION**

**NOVEMBER 1, 2012**

**TABLE OF CONTENTS**

**(1) EXECUTIVE DIRECTOR’S OFFICE.....6**

**(A) DEPARTMENT ADMINISTRATION ..... 6**

**PERSONAL SERVICES ..... 6**

**HEALTH, LIFE, AND DENTAL ..... 6**

**SHORT-TERM DISABILITY ..... 6**

**SB 04-257 AMORTIZATION EQUALIZATION DISBURSEMENT ..... 7**

**SB 06-235 SUPPLEMENTAL AMORTIZATION EQUALIZATION DISBURSEMENT ..... 7**

**SALARY SURVEY AND SENIOR EXECUTIVE SERVICE ..... 7**

**PERFORMANCE-BASED PAY AWARDS ..... 8**

**WORKERS’ COMPENSATION ..... 9**

**OPERATING EXPENSES ..... 9**

**LEGAL SERVICES FOR 3,021 HOURS ..... 9**

**ADMINISTRATIVE LAW JUDGE SERVICES ..... 10**

**PURCHASE OF SERVICES FROM COMPUTER CENTER (GGCC) ..... 10**

**MULTIUSE NETWORK PAYMENTS ..... 10**

**MANAGEMENT AND ADMINISTRATION OF OIT ..... 11**

**PAYMENT TO RISK MANAGEMENT AND PROPERTY FUNDS ..... 11**

**VEHICLE LEASE PAYMENTS ..... 11**

**LEASED SPACE ..... 12**

**CAPITOL COMPLEX LEASED SPACE ..... 12**

**COMMUNICATIONS SERVICES PAYMENTS ..... 12**

**COFRS MODERNIZATION ..... 12**

**HEALTH INSURANCE PORTABILITY & ACCOUNTABILITY ACT OF 1996 - SECURITY REMEDIATION ..... 13**

**(B) STATEWIDE SPECIAL PURPOSE..... 13**

**(1) COLORADO STATE EMPLOYEES ASSISTANCE PROGRAM..... 13**

**PERSONAL SERVICES ..... 13**

**OPERATING EXPENSES ..... 14**

**INDIRECT COST ASSESSMENT ..... 14**

(2) OFFICE OF THE STATE ARCHITECT .....	15
(3) COLORADO STATE ARCHIVES .....	15
<u>PERSONAL SERVICES</u> .....	15
<u>OPERATING EXPENSES</u> .....	16
(4) ADDRESS CONFIDENTIALITY PROGRAM (NEW LINE ITEM) .....	17
(5) OTHER STATEWIDE SPECIAL PURPOSE .....	17
<u>TEST FACILITY LEASE</u> .....	17
<u>EMPLOYMENT SECURITY CONTRACT PAYMENT</u> .....	17
<u>GOVERNOR'S TRANSITION</u> .....	18
<b>(2) DIVISION OF HUMAN RESOURCES .....</b>	<b>18</b>
(A) HUMAN RESOURCE SERVICES .....	18
(1) STATE AGENCY SERVICES .....	18
<u>PERSONAL SERVICES</u> .....	18
<u>OPERATING EXPENSES</u> .....	19
(2) TRAINING SERVICES .....	19
<u>PERSONAL SERVICES</u> .....	19
<u>OPERATING EXPENSES</u> .....	20
(B) EMPLOYEE BENEFITS SERVICES .....	20
<u>PERSONAL SERVICES</u> .....	21
<u>OPERATING EXPENSES</u> .....	21
<u>UTILIZATION REVIEW</u> .....	21
<u>DEFERRED COMPENSATION PLANS</u> .....	22
<u>DEFERRED COMPENSATION ADMINISTRATION (TPA)</u> .....	22
<u>DEFINED CONTRIBUTION PLANS</u> .....	22
<u>HB 07-1335 SUPPLEMENTAL STATE CONTRIBUTION FUND</u> .....	23
<u>INDIRECT COST ASSESSMENT</u> .....	23
(C) RISK MANAGEMENT SERVICES .....	23
<u>PERSONAL SERVICES</u> .....	24
<u>OPERATING EXPENSES</u> .....	25
<u>LEGAL SERVICES FOR 31,860 HOURS</u> .....	25
<u>LIABILITY PREMIUMS</u> .....	25
<u>PROPERTY PREMIUMS</u> .....	26
<u>WORKERS' COMPENSATION PREMIUMS</u> .....	26

<u><b>INDIRECT COST ASSESSMENT</b></u> .....	27
(3) <b>CONSTITUTIONALLY INDEPENDENT ENTITIES</b> .....	27
(A) <b>PERSONNEL BOARD</b> .....	27
<u><b>PERSONAL SERVICES</b></u> .....	27
<u><b>OPERATING EXPENSES</b></u> .....	28
<u><b>LEGAL SERVICES FOR 330 HOURS</b></u> .....	28
(B) <b>INDEPENDENT ETHICS COMMISSION</b> .....	28
<u><b>PERSONAL SERVICES</b></u> .....	28
<u><b>OPERATING EXPENSES</b></u> .....	29
<u><b>LEGAL SERVICES FOR 330 HOURS</b></u> .....	29
(4) <b>CENTRAL SERVICES</b> .....	<b>29</b>
(A) <b>ADMINISTRATION</b> .....	29
<u><b>PERSONAL SERVICES</b></u> .....	29
<u><b>OPERATING EXPENSES</b></u> .....	30
<u><b>INDIRECT COST ASSESSMENT</b></u> .....	30
(B) <b>INTEGRATED DOCUMENT SOLUTIONS</b> .....	31
<u><b>PERSONAL SERVICES (INCLUDING CONTINGENCY LINE ITEM)</b></u> .....	31
<u><b>OPERATING EXPENSES (INCLUDING CONTINGENCY LINE ITEM)</b></u> .....	31
<u><b>UTILITIES</b></u> .....	32
<u><b>MAIL EQUIPMENT UPGRADE</b></u> .....	32
<u><b>INDIRECT COST ASSESSMENT</b></u> .....	33
(C) <b>FLEET MANAGEMENT PROGRAM &amp; MOTOR POOL SERVICES</b> .....	33
<u><b>PERSONAL SERVICES</b></u> .....	33
<u><b>OPERATING EXPENSES (INCLUDING CONTINGENCY LINE ITEM)</b></u> .....	34
<u><b>VEHICLE REPLACEMENT LEASE, PURCHASE OR LEASE/PURCHASE</b></u> .....	35
<u><b>INDIRECT COST ASSESSMENT</b></u> .....	35
(D) <b>FACILITIES MAINTENANCE</b> .....	35
<u><b>PERSONAL SERVICES</b></u> .....	35
<u><b>OPERATING EXPENSES</b></u> .....	36
<u><b>CAPITOL COMPLEX REPAIRS</b></u> .....	36
<u><b>CAPITOL COMPLEX SECURITY</b></u> .....	36
<u><b>SB 07-086 – FALLEN HEROES MEMORIALS CONSTRUCTION FUND</b></u> .....	37
<u><b>UTILITIES</b></u> .....	37

<u><b>INDIRECT COST ASSESSMENT</b></u> .....	38
(1) <b>GRAND JUNCTION STATE SERVICES BUILDING</b> .....	38
<u><b>PERSONAL SERVICES</b></u> .....	38
<u><b>OPERATING EXPENSES</b></u> .....	39
<u><b>UTILITIES</b></u> .....	39
(2) <b>CAMP GEORGE WEST</b> .....	39
<u><b>PERSONAL SERVICES</b></u> .....	39
<u><b>OPERATING EXPENSES</b></u> .....	40
<u><b>UTILITIES</b></u> .....	40
<b>(5) DIVISION OF ACCOUNTS AND CONTROLS - CONTROLLER</b> .....	<b>41</b>
(A) <b>OFFICE OF THE STATE CONTROLLER</b> .....	41
<u><b>PERSONAL SERVICES</b></u> .....	41
<u><b>OPERATING EXPENSES</b></u> .....	42
<u><b>RECOVERY AUDIT PROGRAM DISBURSEMENTS</b></u> .....	42
(B) <b>STATE PURCHASING OFFICE</b> .....	43
<u><b>PERSONAL SERVICES</b></u> .....	43
<u><b>OPERATING EXPENSES</b></u> .....	44
(C) <b>SUPPLIER DATABASE</b> .....	44
<u><b>PERSONAL SERVICES</b></u> .....	44
<u><b>OPERATING EXPENSES</b></u> .....	45
(D) <b>COLLECTIONS SERVICES</b> .....	45
<u><b>PERSONAL SERVICES</b></u> .....	45
<u><b>OPERATING EXPENSES</b></u> .....	46
<u><b>COLLECTION OF DEBTS DUE TO THE STATE OF COLORADO</b></u> .....	46
<u><b>PRIVATE COLLECTION AGENCY FEES</b></u> .....	46
<u><b>INDIRECT COST ASSESSMENT</b></u> .....	47
<b>(6) ADMINISTRATIVE COURTS</b> .....	<b>47</b>
<u><b>PERSONAL SERVICES</b></u> .....	47
<u><b>OPERATING EXPENSES</b></u> .....	48
<u><b>INDIRECT COST ASSESSMENT</b></u> .....	49

**(1) EXECUTIVE DIRECTOR'S OFFICE****(A) DEPARTMENT ADMINISTRATION****PERSONAL SERVICES**

This line has existed since the inception of the Executive Director's Office, and was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration.

This line item and the associated appropriations of Full Time Equivalent (FTE) and personal services funding support the Executive Office staff and management functions, including management direction, policy formulation and core internal functions in the areas of financial services, human resources, communications and legislative relations. This line item also supports the state Ombuds Program which was established in May 2007 as a neutral, impartial, and confidential source for employees to receive information and advice regarding work-related situations, their options within the system rules, and advice for resolution of these issues. The appropriation supports all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, and includes the State's contribution to the Public Employees' Retirement Fund. Also, the funding supports contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the state and approved tuition for employee workshops. This appropriation is supported by statewide indirect cost recoveries annually per Long Bill annotation.

**HEALTH, LIFE, AND DENTAL**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. The line item appropriation addresses the State's employer contribution for the health, life and dental insurance benefits for the Department's classified employees. The calculated annual appropriation is based upon recommendations contained in the annual Total Compensation Report, and associated guidance from OSPB, and is calculated based upon employee benefits enrollment selections. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

**SHORT-TERM DISABILITY**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. The line item appropriation is for the purpose of providing partial payment of an employee's salary in the event that individual becomes disabled and cannot perform his or her work duties. This benefit is calculated on an annual basis in accordance with OSPB Common Policy Instructions. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

**SB 04-257 AMORTIZATION EQUALIZATION DISBURSEMENT**

This line was first created in SB 04-257, in which Amortization Equalization Disbursement was formed. The Amortization Equalization Disbursement (AED) increases the employer contribution to the PERA Trust Fund to amortize the unfunded liability in the Trust Fund beginning in January 2006. The request for this line is computed in accordance with OSPB Common Policy Instructions and is calculated using the sum of base salaries, salary survey and range adjustments for employees eligible for State retirement benefits. The AED rate will increase to 3.00 percent over the next four years. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

**SB 06-235 SUPPLEMENTAL AMORTIZATION EQUALIZATION DISBURSEMENT**

This line was first created in SB 06-235, in which the Supplemental Amortization Equalization Disbursement (SAED) was formed. The rate increases by 0.5 percent each calendar year through 2013. The legislation specifically indicated that the incremental increase shall be reduced from funding that would otherwise be allocated to Salary Survey. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

**SALARY SURVEY AND SENIOR EXECUTIVE SERVICE**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, and included Salary Survey, Anniversary Increases, and Shift Differential. The line was split from Shift Differential and included only Salary Survey and Senior Executive Service as of the FY 2000-01 Long Bill. The Salary Survey and Senior Executive Service appropriation reflects the amounts necessary for the Department to cover the cost of salary increases based on the Total Compensation Survey performed

annually by the Department. The annual request for this line item is calculated based upon the annual Total Compensation recommendations from the State Personnel Director, along with guidance provided via the OSPB Common Policy Instructions. Occasionally, funding for this line item is not appropriated due to statewide revenue limits. This appropriation has historically been supported by the General Fund and fees from user agencies per Long Bill annotation.

### **MERIT PAY**

This line item replaced the Anniversary Increases budget line item in the FY 2002-03 Long Bill. In FY 2003-04, no funding was appropriated due to statewide budget constraints. However, performance-based pay was implemented for FY 2004-05 and the Department allocation for that fiscal year was \$354,769 total funds. In FY 2005-06, the Joint Budget Committee adopted a Common Policy of no performance-based pay awards for that fiscal year. For FY 2006-07, again no appropriation was made for Performance-based pay awards per JBC action. For FY 2007-08, the Department of Personnel and Administration introduced a new methodology for awarding salary increases called Achievement Pay. This new methodology had two components: base and non-base building. Base Achievement Pay consisted of market salary increases by occupational group, adjusted for the Supplemental Amortization Equalization Disbursement (SAED), and a single uniform statewide increase of 1.00 percent to recognize performance. Permanent state personnel system employees received base-building salary increases, except those rated at "Needs improvement." Achievement Pay also included a non-base building payment of 2.0 percent to those rated at Level 4 "Outstanding." Performance-based pay represents the annual amount appropriated for periodic salary increases for State employees based on demonstrated and documented ability of each employee to satisfy standards related to quantity and quality of work. Occasionally, funding for this line item is not appropriated due to statewide revenue limits. This appropriation has historically been supported by the General Fund and fees from user agencies per Long Bill annotation.

### **SHIFT DIFFERENTIAL**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration, and consisted of Salary Survey, Anniversary Increases, and Shift Differential. The line was separated as of the FY 2000-01 Long Bill. This Common Policy based line item addresses the adjustment necessary to compensate employees for work performed outside of normal work schedules (i.e. second and third shift workers whose scheduled work hours fall outside of the regular Monday through Friday, 8:00 am to 5:00 pm work schedule). Essentially, Shift Differential payments provide higher wages for evening, night, and weekend shifts. The request for this line item is calculated annually per OSPB Common Policy Instructions at 80 percent of the level of prior year actual expenditures for this function, which has historically been approved by JBC



action at the same level. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, fees from user agencies, and statewide indirect cost recoveries, per Long Bill annotation.

### **WORKERS' COMPENSATION**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This line item is an operating Common Policy allocation that provides funding to state agencies for payments made to the Department of Personnel and Administration to support the State's self-insured Workers' Compensation program. In addition, this specific line item in the DPA budget represents the allocation for DPA as an agency, not the appropriations required to support the administration of the state Workers' Compensation program, which are part of the Division of Human Resources program appropriations. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

### **OPERATING EXPENSES**

This line has existed since the inception of the Executive Director's Office, and was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. The line item supports the annual operating expenses of the Executive Office, its staff, and required functions. Allowable operating expenditures are defined in the Long Bill headnotes, and actual expenditures are identified by object code in the Schedule 3. This appropriation is supported by indirect cost recoveries per Long Bill annotation.

### **LEGAL SERVICES FOR 3,021 HOURS**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This line item appears in most departments' Executive Director's Offices, with some exceptions. Funding is appropriated so each department can purchase necessary legal services from the Department of Law. The rate provides for the purchase of services from both attorneys and paralegals. This appropriation is supported by fees from user agencies per Long Bill annotation.

**ADMINISTRATIVE LAW JUDGE SERVICES**

This line item is a Common Policy based appropriation which provides allocations of funding to State agencies for the purchase of administrative law judge and paralegal services. The Department uses a cost allocation billing methodology for Administrative Law Judge Services and calculates the Departmental allocations for State agency customers based upon their share of total recoverable program costs for providing Administrative Law Judge adjudication to State agencies. The number of judge and paralegal hours used by each agency in the most recently completed fiscal year is used to determine each agency's share of the recoverable program costs. Recoverable costs include all Long Bill appropriations to the Office of Administrative Courts for program operating expenses, personal services, and indirect cost assessment, along with the program's share of central departmental appropriations, POTS, and other overhead associated with the provision of administrative law judge services to State agencies. This appropriation is supported by fees from user agencies per Long Bill annotation.

**PURCHASE OF SERVICES FROM COMPUTER CENTER (GGCC)**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This operating Common Policy based line item represents each agency's total billings for the purchase of services from the computer center. The request is calculated annually for the purpose of allocating out to State agencies their share of utilization of the State's Data Center, and is housed in the Governor's Office of Information Technology. The GGCC Common Policy supports the planning, management, operation and delivery of the computing infrastructure to customer entities, which include all State agencies and certain institutions of higher education. The computing infrastructure includes database, application and web servers for several departments, as well as the State's general mainframe computer and tape, disk and printing resources for mainframe and server environments. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, user fees, and indirect cost recoveries per Long Bill annotation.

**MULTIUSE NETWORK PAYMENTS**

This Common Policy appropriation provides the basis for annual Multi-use Network (MNT) allocations/appropriations statewide and represents each agency's total billings for the MNT. Appropriations for MNT Payments represent the cost/billings to State agencies for circuits and their share of recoverable costs associated with DPA's provision of and administration of MNT to its customers. Recoverable costs include funding for contracts with Qwest and its partners (including ANAP fess, LATA crossing fees, costs associated with existing MNT circuits, network monitoring, Internet access costs, etc), infrastructure (backbone) costs, anticipated

billings based on department-by-department circuit inventory, and estimated administrative/operational costs and overhead. This appropriation is supported by fees from user agencies per Long Bill annotation.

### **MANAGEMENT AND ADMINISTRATION OF OIT**

This Common Policy appropriation was established through the FY 2008-09 supplemental process. The line item funds the internal office operations and support for the Governor's Office of Information Technology (OIT). Senate Bill 08-155 provided for the management component and associated billings. The administration component reflects the refinance of the previously state General funded OIT Administration unit before the function was transferred to OIT. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund and user fees.

### **PAYMENT TO RISK MANAGEMENT AND PROPERTY FUNDS**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This line item is an operating Common Policy allocation that represents each department's share of the statewide cost of property and liability insurance coverage. In addition, this specific line item in the DPA budget represents the allocation for DPA as an agency, not the appropriations required to support the administration of the state Liability and Property programs, which are part of the Division of Human Resources program appropriations. This appropriation is supported by the General Fund, the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund and user fees.

### **VEHICLE LEASE PAYMENTS**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This Common Policy based line item represents the amounts necessary for State agencies to make vehicle lease payments to the State Fleet Management Program that are sufficient to recover the annual costs of program administration and lease purchase installment payments. This appropriation is supported by fees from user agencies per Long Bill annotation.

**LEASED SPACE**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. The line item is necessary to pay for the Department's obligations for leases of private office space and other facilities that are not State-owned. This appropriation is supported by the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

**CAPITOL COMPLEX LEASED SPACE**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This Common Policy based line item represents allocations and subsequent billings to departments occupying space in the Capitol Complex (including North Campus and 1881 Pierce Street), the Grand Junction State Services Building and Camp George West. The annual allocation to agencies is calculated by the Department based upon total recoverable program costs and overhead associated with the maintenance and property management functions provided by the Division of Central Services, Facilities Maintenance on behalf of State agency tenants in the Capitol Complex, Grand Junction and Camp George West. This appropriation is supported by fees from user agencies and indirect cost recoveries, per Long Bill annotation.

**COMMUNICATIONS SERVICES PAYMENTS**

This Common Policy based line item represents each participating department's share of the overhead related to the State's public safety communications infrastructure. The cost allocation methodology, based on actual utilization, is similar to that used in the annual Common Policies and statewide supplemental true-up requests for the Purchase of Services from the Computer Center (GGCC) and for Administrative Law Judge Services (ALJ), and ensures that billings for the fiscal year are sufficient to fund personal services, operating expenses, indirect costs, and other overhead associated with the provision of the statewide Public Safety Network for the benefit of State agency and local government entities. This appropriation is supported by the General Fund.

**COFRS MODERNIZATION**

This Common Policy based line item represents each participating department's share of the overhead related to the modernization of the statewide accounting system, COFRS. The cost allocation methodology, based on the Department's fund slits, ensures that billings for the fiscal year are sufficient to fund personal services, operating expenses, indirect costs, and other overhead associated with the

modernization of COFRS for the benefit of State agencies. This appropriation is supported by the Group Benefit Plans Reserve Fund, the Supplier Database Cash Fund, the Debt Collections Fund, and fees from user agencies, per Long Bill annotation.

**HEALTH INSURANCE PORTABILITY & ACCOUNTABILITY ACT OF 1996 - SECURITY REMEDIATION**

This line item was created in FY 2004-05 to address the needs of the Department of Personnel and Administration's compliance with the Health Insurance Portability and Accountability Act of 1996's (HIPAA) security rule and contains appropriations for both personal services and operating expenses. The Department of Personnel and Administration is considered a hybrid covered entity under HIPAA as it is responsible for the administration of employee health benefits and handles HIPAA related data for other agencies. This appropriation had historically been supported by the General Fund and the Computer Services Revolving Fund created in Section 24-30-1606(2), C.R.S., originating as user fees transferred from other state agencies, per Long Bill annotation. For FY 2010-11, the line item was removed.

**(B) STATEWIDE SPECIAL PURPOSE**

**(1) COLORADO STATE EMPLOYEES ASSISTANCE PROGRAM**

**PERSONAL SERVICES**

C.R.S. 24-50-604 provides the statutory authorization for the Program. The Program is pursuant to Section 24-50-604 (1) (k) (I), C.R.S. House Bill 02-1226 granted the authority of the State Personnel Director to create a State Employee Assistance Program. This line item and the associated appropriations of FTE and personal services funding support the C-SEAP staff within the Executive Director's Office. C-SEAP functions include administration of the State Employees Mediation Program (SEMP) to provide a collaborative, non-adversarial method of resolving workplace disputes; the Managerial Emotional Intelligence Program to increase employee retention and enhance vital relationships at work; and the Drug-Free Workplace Program to guide training/policy development and assure statewide compliance with the Drug-Free Workplace Act. C-SEAP is also responsible for the overall coordination of the State Psychological Fitness for Duty evaluation process when an employee poses a direct threat to themselves, to other employees, to the State, and/or to the public. C-SEAP offers counseling/coaching to all State employees regarding workplace issues such as absenteeism, performance concerns, conflict, sexual harassment, perceptions of bullying and retaliation, substance abuse, violence in the workplace, and domestic violence affecting the workplace, as well as any emotional, mental, or personal problem which may be affecting an employee's ability to perform at work. In addition, the program provides consultation to departmental supervisors, managers, and HR/RM professionals to address these workplace issues; workshops on topics like anger

education and conflict resolution; on-site facilitated groups and other organizational assistance; and workplace crisis response. The State Employees Mediation Program (SEMP) is administered through C-SEAP to provide a collaborative, non-adversarial method of resolving workplace disputes. Personal services supports all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, and includes the State's contribution to the Public Employees' Retirement Fund. Also, the funding supports contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the state and approved tuition for employee workshops. This appropriation is supported by an amount set forth by the Department in the program procedures adopted pursuant to Section 24-50-604(1)(k)(IV), C.R.S., and may include, but need not be limited to, funds from the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., the Risk Management Fund created in Section 24-30-1510(1), C.R.S., and any interest derived from said funds, per Long Bill annotation.

### **OPERATING EXPENSES**

C.R.S. 24-50-604 provides the statutory authorization for the Program. The Program is pursuant to Section 24-50-604 (1) (k) (I), C.R.S. House Bill 02-1226 granted the authority of the State Personnel Director to create a state employee assistance program. This line item supports the operating expenses of the C-SEAP and Ombuds Programs, including supplies for staff and travel expenses. This appropriation is supported by an amount set forth by the Department in the program procedures adopted pursuant to Section 24-50-604(1)(k)(IV), C.R.S., and may include, but need not be limited to, funds from the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., the Risk Management Fund created in Section 24-30-1510(1), C.R.S., and any interest derived from said funds, per Long Bill annotation.

### **INDIRECT COST ASSESSMENT**

C.R.S. 24-50-604 provides the statutory authorization for the Program. The Program is pursuant to Section 24-50-604 (1) (k) (I), C.R.S. House Bill 02-1226 granted the authority of the State Personnel Director to create a state employee assistance program. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. This appropriation is supported by an amount set forth by the Department in the program procedures adopted pursuant to Section 24-50-604(1)(k)(IV), C.R.S., and may include, but need not be limited to, funds from the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., the Risk Management Fund created in Section 24-30-1510(1), C.R.S., and any interest derived from said funds, per Long Bill annotation.

**(2) OFFICE OF THE STATE ARCHITECT**

This Office previously resided in the Division of Finance and Procurement which was created in the 2000 Long Bill (H.B. 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. For the 2009-10 Long Bill, Decision Item #13 – FY 2009-10 Long Bill Realignment was approved, resulting in the transfer of the Office of the State Architect (previously named the Real Estate Services Program) from the Accounts and Control Division to the Executive Director’s Office (JBC figure setting document for DPA, March 11, 2009, p. 40). The Office of the State Architect (OSA) integrates statutory oversight responsibilities with comprehensive design, construction and real estate expertise in order to provide assistance and training to State agencies and institutions relating to State owned and leased assets. Specific responsibilities include:

- Establishing policies and procedures and providing oversight associated with the State’s capital construction process (including controlled maintenance and Energy Management) for each State agency and institution of higher education. This process includes solicitation and procurement of professional design and construction services; establishing standard contract language; establishing project management guidelines including cost management; establishing the minimum building codes and compliance requirements; and administering the controlled maintenance program by establishing a statewide system to annually measure and report to the Capital Development Committee (CDC) the condition of State owned facilities and recommending the statewide prioritized list of controlled maintenance projects.
- Providing comprehensive project administration services to those State agencies and institutions of higher education that do not have technical staff experienced in project design and construction management.
- Establishing policies and procedures and providing oversight for State leases and other real estate contracts for each State agency and institution of higher education. This process includes: statutory approval of all leases, coordination with the State’s contracted real estate brokers, maintaining and annually reporting to the CDC on the inventory of State property (including all improvements), developing performance criteria and real property management strategies, and development and administration of office space standards for leased space.

This line item supports both the personal services and operating needs of the Office of the State Architect, and the programs and functions identified above. This appropriation is supported by the General Fund.

**(3) COLORADO STATE ARCHIVES****PERSONAL SERVICES**

This line originally existed prior to FY 2009-10 in the Long Bill section: Division of Information Technology. Senate Bill 08-155 (IT Consolidation) transferred the division to the Governor's Office of Information Technology, leaving only the Information and Archival Services program in DPA.

This line item and the associated appropriations of Full Time Equivalent (FTE) and personal services funding support the Information and Archival Services staff and management functions. The appropriation supports all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, and includes the State's contribution to the Public Employees' Retirement Fund. Also, the funding supports contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the state and approved tuition for employee workshops. This appropriation has historically been supported by statewide indirect cost recoveries annually per Long Bill annotation.

C.R.S. 24-80-101 through 109 provides the statutory authorization for the Program. Information and Archival Services plans, manages, operates and implements the State's archival and records management program to protect, preserve and maintain the legal documents for Colorado territorial and State government. This unit develops and approves record retention policies and destruction schedules for all State agencies, counties, cities, school districts, and special districts as regards preservation and management of records. These records are a valuable business asset to the State, and are recorded in a variety of forms from paper to electronic formats. The unit also provides citizen and agency access to the records in its custody for legal and research purposes. This unit is funded by General Fund, Cash Funds from user fees from non-State agencies, and Reappropriated Funds from user fees from State agencies.

Information and Archival Services is also responsible for managing and operating the State's home page content on the Internet. Colorado's State website offers many resources, such as a site limited and global search engine, site hosting for many State agencies, and support for web-based applications. The State website has been re-structured as a gateway, or a portal, to State government, local government, community, and regional information. The Information and Archival Services unit reports to the Executive Director's Office. Funding for this line item is supported by the General Fund and fees from state and non-state agencies, per Long Bill annotation.

### **OPERATING EXPENSES**

This line originally existed prior to FY 2009-10 in the Long Bill section: Division of Information Technology. Senate Bill 08-155 (IT Consolidation) transferred the division to the Governor's Office of Information Technology, leaving only the Information and Archival Services program in DPA. The line item supports the annual operating expenses of the Executive Office, its staff, and required functions. Funding for this line item is supported by General Fund and indirect cost recoveries.



**(4) ADDRESS CONFIDENTIALITY PROGRAM (NEW LINE ITEM)**

House Bill 11-1080, which was signed by the Governor and took effect on June 2, 2011, transfers the existing Address Confidentiality Program from the Office of the Secretary of State to the Department of Personnel and Administration, including \$128,823 Cash Funds. The Address Confidentiality Program was established in the Department of State in 2007. The purpose of the program is to establish a confidential substitute address for a program participant to be used by state and local government agencies whenever possible; to provide agencies access to the participant's actual address, when appropriate; to establish a mail forwarding system for program participants; and to ensure there is adequate funding to pay the program costs for everyone who applies. Program participants are victims of domestic violence, sexual offenses, or stalking. A surcharge is levied on all offenders convicted of stalking or offenses for which the underlying factual basis is domestic violence. Of the surcharge revenue collected, 95 percent is deposited into the Address Confidentiality Program Surcharge Fund and the remaining 5 percent is deposited into the Judicial Stabilization Cash Fund. No General Fund dollars are to be used for costs associated with the program.

**(5) OTHER STATEWIDE SPECIAL PURPOSE****TEST FACILITY LEASE**

1970, the State agreed to lease 33,492 acres of land free of charge for 150 years to the U.S. Transportation Department, Federal Railroad Commission (FRC), for a high speed train test site in order to boost economic development in that region. The appropriation to this line item supports a lease payment to the State Land Board for a Federal Railroad Commission testing facility in Pueblo, Colorado. The land is leased from the State Land Board to the Department of Personnel and Administration and is sub-leased to the Federal Railroad Commission free of charge. The site presently employs approximately 450 people, and the original 50-year lease agreement will expire on August 1, 2020. This appropriation is supported by the General Fund.

**EMPLOYMENT SECURITY CONTRACT PAYMENT**

This line item was created in order for the State to enter into employment security contracts. This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This

appropriation supports a contract with a private company (Gibbens Company) that is responsible for reviewing and challenging unemployment insurance claims filed against the State, excluding institutions of higher education. In FY 1998-99, the Department renegotiated the contract to a lower rate (from \$19,400 to \$17,400). This appropriation is supported by the General Fund and fees from user agencies per Long Bill annotation, but a refinance to Reappropriated Funds from agencies fees alone is requested for FY 2012-13.

### **GOVERNOR'S TRANSITION**

This is a line item that requires an appropriation every four years, or each time that a new Governor could take office - it is a statutory requirement, per 24-8-105 C.R.S. The relevant portion of the statute is reflected below:

“At the regular session in each year in which there is a general election to elect a new governor, the general assembly shall appropriate to the department of personnel a sum of not less than ten thousand dollars to pay the necessary expenses of the governor-elect incurred between the general election and the inauguration, including, but not limited to, office supplies, postage, actual and necessary travel expenses, and compensation of administrative, secretarial, and clerical personnel. Any unexpended balance of such appropriation remaining after the payment of such expenses shall revert to the general fund.”

The last time an appropriation for this line item appeared in the Long Bill was FY 2006-07. It was a one-time appropriation of \$10,000. An emergency supplemental appropriation of \$12,650 for FY 2010-11 was approved by the JBC in September 2010. Because it was unknown whether the incumbent Governor would run for a second term at the time the Department's FY 2010-11 budget request was submitted, the need for funding for a new Governor was unforeseeable, and therefore could not be included in the FY 2010-11 Long Bill at the time of figure setting. Annualization of this one-time funding resulted in elimination of the line item in FY 2012-13.

## **(2) DIVISION OF HUMAN RESOURCES**

### **(A) HUMAN RESOURCE SERVICES**

#### **(1) STATE AGENCY SERVICES**

### **PERSONAL SERVICES**

This line has existed since the inception of State Agency Services. This line item and the associated appropriations of FTE and personal services funding support the State Agency Services in the Division of Human Resources staff and management functions, which include providing interpretation of applicable rules and regulations; handling appeals to the State Personnel Director from employees; providing policy guidance for State benefits, including the Performance Based Pay Plan and the annual compensation survey; creating and maintaining job evaluation systems; developing compensation and leave policies; and providing direct human resources services to the following non-decentralized state agencies: the Office of the Governor, the Department of Treasury, and certain institutions of higher education. Personal services supports all salaries and wages including those paid to full-time, part-time, or temporary employees of the state, and includes the state's contribution to the Public Employees' Retirement Fund. Also, the funding supports contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the state and approved tuition for employee workshops. This appropriation is supported by statewide indirect cost recoveries from the Department of Transportation and the Department of Labor and Employment, per Long Bill annotation.

### **OPERATING EXPENSES**

This line has existed since the inception of State Agency Services, and supports the operating expenses for the DHR "Director's Office", which includes those expenses most generally associated with statewide human resources services. Allowable operating expenditures are defined in the Long Bill headnotes, and actual expenditures are identified by object code in the Schedule 3. This appropriation has been at a continuation level for the past several fiscal years. This appropriation is supported by statewide indirect cost recoveries from the Department of Transportation and the Department of Labor and Employment, per Long Bill annotation.

### **(2) TRAINING SERVICES**

#### **PERSONAL SERVICES**

Pursuant to Section 24-50-122, C.R.S., this program provides training courses that includes topics such as supervision, project management, leadership, diversity, conflict resolution, business writing, computer skills, change management, customer service, financial fitness (pre-retirement), violence prevention, and performance management to state employees. On July 11, 2005, the Colorado Department of Personnel and Administration began a partnership with the Colorado State University's Division of Continuing Education to provide training programs for State employees. The program is funded by training revenues from State and non-State agencies per Long Bill annotation. This line item and the associated appropriations of FTE and personal services funding

support Training Services in the Division of Human Resources staff and management functions. Personal services supports all salaries and wages including those paid to full-time, part-time, or temporary employees of the state, and includes the state's contribution to the Public Employees' Retirement Fund. Also, the funding supports contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the state and approved tuition for employee workshops. This appropriation is supported by training revenue from non-state agencies, and training revenue from state agencies, per Long Bill annotation. Starting in FY 2012-13, the Training Services program line item was separated into a personal services line item and an operating expenses line item.

### **OPERATING EXPENSES**

Pursuant to Section 24-50-122, C.R.S., this program provides training courses that includes topics such as supervision, project management, leadership, diversity, conflict resolution, business writing, computer skills, change management, customer service, financial fitness (pre-retirement), violence prevention, and performance management to state employees. On July 11, 2005, the Colorado Department of Personnel and Administration began a partnership with the Colorado State University's Division of Continuing Education to provide training programs for State employees. The program is funded by training revenues from State and non-State agencies per Long Bill annotation. This line item and the associated appropriations of FTE and personal services funding support Training Services in the Division of Human Resources staff and management functions. Starting in FY 2012-13, the Training Services program line item was separated into a personal services line item and an operating expenses line item.

### **INDIRECT COST ASSESSMENT**

Authority for the Training program is found in Section 24-50-122, C.R.S. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by training revenue from state agencies, per previous Long Bill annotation.

### **(B) EMPLOYEE BENEFITS SERVICES**

**PERSONAL SERVICES**

The authority for this program is found in C.R.S. 24-50-601. This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration, and was housed in the Executive Director's Office. It was moved to the Division of Human Services as of the FY 1995-96 Long Bill. This line item and the associated appropriations of FTE and personal services funding collectively support the Employee Benefits Services staff within the Division of Human Resources and accounting unit in the Executive Director's Office, and the administration of the employee group benefits plans. The Unit provides the initial design of the employee benefit programs as well as the subsequent contractual, administrative and financial management of these benefits programs. The appropriation supports all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, and includes the State's contribution to the Public Employees' Retirement Fund. Also, the funding supports contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the State and approved tuition for employee workshops. This appropriation is supported by the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., per Long Bill annotation.

**OPERATING EXPENSES**

This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This line item supports the operating expenses for the Employee Benefits Unit, which administers the State's employee benefit programs, including two self-funded options in the medical plan, one of which is qualified for a Health Savings Account offered through the Third Party Administrator, two fully insured Health Maintenance Organization (HMO) options in the medical plan, three self-funded dental plans, basic and optional life insurance plans (including accidental death and dismemberment), short-term and optional long-term disability, Section 125 pretax premiums and two flexible spending accounts (dependent and health care). This appropriation is supported by the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., per Long Bill annotation.

**UTILIZATION REVIEW**

The authority for this line is found in C.R.S. 24-50-601. This line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. This appropriation supports the audits of benefits

plans administered by the State to ensure that they are financially sound and accurate. This appropriation is supported by the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., per Long Bill annotation.

### **DEFERRED COMPENSATION PLANS**

The plan was previously established in Section 24-52-102, which dictated that the State Personnel Director shall manage the plan. The line was first placed in the Department of Personnel and Administration in HB 95-1362, which merged the Departments of Personnel and Administration. The Department and the Division of Human Resources are responsible for administration of the state employees' 457 Deferred Compensation Plan. Appropriations for the plan support mailings, dues and memberships, registration fees, and contracted services.

Senate Bill 09-066 (PERA Merger/State Defined Contribution Plan) transferred the administration of the State's Deferred Compensation Plan to the Public Employees Retirement Association (PERA), and thus, the appropriation to the Department was eliminated for FY 2009-10. This appropriation was historically supported by the Deferred Compensation Administration Fund created in Section 24-52-102(5)(a), C.R.S.

### **DEFERRED COMPENSATION ADMINISTRATION (TPA)**

This line item was added as the result of a JBC approved FY 2005-06 Budget Amendment. This appropriation supported payments to the third party administrator (TPA) for the State Deferred Compensation Plans.

Senate Bill 09-066 (PERA Merger/State Defined Contribution Plan) transferred the administration of the State's Deferred Compensation Plan to the Public Employees Retirement Association (PERA), and thus, the appropriation to the Department was eliminated for FY 2009-10. This appropriation was historically supported by the Deferred Compensation Administration Fund created in Section 24-52-102(5)(a), C.R.S.

### **DEFINED CONTRIBUTION PLANS**

This appropriation supported administration of the State's defined contribution plans: Public Officials and State Employees Defined Contribution Retirement Plan for members of the General Assembly and other staff of the General Assembly, the Governor's Office,

and the Cabinet who are outside the state personnel system. Prior to FY 2009-10, the Deferred Compensation Committee administered both the Deferred Compensation (457) and Defined Contribution (401) plans. Senate Bill 09-066 (PERA Merger/State Defined Contribution Plan) transferred the administration of the State's Defined Compensation Plan to the Public Employees Retirement Association (PERA). The Deferred Compensation Committee was abolished as a result of the bill.

As a result of SB 09-066, the appropriation to the Department was eliminated for FY 2009-10. This appropriation was historically supported by the Defined Compensation Administration Fund created in Section 24-52-203(9)(b), C.R.S.

### **HB 07-1335 SUPPLEMENTAL STATE CONTRIBUTION FUND**

This line item was initiated based on HB 07-1335, which provides money used to supplement the monthly employee contribution to medical benefits for low-income state employees with children. It also required the Department to establish a one-year (FY 2008-09) pilot disease management program in asthma using money from the Short-term Innovative Health Program Grant Fund established in S.B. 07-97. Senate Bill 07-097 established a fund to be administered by the Department beginning in FY 2007-08. This appropriation has been supported by the Supplemental State Contribution Fund created in Section 24-50-609(5), C.R.S., per Long Bill annotation.

### **INDIRECT COST ASSESSMENT**

This line represents the Indirect Cost Assessment for the Employee Benefits Unit. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash- and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by the Group Benefit Plans Reserve Fund created in Section 24-50-613(1), C.R.S., per Long Bill annotation.

### **(C) RISK MANAGEMENT SERVICES**

Risk Management Services consists of the following service area. Services are provided to all state department and higher education institutions except the University of Colorado system, Colorado State University at Fort Collins, and the University of Northern Colorado. Effective July 1, 2010, Mesa State College and Fort Lewis College no longer participate in the Workers' Compensation Fund.

- Workers' Compensation Fund  
This activity provides the workers' compensation coverage for state employees. Workers' compensation is self-funded and claims are administered by a third party administrator (TPA).
- The Liability Fund  
This activity provides self-funded general liability coverage for tort and federal claims. Claims are administered internally through oversight of third-party adjusters and internal employment claims expertise.
- Property Fund  
This activity provides property casualty loss coverage for state assets, including 9,000 state vehicles and 5,000 state buildings. Coverage is provided through a commercial casualty insurance policy.
- Loss Control  
This activity provides loss prevention training and related services in all three fund areas (workers' compensation, liability and property).

Liability claims and lawsuits arise from allegations of state negligence related to such occurrences as auto accidents, employment discrimination, and road maintenance. Most of the 2,200 liability claims presented against the State each year are denied, as they are subject to protection found in the Colorado Governmental Immunity Act (CGIA). Most of the payment dollars are related to federal law, where the focus is on civil rights and employment. Workers' compensation benefits for state employees (over 5,000 claims per year) are administered on a self-funded basis. The costs in the self-funded liability and workers' compensation programs are allocated to state agencies and participating institutions of higher education based on pro-rata claims history.

Property exposures (e.g., floods, wind, fires, and theft) are covered by commercial casualty insurance with broad all-risk coverage. Risk Management Services administers large policy deductibles, and pursuant to statute, state agencies and institutions of higher education pay the first \$1,000 per claim. Policy premiums are allocated to state agencies and institutions of higher education based on pro-rata building and content values.

### **PERSONAL SERVICES**

This line item and the associated appropriations of FTE and personal services support the collective personal services needs of Risk Management Services. Risk Management Services protects the State's human resource and property assets through the administration



of liability, property, workers' compensation and loss control programs. Services provided include, but are not limited to, accident investigation, legal defense, safety training, hazard mitigation, building inspections, contract review, insurance procurement, property valuation, risk financing, claim evaluation, seminar presentation, workers' compensation medical management, statistical analysis, data collection and premium assessment. Personal services include all salaries and wages including those paid to full-time, part-time, or temporary employees of the state, including the State's contribution to the Public Employees' Retirement Fund. Also, contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the State and tuition for employee workshops that are approved by personnel system regulations.

### **OPERATING EXPENSES**

This line has existed since the inception of Risk Management Services and supports the operating expenses for Risk Management Services.

### **LEGAL SERVICES FOR 31,860 HOURS**

The statutory authority for this line item is found in Section 24-30-1507, C.R.S. Funds in the Liability Program are continuously appropriated for this line item pursuant to Section 24-30-1510 (1) and Section 24-30-1510 (3) (a), C.R.S. This line item addresses legal expenses associated with the Liability Program. For the past several years, the Department has been appropriated a steady level of 31,860 legal services hours. The General Assembly appropriates spending authority for program costs in the Long Bill. However, payments from the "Liability Premiums" line item are continuously appropriated pursuant to Section 24-30-1510 (1), C.R.S.

### **LIABILITY PREMIUMS**

This line was created pursuant to Section 24-30-1510, C.R.S. The Liability Program is used to pay liability claims and expenses brought against the State. The program provides coverage to state agencies and employees for tort and federal claims, including those arising out of the scope of employment. The State is self insured for the Liability Program. Judgments for liabilities that do not involve federal law are limited by the Governmental Immunity Act pursuant to Section 24-10-114, C.R.S. This act limits judgments to \$150,000 per person and \$600,000 per occurrence. This act does not apply to liabilities that pertain to federal law (Americans with Disabilities Act, age discrimination, gender discrimination, racial discrimination, etc.). Therefore, there is no damage limit for these awards.

The level of the premium is determined annually as part of the Risk Management and Workers' Compensation Common Policy per OSPB Budget Instructions. The annual funding source for this appropriation is from appropriations to other state agencies for the Risk Management Fund created in Section 24-30-1510(1), C.R.S., as identified by Long Bill annotation. The Risk Management Fund receives revenues from two primary sources: payments from State agencies and interest. The General Assembly appropriates spending authority for program costs in the Long Bill. However, payments from the "Liability Premiums" line item are continuously appropriated pursuant to Section 24-30-1510 (1), C.R.S.

### **PROPERTY PREMIUMS**

The Property Program pays for commercial insurance and associated deductibles to cover State properties and assets. The program provides property loss coverage for State assets, including building and contents value. The Property Program is funded by appropriations from the Self-Insured Property Fund created pursuant to Section 24-30-1510.5, C.R.S. The Property Fund receives revenue from two primary sources: payments from state agencies and interest. The General Assembly appropriates spending authority for program costs in the Long Bill. However, payments made from the "Property Premiums" line item for property premiums, deductibles, and claims are continuously appropriated pursuant to Section 24-30-1510.5 (1), C.R.S.

The level of the premium is determined annually as part of the Risk Management and Workers' Compensation Common Policy per OSPB Budget Instructions. The Property Fund receives revenue from two primary sources: payments from state agencies and interest. The General Assembly appropriates spending authority for program costs in the Long Bill. However, payments made from the "Property Premiums" line item for property premiums, deductibles, and claims are continuously appropriated pursuant to Section 24-30-1510.5 (1), C.R.S.

### **WORKERS' COMPENSATION PREMIUMS**

The Workers' Compensation Program is used to pay workers' compensation benefits to State employees. Like the Liability Program, the State is self-insured for workers' compensation claims. Unlike the Liability Program, the Governmental Immunity Act does not apply to workers' compensation claims. There are two broad categories of workers' compensation payments: medical payments and indemnity payments. Indemnity benefits include settlements for permanent injuries and lost wages. The maximum workers' compensation benefits for lost wages are established by the Department of Labor and Employment pursuant to Section 8-47-106,

C.R.S., and there is no maximum for medical benefits. The State's ultimate liability for any one claim could be significant if a severely injured employee lives for a long period of time.

The level of the premium is determined annually as part of the Risk Management and Workers' Compensation Common Policy per OSPB Budget Instructions. The Workers' Compensation Program is funded by appropriations from the State Employee Workers' Compensation Account, a separate account within the Risk Management Fund pursuant to Section 24-30-1510.7, C.R.S. Similar to the Liability Program, the fund receives revenue from payments from State agencies and interest. Moneys in the State Workers' Compensation Account are subject to annual appropriation by the General Assembly for the purposes of paying workers' compensation benefits to State employees in accordance with articles 40 to 47 of Title 8, C.R.S. (Section 24-30-1510.7 (2)).

### **INDIRECT COST ASSESSMENT**

This line represents the Indirect Cost Assessment for Risk Management. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash- and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them.

The annual funding source for this appropriation is reserves in the Risk Management Fund pursuant to Section 24-30-1510(3), C.R.S., the Self-Insured Property Fund pursuant to Section 24-30-1510.5(3), C.R.S., and the State Employee Workers' Compensation Account pursuant to Section 24-30-1510.7(2), C.R.S., as identified by Long Bill annotation.

## **(3) CONSTITUTIONALLY INDEPENDENT ENTITIES**

### **(A) PERSONNEL BOARD**

#### **PERSONAL SERVICES**

This line was created as a result of Article XII, Sections 13 through 15, of the Colorado Constitution, and is pursuant to Section 24-50-103, C.R.S. This line was placed in the Department of Personnel and Administration in HB 95-1362, which merged the Department of Personnel and the Department of Administration. This line item and the associated appropriations of FTE and personal services funding support the State Personnel Board staff and functions. The Board adjudicates employment disputes within the state classified system and is responsible for promulgating rules to ensure that state employment is based on merit. The Board conducts administrative hearings, promulgates rules under the authority of the State Administrative Procedures Act, and facilitates dispute resolution. The Board also provides guidance in achieving and maintaining a sound, comprehensive, and uniform system of human resource management. Personal Services include all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, including the State's contribution to the Public Employees' Retirement Fund. Also, contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the State and tuition for employee workshops that are approved by personnel system regulations. The remaining cash funding source for this appropriation is receipts collected for copies of information and case documentation, as identified by Long Bill annotation.

### **OPERATING EXPENSES**

This line has existed since the inception of the Personnel Board, originating from Article XII, Sections 13 through 15, of the Colorado Constitution, and is pursuant to Section 24-50-103, C.R.S. This line supports the operating expenses for the Board.

### **LEGAL SERVICES FOR 330 HOURS**

This line was first placed in the Department of Personnel and Administration in SB 09-196, when the Joint Budget Committee voted to split out the Personnel Board's share of legal services allocation from the departmental appropriation in the Executive Director's Office. Funding is appropriated to allow the Department to purchase necessary legal services from the Department of Law. The rate provides for the purchase of services from both attorneys and paralegals.

## **(B) INDEPENDENT ETHICS COMMISSION**

### **PERSONAL SERVICES**

The Independent Ethics Commission is a constitutionally created independent commission and is charged with the implementation of Article XXIX of the Colorado Constitution and Article 24-18.5-101 of the Colorado Revised Statutes. The purpose of the IEC is to

hear complaints, issue findings and assess penalties in appropriate cases, and also to issue advisory opinions on ethics issues arising under Article XXIX of the Colorado Constitution and any other standards of conduct and reporting requirements as provided by law. The Governor of Colorado, and Colorado's Supreme Court, Senate and House of Representatives have each appointed one member of the Commission. The four members of the Commission selected an individual to participate as the fifth member of the commission through an application process. Members serve without compensation and are reimbursed for actual and necessary expenses incurred in carrying out their duties. House Bill 10-1404 transferred the Independent Ethics Commission to the Judicial Department, eliminating the appropriation and line item in DPA's budget.

### **OPERATING EXPENSES**

House Bill 10-1404 transferred the Independent Ethics Commission to the Judicial Department, eliminating the appropriation and line item in DPA's budget.

### **LEGAL SERVICES FOR 330 HOURS**

This line was first placed in the Department of Personnel and Administration in SB 09-196, when the Joint Budget Committee voted to split out the Independent Ethic Commission's share of legal services allocation from the departmental appropriation in the Executive Director's Office. Funding is appropriated to allow the department to purchase necessary legal services from the Department of Law. The rate provides for the purchase of services from both attorneys and paralegals. House Bill 10-1404 transferred the Independent Ethics Commission to the Judicial Department, eliminating the appropriation and line item in DPA's budget.

## **(4) CENTRAL SERVICES**

### **(A) ADMINISTRATION**

### **PERSONAL SERVICES**

The statutory authority for Central Services is found in C.R.S. 24-30-1101 through 1117. This line item and the associated appropriations of FTE and personal services funding support the Administration in the Division of Central Services staff and

management functions. This section provides administrative support and management oversight for the centralized services provided to all state agencies by the Division of Central Services including, but not limited to executive management, management analysis, contract administration, strategic planning, project coordination, and accounting support. It also includes the Statewide Travel Management program (STMP), which oversees and monitors all state employee travel. The oversight extends to negotiating and administering contracts with travel suppliers—travel card systems, airlines, rental car agencies, lodging providers, travel agencies and various incidental suppliers. STMP provides training, guidance and administrative support for all state agencies, institutions of higher education and participating political subdivisions. Personal Services include all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, including the State's contribution to the Public Employees' Retirement Fund. Also, contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the State and tuition for employee workshops that are approved by personnel system regulations. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., and the Motor Fleet Management Fund created in Section 24-30-1115(1), C.R.S., as identified by Long Bill annotation.

### **OPERATING EXPENSES**

The statutory authority for Central Services is found in C.R.S. 24-30-1101 through 1117. This line item supports the operating expenses for the Administration unit. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., and the Motor Fleet Management Fund created in Section 24-30-1115(1), C.R.S., as identified by Long Bill annotation.

### **INDIRECT COST ASSESSMENT**

The statutory authority for Central Services is found in C.R.S. 24-30-1101 through 1117. This line represents the Indirect Cost Assessment of the Administrative unit in the Division of Central Services. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in

Section 24-30-1108(1), C.R.S., and the Motor Fleet Management Fund created in Section 24-30-1115(1), C.R.S., as identified by Long Bill annotation.

**(B) INTEGRATED DOCUMENT SOLUTIONS**

**PERSONAL SERVICES (INCLUDING CONTINGENCY LINE ITEM)**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. Commencing in the FY 2012-13 Long Bill, this line item was consolidated to include Reprographics Services, Document Solutions, and Mail services.

This line item and the associated appropriations of FTE and personal services funding support the Reprographics Services staff functions, the Document Solutions staff and functions, and the Mail Services staff and functions in the Division of Central Services. The Reprographics Services staff specializes in comprehensive commercial and graphic art services, offset printing, and high volume digitalized copying, and also manages the rental of office copiers for low volume operations to other state agencies. The Document Solutions staff offers state agencies a full range of micrographic and document imaging services and data entry operations. These services include document conversion, data manipulation, document preservation and image storage. IDS offers mail processing, including postage application, automated document inserting, electronic address processing, inkjet printing, automated postal pre-sorting and bar-coding, overnight shipping, etc., mail sorting, which includes picking up mail for state agencies and from U.S. Post Offices and processing the mail according to customer specifications before delivery by opening, sorting, date stamping, and perforating; and mail pick-up and delivery of interdepartmental and United States Postal Service mail and printed materials for state offices located in the metro area. Personal Services includes all salaries and wages including those paid to full-time, part-time, or temporary employees of the State, including the State's contribution to the Public Employees' Retirement Fund. Also, contractual services, consisting of services rendered or performed by firms or individuals other than for employment compensation as an employee of the State and tuition for employee workshops that are approved by personnel system regulations. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

**OPERATING EXPENSES (INCLUDING CONTINGENCY LINE ITEM)**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. Commencing in the FY 2012-13 Long Bill, this line item was consolidated to include Reprographics Services, Document Solutions, and Mail services.

This line item supports the operating expenses for Reprographics Services, including all costs to perform printing, copier service, and normal office operations. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation. Additionally, this line item supports the operating expenses for the Document Solutions Group. This section offers state agencies a full range of micrographic and document imaging services and data entry operations. These services include document conversion, data manipulation, document preservation and image storage (Electronic Document Warehouse). Scanning costs have been previously reported to be up to 60 percent lower than those provided by private entities. Finally, this line item also supports the operating expenses for Mail Services, including mail processing, including postage application, automated document inserting, electronic address processing, inkjet printing, automated postal pre-sorting and bar-coding, overnight shipping; mail sorting, which includes picking up mail for State agencies and from U.S. Post Offices and processing the mail according to customer specifications before delivery; mail pick-up and delivery of interdepartmental and United States Postal Service mail and printed materials for state offices located in the metro area.

This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **UTILITIES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item supports the utility costs associated with the operations of the Document Solutions Group in Pueblo. This section offers State agencies a full range of micrographic and document imaging services and data entry operations. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **MAIL EQUIPMENT UPGRADE**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line was established in FY 2009-10 as a result of approval of S-2: Mail Equipment Upgrade. Funding was originally appropriated to purchase updated mail equipment, but the Department later learned that the federal government would not allow the Department to seek reimbursement of capital expenditures through direct or indirect cost assessments. Therefore, a supplemental was submitted in January, 2010 to enter into a five-year lease-purchase agreement for the equipment. This appropriation is supported by General Fund and fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.



**INDIRECT COST ASSESSMENT**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. Reprographics Services performs its duties pursuant to Section 24-30-1104, C.R.S. Also, as a result of a FY 2007-08 Decision Item, appropriations were recalibrated by reducing the appropriated spending authority in the Mail Services Operating Expenses line item, and reallocating amongst several of the other IDS line items (and the Department's Leased Space line item) in a cost neutral request. This line supports the Indirect Cost Assessment for the Reprographics unit. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by fees from user agencies deposited in the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

**(C) FLEET MANAGEMENT PROGRAM & MOTOR POOL SERVICES****PERSONAL SERVICES**

This line has existed since the inception of the Fleet Management Program and Motor Pool Services, and was originally placed in the Department of Personnel and Administration through HB 95-1362, which created the Department by merging the Department of Personnel and the Department of Administration. This line item and the associated appropriations of FTE and personal services funding support the Executive Office staff and management functions. SFM performs three major roles for the State: For state departments and agencies, SFM is responsible for providing safe, reliable, cost effective vehicles uniquely tailored to best meet their specific program requirements. For the citizens of the State, SFM insures that state vehicles are purchased and maintained throughout their life cycle at the lowest available cost. For the Legislature, SFM manages statutory programs, ensures legal and regulatory compliance, and provides accurate information concerning trends in expense, utilization, fleet size and other relevant information to facilitate knowledgeable oversight and decision-making. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State's contribution to the Public Employees' Retirement Association (PERA), the amortization equalization disbursement (AED), supplemental AED (SAED), short-term disability (STD) insurance, and the State's

share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation is supported by fees from user agencies deposited in the Motor Fleet Management Fund created in Section 24-30-1115, C.R.S., as identified by Long Bill annotation.

**OPERATING EXPENSES (INCLUDING CONTINGENCY LINE ITEM)**

This line has existed since the inception of the Fleet Management Program and Motor Pool Services, and was originally placed in the Department of Personnel and Administration through HB 95-1362, which created the Department by merging the Department of Personnel and the Department of Administration.

This operating expenses line item supports fuel costs, the cost of maintenance and other business operating costs for the State Fleet Management program and all vehicles enrolled in the fleet on behalf of state agency customers. Total fuel expenditures for the fleet are determined by the cost of fuel, the overall average fuel-efficiency of the State fleet, and the number of miles driven fleet-wide over the course of the year. For reference, because the State fleet uses approximately four million gallons of fuel per year, each \$.10 increase in fuel price creates a \$400,000 increase in annual expense. The State Fleet Management Program provides light duty vehicles including sedans, vans, SUV's, motorcycles, and pickup trucks to all State agencies on a long-term basis. In addition, with the passage of SB 06-015, all vehicles regardless of size were to be enrolled in the State Fleet Management Program during FY 2006-07. This added an additional 400+ specialized vehicles with a GVWR of one ton and greater to the fleet. With SFM managing all aspects of vehicle procurement and operations—acquisition, repairs, maintenance, and disposal—state agencies and employees can focus all of their resources on accomplishing their program missions.

Several factors beyond the State's control require the Department to contemplate adjustments to appropriated spending authority and underlying assumptions concerning fuel and maintenance expenditures annually. Many critical measures have already been adopted in recent fiscal years in an effort to mitigate cost increases including mileage reductions, cost controls, reductions in total fleet size, and a migration to more fuel efficient vehicles. Even with a robust and efficient cost containment structure in place, along with the significant benefits and efficiencies realized through centralized fleet management, SFM still is not immune to the pressures faced by the national and global economy, including the impact of high fuel costs, and the impact of vehicle replacements as it relates to pressure on maintenance costs. This appropriation is supported by fees from user agencies deposited in the Motor Fleet Management Fund created in Section 24-30-1115, C.R.S., as identified by Long Bill annotation.

**VEHICLE REPLACEMENT LEASE, PURCHASE OR LEASE/PURCHASE**

This line has existed since the inception of the Fleet Management Program and Motor Pool Services, and was originally placed in the Department of Personnel and Administration through HB 95-1362, which created the Department by merging the Department of Personnel and the Department of Administration. The Department of Personnel and Administration is responsible for the lease payments for all vehicles in the state's fleet. The appropriation for this line item is impacted each budget cycle by the annual Statewide Fleet Replacements Decision Item. The final annual appropriation is dependent upon the JBC action on this annual request. This appropriation is supported by fees from user agencies deposited in the Motor Fleet Management Fund created in Section 24-30-1115, C.R.S., as identified by Long Bill annotation.

**INDIRECT COST ASSESSMENT**

This line has existed since the inception of the Fleet Management Program and Motor Pool Services, and was originally placed in the Department of Personnel and Administration through HB 95-1362, which created the Department by merging the Department of Personnel and the Department of Administration. This line supports the Indirect Cost Assessment for State Fleet Management. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by fees from user agencies deposited in the Motor Fleet Management Fund created in Section 24-30-1115, C.R.S., as identified by Long Bill annotation.

**(D) FACILITIES MAINTENANCE****CAPITOL COMPLEX FACILITIES****PERSONAL SERVICES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item and the associated appropriations of FTE and personal services funding support staff of Capitol Complex Facilities. This unit performs asset and property management functions for the State. It maintains the grounds and buildings in the Capitol Complex encompassing approximately 900,000 square feet of office space serving thousands of state employees. This section is responsible for providing housekeeping, grounds maintenance, and property management functions for the Capitol Complex, the State Capitol Building, 1881 Pierce Street, the Kipling “campus”, and North Campus as well as various other facilities. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State’s contribution to the Public Employees’ Retirement Association (PERA), the amortization equalization disbursement (AED), supplemental AED (SAED), short-term disability (STD) insurance, and the State’s share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation is supported by user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **OPERATING EXPENSES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item supports the operating expenses for Capitol Complex Facilities, including expenses associated with providing building maintenance including HVAC, plumbing, electrical, elevators, lights, general maintenance, day and evening custodial services (in-house and contractor), grounds maintenance and building security. This appropriation is supported by user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **CAPITOL COMPLEX REPAIRS**

This appropriation supports Capitol Complex repairs not funded in the base operating expenses appropriation. In FY 1999-2000, the General Assembly created a separate line and appropriated additional base funding for routine HVAC repairs in the Capitol Complex. The cash funds exempt represents lease payments transferred from other State agencies located in the Capitol Complex. This appropriation is supported by user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **CAPITOL COMPLEX SECURITY**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item pays for a portion of the security related to the Capitol Complex. The Department collects funds through the rental rate it charges agencies in the Denver Campus of Capitol Complex. These funds are then transferred to the Department of Public Safety, which is the department responsible for the Executive Security Unit. This appropriation is supported by user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **SB 07-086 – FALLEN HEROES MEMORIALS CONSTRUCTION FUND**

Senate Bill 07-086 created a five-member commission in the Department of Personnel and to oversee the design and construction of war memorials. The war memorials will be erected near the Colorado Veterans Monument in Lincoln Park to honor the lives of Coloradans who died during specific military conflicts. The bill also creates the Fallen Heroes Memorial Construction Fund in the state Treasury. Of note, the bill further specifies that relevant costs are to be paid by appropriation from the Fallen Heroes Memorial Construction Fund from gifts, grants, and donations. In the event that money in the fund is insufficient to cover these costs, the General Fund will offset the amount of any deficiency through the annual budgeting process. The General Fund will be reimbursed when money in the Fallen Heroes Memorial Construction Fund becomes available. This appropriation was historically supported by fees from the Fallen Heroes Memorials Construction Fund created in Section 24-80-1402(3)(a), C.R.S., and from user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation.

### **UTILITIES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item addresses utilities costs for the Capitol Complex. The Department has contracted with Chevron Energy Solutions to perform performance-based contracting services throughout the Capitol Complex and associated buildings, Grand Junction, the three Lakewood buildings and North Campus. The goal of this project is to conserve energy through tenant awareness and the replacement or upgrading of older, inefficient systems. This project began in the spring of 2002 with an energy audit of all the Capitol Complex buildings. This audit identified energy savings projects which included the replacement of lights and toilets, new boilers and chillers, and the installation of new energy management computerized controls. These improvements were financed through the projected energy savings directly related to the individual project over a predetermined period of time. As a result, the Department has been able to facilitate the most optimal levels of Utilities costs in the Capitol Complex, even during times when the costs of such commodities have routinely increased for all. This

appropriation is supported by user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **INDIRECT COST ASSESSMENT**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This appropriation supports the Indirect Cost Assessment for the Capitol Complex. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by user fees deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by Long Bill annotation.

### **(1) GRAND JUNCTION STATE SERVICES BUILDING**

#### **PERSONAL SERVICES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item and the associated appropriations of FTE and personal services funding support the Grand Junction State Services Building. This section provides property and building management at the State Services Building in Grand Junction. It is staffed by 1.0 FTE responsible for building maintenance. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State's contribution to the Public Employees' Retirement Association (PERA), the amortization equalization disbursement (AED), supplemental AED (SAED), short-term disability (STD) insurance, and the State's share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation was historically supported by fees from user agencies deposited into the Department of Personnel Revolving

Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation. Commencing in FY 2012-13, this line item was consolidated with the Capitol Complex Facilities line items in the section above.

### **OPERATING EXPENSES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item supports the operating expenses associated with the property management and maintenance functions provided by the Division at the Grand Junction State Services Building, including those associated with building maintenance, custodial services, and grounds maintenance. The building contains 34,499 square feet and has nine tenants. This appropriation was historically supported by fees from user agencies deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation. Commencing in FY 2012-13, this line item was consolidated with the Capitol Complex Facilities line items in the section above.

### **UTILITIES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item addresses utilities costs for the Grand Junction State Services Building. The Department has contracted with Chevron Energy Solutions to perform performance-based contracting services throughout the Capitol Complex and associated buildings, Grand Junction, the three Lakewood buildings and North Campus. The goal of this project is to conserve energy through tenant awareness and the replacement or upgrading of older, inefficient systems. This project began in the spring of 2002 with an energy audit of all the Capitol Complex buildings. This audit identified energy savings projects which included the replacement of lights and toilets, new boilers and chillers, and the installation of new energy management computerized controls. These improvements were financed through the projected energy savings directly related to the individual project over a predetermined period of time. As a result, the Department has been able to facilitate the most optimal levels of Utilities costs in the Capitol Complex, even during times when the costs of such commodities have routinely increased for all. This appropriation was historically supported by fees from user agencies deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation. Commencing in FY 2012-13, this line item was consolidated with the Capitol Complex Facilities line items in the section above.

## **(2) CAMP GEORGE WEST**

### **PERSONAL SERVICES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item and the associated appropriations of FTE and personal services funding support Camp George West. This section provides property and building management at Camp George West, located in Golden. The land was deeded to the State on July 1, 1999, and DPA has the authority to manage the property. It is staffed by 1.0 FTE responsible for building maintenance personal services includes all salaries and wages, including salary survey and performance based pay, including the State's contribution to the Public Employees' Retirement Association (PERA), the amortization equalization disbursement (AED), supplemental AED (SAED), short-term disability (STD) insurance, and the State's share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation was historically supported by fees from user agencies deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation. Commencing in FY 2012-13, this line item was consolidated with the Capitol Complex Facilities line items in the section above.

### **OPERATING EXPENSES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item supports the operating expenses associated with the property management and maintenance functions provided by the Division at Camp George West, located in Golden. The land was deeded to the State on July 1, 1999 and DPA has the authority to manage the property. The campus contains 285,755 square feet and has six tenants. Operating expenses are related to custodial services, snow removal, lot and road repair, trash disposal and grounds maintenance. This appropriation was historically supported by fees from user agencies deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation. Commencing in FY 2012-13, this line item was consolidated with the Capitol Complex Facilities line items in the section above.

### **UTILITIES**

The statutory authority for Central Services exists in C.R.S. 24-30-1101 through 1117. This line item supports utilities costs for Camp George West, located in Golden. The land was deeded to the State on July 1, 1999 and DPA has the authority to manage the property. This appropriation was historically supported by fees from user agencies deposited into the Department of Personnel Revolving Fund created in Section 24-30-1108(1), C.R.S., as identified by past Long Bill annotation. Commencing in FY 2012-13, this line item was consolidated with the Capitol Complex Facilities line items in the section above.



**(5) DIVISION OF ACCOUNTS AND CONTROLS - CONTROLLER****(A) OFFICE OF THE STATE CONTROLLER****PERSONAL SERVICES**

This Long Bill group was created in the FY 2009-10 Long Bill (SB 09-259). The Office of the State Controller was previously included in the (5) Finance and Procurement, State Controller's Office and Procurement Services Long Bill group, however, the Department requested through a FY 2009-10 Decision Item that it be identified independent of Procurement Services in order to mirror the operational structure of the Department. Under the current administration, the organizational and reporting structures changed so that the two entities operate independent of each other. The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. The Division of Finance and Procurement was renamed the Division of Accounts and Controls – Controller, in the FY 2009-10 Long Bill, and State Buildings (renamed the Office of the State Architect) was transferred to the Executive Director's Office.

In accordance with Section 24-30-201 through 24-30-207, C.R.S., the State Controller is statutorily charged with managing the financial affairs of the State, which includes statewide financial reporting and policy and procedural guidance for financial administration and internal control consulting for state agencies including integrating procedures in a unified financial system, the Colorado Financial Reporting System. The Office of the State Controller implements the Legislative budget, maintains budgetary control, authorizes all State contracts through delegation or direct reviews, issues warrants for the State, provides specialized accounting services to state agencies, manages statewide central payroll operations, prepares the annual statewide indirect cost allocation plans (federal plan and budget/cash fees plan), and manages the Recovery Audit Program and the Contract Management System. A primary responsibility of the State Controller is to approve directly, or through delegation all state expenditures prior to the obligation being incurred. The Controller must determine that prices or rates paid for statutorily authorized expenditures are fair and reasonable. The State Controller also promulgates the Fiscal Rules, which govern financial transactions. This line item and the associated appropriations of FTE and personal services funding support the Office of the State Controller staff and management functions. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State's contribution to the Public Employees' Retirement Association, the amortization equalization disbursement, supplemental amortization equalization disbursement, short-term disability insurance, and the State's share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized

computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. Some of the items in the prior sentence are appropriated to the Department of Personnel & Administration and are allocated among the Department's divisions and offices. This appropriation is supported by General Fund, rebates received from the Procurement Card Program, and statewide indirect cost recoveries, as identified by Long Bill annotation.

### **OPERATING EXPENSES**

This Long Bill group was created in the FY 2009-10 Long Bill (SB 09-259). The Office of the State Controller was previously included in the (5) Finance and Procurement, State Controller's Office and Procurement Services Long Bill group, however, the Department requested through a FY 2009-10 Decision Item that it be identified independent of Procurement Services in order to mirror the operational structure of the Department. Under the current administration, the organizational and reporting structures changed so that the two entities operate independent of each other. The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. The Division of Finance and Procurement was renamed the Division of Accounts and Controls – Controller, in the FY 2009-10 Long Bill, and State Buildings (renamed the Office of the State Architect) was transferred to the Executive Director's Office.

In accordance with Section 24-30-201 through 24-30-207, C.R.S., the State Controller is statutorily charged with managing the financial affairs of the State, which includes statewide financial reporting, policy and procedural guidance for financial administration, and internal control consulting for all State agencies including integrating procedures in a unified financial system, the Colorado Financial Reporting System. The Office of the State Controller implements the Legislative budget, maintains budgetary control, authorizes all State contracts through delegation or direct reviews, issues warrants for the State, provides specialized accounting services to state agencies, manages statewide central payroll operations, prepares the annual statewide indirect cost allocation plans (federal plan and budget/cash fees plan), and manages the Recovery Audit Program and the Contracts Management System. A primary responsibility of the State Controller is to approve directly or through delegation all state expenditures prior to the obligation being incurred. The Controller must determine that prices or rates paid for statutorily authorized expenditures are fair and reasonable. The State Controller also promulgates the Fiscal Rules, which govern financial transactions. This line item supports the operating expenses associated with the Office of the State Controller. Funding for this recently separated line was not appropriated solely to the Office of the State Controller prior to FY 2009-10. The Long Bill appropriation is supported by Reappropriated Funds.

### **RECOVERY AUDIT PROGRAM DISBURSEMENTS**

The cash funds spending authority within this line item serves as a proxy in order to comply with the requirements of HB 10-1176 “Require Government Recovery Audits.” The spending authority allows the Department to enter into a contingency-based contract with a recovery audit vendor, reimburse state agencies for costs associated with the recovery audits, and reimburse federal agencies in accordance with federal statute, rules and regulations. This Long Bill appropriation is supported by the Recovery Audit Cash Fund.

## **(B) STATE PURCHASING OFFICE**

### **PERSONAL SERVICES**

This Long Bill group was created in the FY 2009-10 Long Bill (SB 09-259). The State Purchasing Office was previously included along with the Office of the State Controller in the (5) Finance and Procurement, State Controller’s Office and Procurement Services Long Bill group. The Department requested through a FY 2009-10 Decision Item that the State Purchasing Office be identified independent of the Office of the State Controller in order to mirror the operational structure of the Department. Under the current administration, the organizational and reporting structures changed so that the two entities operate independent of each other. The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. The Division of Finance and Procurement has been renamed the Division of Accounts and Controls – Controller in the FY 2009-10 Long Bill, and State Buildings (renamed the Office of the State Architect) was transferred to the Executive Director’s Office.

In accordance with Section 24-101-101, et. seq. (Colorado Procurement Code), C.R.S., Procurement Services, operationally known as the State Purchasing Office, manages and oversees state procurement policy and processes. This line item and the associated appropriations of FTE and personal services funding support the Procurement Services staff and management functions. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State’s contribution to the Public Employees’ Retirement Association, the amortization equalization disbursement, supplemental amortization equalization disbursement, short-term disability insurance, and the State’s share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State.

Funding for this recently restructured line was not appropriated solely to the State Purchasing Office prior to FY 2009-10. This appropriation is supported by rebates received from the Procurement Card Program, as identified by Long Bill annotation, and a transfer of funding from the University of Colorado, subsequent to HB 10-1181.

**OPERATING EXPENSES**

This Long Bill group was created in the FY 2009-10 Long Bill (SB 09-259). The State Purchasing Office was previously included along with the Office of the State Controller in the (5) Finance and Procurement, State Controller's Office and Procurement Services Long Bill group. The Department requested through a FY 2009-10 Decision Item that the State Purchasing Office be identified independent of the Office of the State Controller in order to mirror the operational structure of the Department. Under the current administration, the organizational and reporting structures changed so that the two entities operate independent of each other. The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. The Division of Finance and Procurement has been renamed the Division of Accounts and Controls – Controller, in the FY 2009-10 Long Bill, and State Buildings (renamed the Office of the State Architect) was transferred to the Executive Director's Office.

In accordance with Section 24-101-101, et. seq. (Colorado Procurement Code), C.R.S., Procurement Services, operationally known as the State Purchasing Office, manages and oversees state procurement policy and processes as defined above. This line item supports the operating expenses associated with Procurement Services. Funding for this recently restructured line was not appropriated solely to the State Purchasing Office prior to FY 2009-10. This appropriation is supported by rebates received from the Procurement Card Program, as identified by Long Bill annotation.

**(C) SUPPLIER DATABASE****PERSONAL SERVICES**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. This program supports the Bid Information and Distribution System (BIDS) that allows registered vendors to identify opportunities to conduct business with the State (Section 24-102-202.5 (2), C.R.S.). The Department's centralized database is used to disseminate information about solicitations for goods and services that have to be competitively bid under the Colorado Procurement Code. Effective FY 2009-10, SB 09-99 required the Department of Personnel and Administration to implement a centralized electronic procurement system for use by state agencies, local governments, and vendors. The Supplier Database Program is funded with appropriations from the Supplier Database Cash Fund (Section 24-102-202.5 (2), C.R.S.), and the E-Procurement system is funded with appropriations from the Statewide E-Procurement Cash Fund. This line item and the associated appropriations of FTE and personal services funding

support the Supplier Database staff and management functions. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State's contribution to the Public Employees' Retirement Association, the amortization equalization disbursement, supplemental amortization equalization disbursement, short-term disability insurance, and the State's share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation is supported by fees deposited into the Supplier Database Cash Fund created in Section 24-102-202.5(2)(a), C.R.S., as identified by Long Bill annotation.

### **OPERATING EXPENSES**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. This program supports the Bid Information and Distribution System (BIDS) that allows registered vendors to identify opportunities to conduct business with the State (Section 24-102-202.5 (2), C.R.S.), as well as E-Procurement. The Department's centralized database is used to disseminate information about solicitations for goods and services that have to be competitively bid under the Colorado Procurement Code. The Supplier Database Program is funded with appropriations from the Supplier Database Cash Fund (Section 24-102-202.5 (2), C.R.S.), and the E-Procurement system is funded with appropriations from the Statewide E-Procurement Cash Fund. Effective FY 2009-10, SB 09-99 required the Department of Personnel and Administration to implement a centralized electronic procurement system for use by state agencies, local governments, and vendors. This line item supports the operating expenses for the Supplier Database and the E-Procurement program. This appropriation is supported by amounts from the Supplier Database Cash Fund created in Section 24-102-202.5(2)(a), C.R.S., as identified by Long Bill annotation.

### **(D) COLLECTIONS SERVICES**

#### **PERSONAL SERVICES**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. Central Collection Services is statutorily responsible for providing debt collection services to state agencies and political sub-divisions through delegation by the Office of the State Controller. Central Collections Services provides this service at a fixed commission rate. Central Collections Services has a number of unique capabilities, including the state income tax refund and vendor intercept programs, access

to wage and employment information through the Department of Labor and Employment, as well as access to Department of Revenue Motor Vehicle information, none of which are afforded to private collection companies. The Unit is also responsible for the distribution and management of state debts to awarded private collection companies and private collection counsel for the State. Statute requires the referral of debt to Central Collections Services at 30 days past due and debts are subsequently assigned to private collection companies at 180 days old if no repayment arrangements have been made with debtors. This partnership increases the opportunity for collection. This line item and the associated appropriations of FTE and personal services funding support the Collections Services staff and management functions. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State's contribution to the Public Employees' Retirement Association, the amortization equalization disbursement, supplemental amortization equalization disbursement, short-term disability insurance, and the State's share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation is supported by collection fees and receipts, as identified by Long Bill annotation.

### **OPERATING EXPENSES**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. This line has existed since the inception of Collections Services. This line item supports the operating expenses associated with Collections Services. This appropriation is supported by collection fees and receipts, as identified by Long Bill annotation.

### **COLLECTION OF DEBTS DUE TO THE STATE OF COLORADO**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. This line item supports a program that collects taxes and fees from individuals who owe moneys to the State. This funding is transferred to the Department of Revenue to offset tax debt. This appropriation was supported by collection fees and receipts, as identified by Long Bill annotation. The FY 2012-13 Long Bill (HB 12-1335) eliminated this line item.

### **PRIVATE COLLECTION AGENCY FEES**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. This line item was added to the Department's budget through the FY 2005-06 supplemental process. The Department had requested this be done in order to reflect more accurately the payment of private collection agency fees and out of pocket legal expenses incurred in the collection of debts owed to the State. This appropriation is supported by collection fees and receipts, as identified by Long Bill annotation.

### **INDIRECT COST ASSESSMENT**

The formerly named Division of Finance and Procurement was created in the 2000 Long Bill (HB 00-1451) by combining the Accounts and Control Division with the procurement functions from the Purchasing and State Buildings Division. This line supports the Indirect Cost Assessment for Central Collections Services. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by collection fees and receipts, as identified by Long Bill annotation.

## **(6) ADMINISTRATIVE COURTS**

### **PERSONAL SERVICES**

The Colorado Office of Administrative Courts (OAC) was statutorily created in 1976 to provide an easily accessible, independent and cost-effective administrative law adjudication system in Colorado. The OAC is one of 24 central panels of independent Administrative Law Judges in the United States, and provides administrative law hearings to over 50 State agencies, counties and other entities out of its three offices (Denver, Colorado Springs and Grand Junction). The OAC conducts all workers' compensation merit hearings for the entire State; all public benefits cases (food stamps, Colorado Works/TANF, Medicaid, etc.); all professional licensing board work involving the denial, revocation, suspension or other discipline of holders of a professional license (such as doctors, nurses, architects, real estate brokers, engineers, etc.); teacher dismissal cases, and all Secretary of State cases where a citizen has filed a complaint under the Fair Campaign Practices Act. In addition, the OAC conducts mediations and settlement conferences.

Prior to FY 2009-10, the Independent Ethics Commission (IEC) appropriation resided in the OAC Long Bill group. FY 2009-10 Decision Item #13 – FY 2009-10 Long Bill Realignment transferred the IEC to a newly created Long Bill group, “Constitutionally Independent Entities.”

This line item and the associated appropriations of FTE and personal services funding support the Administrative Courts staff and management functions. Personal services includes all salaries and wages, including salary survey and performance based pay, including the State’s contribution to the Public Employees’ Retirement Association (PERA), the amortization equalization disbursement (AED), supplemental AED (SAED), short-term disability (STD) insurance, and the State’s share of federal Medicare tax paid for state employees; professional services, including, but not limited to, accounting, consulting, architectural, engineering, physician, nurse, specialized computer, and construction management services; and temporary services, including clerical, administrative, and casual labor rendered or performed by firms or individuals for the State other than for employment compensation as an employee of the State. This appropriation is supported by user fees from state agencies and non-state agencies, as identified by Long Bill annotation.

### **OPERATING EXPENSES**

The Colorado Office of Administrative Courts (OAC) was statutorily created in 1976 to provide an easily accessible, independent and cost-effective administrative law adjudication system in Colorado. The OAC is one of 24 central panels of independent Administrative Law Judges (ALJ’s) in the United States, and provides administrative law hearings to over 50 State agencies, counties and other entities out of its three offices (Denver, Colorado Springs and Grand Junction). Prior to FY 2009-10, the Independent Ethics Commission (IEC) appropriation resided in the OAC Long Bill group. FY 2009-10 Decision Item #13 – FY 2009-10 Long Bill Realignment transferred the IEC to a newly created Long Bill group, “Constitutionally Independent Entities.”

The OAC conducts all workers' compensation merit hearings for the entire State; all public benefits cases (food stamps, Colorado Works/TANF, Medicaid, etc.); all professional licensing board work involving the denial, revocation, suspension or other discipline of holders of a professional license (such as doctors, nurses, architects, real estate brokers, engineers, etc.); teacher dismissal cases, and all Secretary of State cases where a citizen has filed a complaint under the Fair Campaign Practices Act.

This line item supports the operating expenses associated with the Office of Administrative Courts. This appropriation is supported by user fees from state agencies and non-state agencies, as identified by Long Bill annotation.



**INDIRECT COST ASSESSMENT**

The line supports the Indirect Cost Assessment for the Office of Administrative Courts. Indirect costs are the overhead costs associated with the operation of general government functions and departmental administrative duties. Indirect cost recoveries are intended to offset these overhead costs, that otherwise would have been supported by the General Fund, from cash- and federally-funded sources. Recoveries from cash and federally-funded programs are calculated for statewide and departmental overhead costs. Statewide indirect cost recoveries are designed to offset costs of operating general government functions that support the activities of all departments but for which no fee is charged. These costs are calculated by the State Controller's Office and approved by the Joint Budget Committee. As a result of annual changes in the allocation of costs, departments may have an increase or a decrease in indirect costs assessed against them. This appropriation is supported by user fees from state agencies and non-state agencies, as identified by Long Bill annotation.