

State of Colorado



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March 28, 2013

To: Human Resource Directors

Re: Modifications to the FY 2013-14 Annual Compensation Report

From: Deborah Layton-Root, State Chief Human Resources Officer

In accordance with Section 24-50-104 (4), C.R.S., the State Personnel Director is required to submit an Annual Compensation Report and a letter of recommendation for annual adjustments to state employee compensation and benefits. This recommendation must consider the results of the annual compensation survey, fiscal constraints, and the ability to recruit and retain state employees. Also, the recommendation letter must outline the reasons for any deviation from prevailing total compensation.

The report published in August 2012 and revised November 2012 included proposed changes to the State Personnel System pay structures. Subsequent review of the proposed pay structures was conducted to ensure that correct and appropriate alignment with market and internal relationships were maintained. In an effort to maintain consistency and ensure appropriate pay relationships, the pay grade designations for the following classes are being revised as follows:

Class Information		August Proposed Pay Ranges			Final Pay Range Recommendation		
Code	Class Title	Grade	Minimum	Maximum	Grade	Minimum	Maximum
H4R1	Program Assistant I	T12	\$3,859	\$5,210	T11	\$3,590	\$4,846
H4R2	Program Assistant II	T11	\$3,590	\$4,846	T12	\$3,859	\$5,210
I3B3	Physical Science Researcher/Scientist II	P12	\$4,431	\$6,204	P13	\$4,764	\$6,669

Class Information		November Recommendation			Final Recommendation		
Code	Class Title	Grade	Min	Max	Grade	Min	Max
A1A1	CORRECTIONS CASE MGR I	EP06	\$3,556	\$4,979	A30	\$3,977	\$5,653
A1A2	CORRECTIONS CASE MGR II	EP08	\$4,186	\$5,861	A34	\$4,384	\$6,233
A1A3	CORRECTIONS CASE MGR III	EP09	\$4,542	\$6,359	A36	\$4,605	\$6,545
A1D1	CORR/YTH/CLIN SEC INTERN	EP02	\$2,566	\$3,592	A13	\$2,634	\$3,748
A1D2	CORR/YTH/CLIN SEC OFF I	EP05	\$3,278	\$4,589	A22	\$3,273	\$4,651
A1D3	CORR/YTH/CLIN SEC OFF II	EP06	\$3,556	\$4,979	A26	\$3,607	\$5,128
A1D4	CORR/YTH/CLN SEC SPEC III	EP07	\$3,858	\$5,402	A30	\$3,977	\$5,653
A1D5	CORR/YTH/CLN SEC SUPV III	EP07	\$3,858	\$5,402	A30	\$3,977	\$5,653
A1D6	CORR OR YTH SEC OFF IV	EP09	\$4,542	\$6,359	A36	\$4,605	\$6,545
A1K1	CORR SUPP LIC TRADES SUPV I	EP06	\$3,556	\$4,979	A27	\$3,707	\$5,270
A1K2	CORR SUPP LIC TRADES SUPV II	EP08	\$4,186	\$5,861	A31	\$4,085	\$5,806
A1K3	CORR SUPP LIC TRADES SUPV III	EP09	\$4,542	\$6,359	A36	\$4,605	\$6,545
A1L1	CORR SUPP TRADES SUPV I	EP06	\$3,556	\$4,979	A26	\$3,607	\$5,128
A1L2	CORR SUPP TRADES SUPV II	EP08	\$4,186	\$5,861	A30	\$3,977	\$5,653
A1L3	CORR SUPP TRADES SUPV III	EP09	\$4,542	\$6,359	A36	\$4,605	\$6,545
A2A1	CRIMINAL INVESTIGATOR INT	EP07	\$3,858	\$5,402	A30	\$3,977	\$5,653
A2A2	CRIMINAL INVESTIGATOR I	EP08	\$4,186	\$5,861	A36	\$4,605	\$6,545
A2A3	CRIMINAL INVESTIGATOR II	EP11	\$5,347	\$7,486	A44	\$5,593	\$7,956
A2A4	CRIMINAL INVESTIGATOR III	EP13	\$6,295	\$8,813	A50	\$6,478	\$9,209
A3C1	COMMUNITY PAROLE OFF	EP07B	\$3,307	\$5,953	A92	\$3,360	\$6,100
A3C2	COMM PAROLE TEAM LDR	EP08	\$4,186	\$5,861	A35	\$4,505	\$6,401
A3C3	COMM PAROLE SUPV	EP10	\$4,928	\$6,900	A39	\$4,965	\$7,060
A4B1	POLICE OFFICER INTERN	EP04	\$3,021	\$4,229	A23	\$3,360	\$4,782
A4B2	POLICE OFFICER I	EP08	\$4,186	\$5,861	A27	\$3,707	\$5,270
A4B3	POLICE OFFICER II	EP09	\$4,542	\$6,359	A32	\$4,175	\$5,936
A4B4	POLICE OFFICER III	EP12	\$5,802	\$8,123	A39	\$4,965	\$7,060
A4C1	SAFETY SECURITY OFF I	EP06	\$3,556	\$4,979	A27	\$3,707	\$5,270
A4C3	SAFETY SECURITY OFF III	EP09	\$4,542	\$6,359	A36	\$4,605	\$6,545
A9A1	ANG PATROL OFFICER I	EP02	\$2,566	\$3,592	A12	\$2,564	\$3,646
A9A2	ANG PATROL OFFICER II	EP03	\$2,784	\$3,898	A16	\$2,829	\$4,020
A9A3	ANG PATROL OFFICER III	EP04	\$3,021	\$4,229	A22	\$3,273	\$4,651