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Colorado Independent Ethics Commission
FY 2019 Strategic Plan and Budget Request



Matt Smith, Chair

April Jones, Vice Chair

Dino Ioannides, Executive Director

Independent Ethics Commission Strategic Plan and Budget Request FY 2019

I. Mission Statement

The mission of the Colorado Independent Ethics Commission is to encourage, educate about, and enforce ethical conduct by public officials and employees pursuant to Article XXIX of the Colorado Constitution, and to maintain and improve the public's confidence in the integrity of Colorado government.

II. Agency Overview

The Colorado Independent Ethics Commission ("the Commission" or "IEC") was created in 2006 pursuant to a voter initiated amendment to the Colorado Constitution. The measure was on the ballot as Amendment 41 and became Article XXIX. Following enactment, the General Assembly passed the enabling legislation found at C.R.S. § 24-18.5-101, *et seq.* The Commission held its first meeting in December 2007, promulgated procedural rules in July 2008, and issued its first opinion in October 2008. The Commission last revised its rules in April 2011.

Pursuant to the Constitution and statute, the IEC is required to "hear complaints, issue findings and assess penalties, and also to issue advisory opinions on ethics issues arising under Article XXIX and other standards of conduct and reporting requirements as provided by law." Article XXIX, § 5(1). The Commission also issues letter rulings, which are provided for in C.R.S. § 24-18.5-101(4)(a) and (b). In addition, the IEC "shall conduct an investigation, hold a public hearing, and render findings on each non-frivolous complaint pursuant to written rules adopted by the Commission." Article XXIX § 5(c).

The Commission has jurisdiction over all state legislative and executive branch elected officials and employees, as well as elected officials and employees of all Colorado counties and municipalities, unless the county or municipality is a home rule jurisdiction that has adopted charters, ordinances, or resolutions that address the matters covered by Article XXIX.

The Commission consists of five members appointed by the Governor, the House of Representatives, the Senate, the Chief Justice of the Supreme Court, and the "fifth Commissioner", who must be a local government employee or official selected by the other four Commissioners. No more than two members may be from the same political party. The current members of the Commission are Matt Smith (R), Chair; April Jones (U), Vice Chair; William Leone (R); Gary Reiff (D), and Jo Ann Sorensen (D). The Commission's Executive Director is currently the only staff member.

The Commission is an independent entity under the umbrella of the Colorado Judicial branch. The State Court Administrator's Office (SCAO) provides administrative assistance to the Commission including payroll, accounting and budget assistance, employment services, and

technological support at no additional cost to the Commission. The IEC office is located on the second floor of the Ralph Carr Justice Center.

III. Evaluation of Performance

In the years since its inception in 2007 (through June 2017), the Commission has issued 127 opinions (including position statements, advisory opinions and letter rulings) and reviewed 170 complaints, holding public hearings on eighteen of those matters. The Commission has received and responded to more than 100 records requests during its period of operations, and has twice promulgated and revised its procedural rules. As required by the Constitution, the Commission has appointed a member of local government on three separate occasions to serve as the “fifth commissioner”. Overall the Commission continues to maintain a steady yearly workload, striving to address all matters in a timely fashion. During 2015 and 2016 the Commission saw a greater number of complaints filed than usual, roughly doubling typical complaint volume, which resulted in an increased workload during those periods. The first half of 2017 reveals an even higher rate of complaints filed, tripling the typical complaint volume of a typical six-month period.

A chart summarizing Commission activities since 2008 is attached as Appendix A.

IV. Other Activities

The Commission remains committed to outreach and training for all employees and officials under its jurisdiction, as well as community groups interested in the work the Commission does. The Commission issued an ethics handbook in 2011, and issued second and third editions in 2013 and 2016, respectively. Since its initial release this handbook has routinely been provided to the members of the General Assembly, employees of state agencies, appointees to local and state boards and commissions (through the Governor’s Office of State Boards and Commissions), and county and municipal employees and officials through Colorado Counties, Inc. (CCI) and the Colorado Municipal League (CML). An electronic version of the handbook is also available on the Commission’s website.

The Commission remains committed to training and outreach as the most efficient and cost effective way of ensuring that public officials and employees understand and appreciate their ethical obligations, as well as those required by the Colorado Revised Statutes and Article XXIX.

V. Ongoing Strategic Plan and Goals

The Commission’s primary goal is to continue to perform its duties under the Constitution in a fair, balanced, and timely manner. The Commission’s ongoing objectives are as follows:

- 1) Continue to respond to requests for advisory opinions and letter rulings promptly in order to provide guidance to requesters and, where possible, issue general guidance to covered individuals through position statements. In responding to requests for advisory opinions

and letter rulings, the Commission's goal is to achieve resolution of requests within 30-60 days, as indicated in previous strategic plans. For the period January 1, 2016, through June 2017, the IEC issued 14 opinions, with an average resolution period of 58.6 days, with the longest period being 405 days and the shortest being just five days. There were three opinions (21%) that took longer than 60 days to resolve. Of those, two required multiple IEC meetings to approve prepared draft opinions; and in one of those, the opinion depended heavily on the Commission's prior resolution of questions pertaining to the Commission's jurisdiction over home rule counties and municipalities.¹ Excluding the one outlying opinion (requiring 405 days to resolve), the Commission resolved opinions in an average of 31.9 days. The Commission continues to review ways to make the request process more streamlined and efficient.

- 2) Review complaints as quickly as possible, issuing frivolous or non-frivolous decisions as appropriate, while working to assist unrepresented complainants in understanding and navigating the process. The Commission strives to achieve timely review of complaints following initial filing. Between January 1, 2016, and June 30, 2017, the Commission addressed each complaint that was filed within an average of 84.9 days from the date of filing. This includes one complaint, which was investigated and resolved via stipulated agreement, and four complaints, which were investigated and resolved via written order; these latter five complaints on average took 383 days per complaint to resolve. The remaining complaints were resolved, on average, in under 61 days, with a median of 32 days. The Commission intends to continue improving processing and case handling in order to bring finality to complaints, for both complainants and respondents.

Due to the structure of the IEC, as defined by Constitution and statute, the complainant prosecutes the complaint before the Commission. The Commission is aware of the burden this may place on individual complainants, many of whom are not lawyers. Thus the Commission strives to be flexible in its hearing requirements, allowing complainants who live outside the metro area to appear by telephone if needed, for example, to reduce the hardship. Additionally, Commission staff works with complainants to explain the complaint process, impart an understanding of the IEC's operations and mandate, and better utilize the IEC's resources including advising complainants regarding the Commission functions and remedies. The Commission staff cannot render legal advice, but is nonetheless available to answer questions posed by complainants to assist them to better understand and navigate the process. In fact, staff answers procedural questions from all litigants, whether from complainants, respondents, or their respective counsel.

The IEC has made improvements to its complaint process, including updating the guidance provided to complainants on the IEC website and in its complaint form. The

¹ See Position Statement 16-01 and Advisory Opinion 15-12.

IEC is now using electronic complaint filing to facilitate the filing process for complainants.

The IEC expects that, for FY 2018 and possibly FY 2019, there may be extended time frames required to resolve some complaints. Extended times are expected for complaints implicating home rule counties and municipalities, in order to properly implement the language in Article XXIX, Section 7.²

- 3) Continue the ongoing commitment to outreach and education, including in areas of the state outside the Denver metro area, to ensure that all covered individuals receive ethics training and/or information soon after they are hired and thereafter on a routine basis. The Commission has long believed that education and outreach are a fundamental component of its overall mission. Covered individuals should know what is expected of them and what ethical standards will apply to their performance of their duties. In addition, community outreach and availability to citizens is essential, so they know their concerns are being heard. The IEC committed in previous years to growing the outreach and public education component of its mandate. In 2016, a new Executive Director was hired, resulting in a downturn in the number of outreach and education events as the new Executive Director became familiar with the operations of the Commission. Improving the number of outreach and education events will continue to be the goal of the Commission moving into the future.
- 4) Increase access to the Commission proceedings for covered individuals and citizens outside the Denver metro area. This remains an ongoing area of concern for the Commission, to ensure access to its proceedings to all those who may be interested. The IEC has experimented with video live-streaming and audio transmission of its meetings to the public and archiving the recordings. However, audio-visual transmission to promote public participation remains an ongoing challenge: professional production is cost-prohibitive; and one staff member is insufficient to assist with meetings while operating audio-visual equipment and preserving the Constitutional requirement to maintain as confidential select portions of the proceedings.

Additionally, the Commission has made appearance by telephone a possibility for complainants, respondents, and witnesses in the complaint process; and for requestors in the advisory opinion and letter ruling process. With respect to the complaint process, and although telephonic appearances implicate certain due process limitations, telephone appearances have nonetheless worked well and have provided meaningful options for complaint participants.

VI. Additional Issues

² See Position Statement 16-01.

A. Budget Status/Adjustments

In FY 2017, the Commission reverted money to the general fund from the legal services and program costs allocations. The legal services reversion is due in part to the reduction in appellate litigation load. The expenditure rate may increase as the current year progresses due to possible anticipated litigation in the trial and appellate courts. The Commission is hopeful that the new statewide budgeting changes for legal resources (calculated on a 3-year average basis) will more accurately reflect Commission needs on a year-to-year basis. The Commission also notes, due to the fluctuations in legal needs year-to-year for a small agency, that the Attorney General's Office has indicated funds will be made available when legal needs exceed budgetary planning and, if the need should arise, that the Attorney General's Office will also assist the Commission in seeking a supplemental appropriation.

The program reversion in FY 2017 represents a small amount: less than 3% of the overall program budget. The largest contributing factor for the reversion resulted from the opportunity to avoid using outside professional services.

Finally, if the Joint Budget Committee approves a common policy (salary survey and merit) adjustment, the Commission would like to apply the adjustment to the Executive Director position.

VII. Conclusion

For FY 2019 the Commission seeks to maintain its budget at approximately the same level as FY 2018.

Appendix A

Year	Meetings	Opinions				Complaints	Hearings	CORA Requests	Trainings	Informational Advice Calls
		AO	LR	PS	Total Opinions					
2008	24			3	3	4	0	4	2	57
2009	25	9	5	7	21	14	1	8	6	@175
2010	20	16	2	1	19	9	3	12	7	@150
2011	13	12	0	1	13	12	1	9	34	82
2012	13	9	1	2	12	7	2	13	14	75
2013	21	10	0	0	10	14	3	27	4	232
2014	21	17	2	0	19	24	1	19	3	@110
2015	12	12	2	1	15	35	3	10	19	133
2016	18	7	4	1	12	27	4	6	1	@97
1/1/17-6/30/17	5	3	0	0	3	24	0	1	3	92
Total	172	95	16	16	127	170	18	109	93	1203

LEGEND:

AO = Advisory Opinion

LR = Letter Ruling

PS = Position Statement

@ = estimated calls (official records not maintained)

Meetings include all in person meetings and telephonic meetings.

FY 2018-19 BUDGET REQUEST - INDEPENDENT ETHICS COMMISSION

Schedule 2

	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
FY 2015-16 Actual Expenditures						
10. Independent Ethics Commission	\$290,027	1.0	\$290,027	\$0	\$0	\$0
FY 2015-16 Total Actual Expenditures	\$290,027	1.0	\$290,027	\$0	\$0	\$0
FY 2016-17 Actual Expenditures						
10. Independent Ethics Commission	\$299,714	1.0	\$299,714	\$0	\$0	\$0
FY 2016-17 Total Actual Expenditures	\$299,714	1.0	\$299,714	\$0	\$0	\$0
FY 2017-18 Initial Appropriation						
10. Independent Ethics Commission	\$348,667	1.0	\$348,667		\$0	\$0
FY 2017-18 Total Initial Appropriation	\$348,667	1.0	\$348,667	\$0	\$0	\$0
FY 2018-19 Governor's Budget Request						
10. Independent Ethics Commission	\$342,327	1.0	\$342,327	\$0	\$0	\$0
FY 2018-19 Total Governor's Budget Request	\$342,327	1.0	\$342,327	\$0	\$0	\$0
FY 2018-19 Elected Official Request						
10. Independent Ethics Commission	\$342,327	1.0	\$342,327	\$0	\$0	\$0
FY 2018-19 Total Elected Official Request	\$342,327	1.0	\$342,327	\$0	\$0	\$0

Schedule 3A

Independent Ethics Commission FY 2015-16 Actual Expenditures

Total Funds FTE General Fund Cash Funds Reappropriated Funds Federal Funds

10. Independent Ethics Commission

Program Costs

SB 15-234 General Appropriation Act (FY 2015-16)	\$176,690	1.0	\$176,690	\$0	\$0	\$0
FY 2015-16 Final Appropriation	\$176,690	1.0	\$176,690	\$0	\$0	\$0
EA-02 Other Transfers	(\$22,330)	0.0	(\$22,330)	\$0	\$0	\$0
FY 2015-16 Final Expenditure Authority	\$154,360	1.0	\$154,360	\$0	\$0	\$0
FY 2015-16 Actual Expenditures	\$154,302	1.0	\$154,302	\$0	\$0	\$0
FY 2015-16 Reversion (Overexpenditure)	\$58	0.0	\$58	\$0	\$0	\$0

FY 2015-16 Actual Expenditures Personal Services Allocation	\$137,484	1.0	\$137,484	\$0	\$0	\$0
FY 2015-16 Actual Expenditures Total All Other Operating Allocation	\$16,818	0.0	\$16,818	\$0	\$0	\$0

Legal Services

SB 15-234 General Appropriation Act (FY 2015-16)	\$171,018	0.0	\$171,018	\$0	\$0	\$0
FY 2015-16 Final Appropriation	\$171,018	0.0	\$171,018	\$0	\$0	\$0
EA-02 Other Transfers	(\$35,293)	0.0	(\$35,293)	\$0	\$0	\$0
FY 2015-16 Final Expenditure Authority	\$135,725	0.0	\$135,725	\$0	\$0	\$0
FY 2015-16 Actual Expenditures	\$135,725	0.0	\$135,725	\$0	\$0	\$0
FY 2015-16 Reversion (Overexpenditure)	(\$0)	0.0	(\$0)	\$0	\$0	\$0

FY 2015-16 Actual Expenditures Total All Other Operating Allocation	\$135,725	0.0	\$135,725	\$0	\$0	\$0
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Total 10. Independent Ethics Commission

FY 2015-16 Final Appropriation	\$347,708	1.0	\$347,708	\$0	\$0	\$0
FY 2015-16 Final Expenditure Authority	\$290,085	1.0	\$290,085	\$0	\$0	\$0
FY 2015-16 Actual Expenditures	\$290,027	1.0	\$290,027	\$0	\$0	\$0
FY 2015-16 Reversion (Overexpenditure)	\$58	0.0	\$58	\$0	\$0	\$0

Independent Ethics Commission
FY 2016-17 Actual Expenditures

Schedule 3B

	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
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10. Independent Ethics Commission

Program Costs

HB 16-1405 General Appropriation Act (FY 2016-17)						
FY 2016-17 Final Appropriation	\$188,007	1.0	\$188,007	\$0	\$0	\$0
	\$188,007	1.0	\$188,007	\$0	\$0	\$0

FY 2016-17 Expenditure Authority	\$188,007	1.0	\$188,007	\$0	\$0	\$0
FY 2016-17 Actual Expenditures	\$171,777	0.0	\$171,777	\$0	\$0	\$0
FY 2016-17 Reversion (Overexpenditure)	\$16,230	1.0	\$16,230	\$0	\$0	\$0

FY 2016-17 Actual Expenditures Personal Services Allocation	\$153,432	0.0	\$153,432	\$0	\$0	\$0
FY 2016-17 Actual Expenditures Total All Other Operating Allocation	\$18,345	0.0	\$18,345	\$0	\$0	\$0

Legal Services

HB 16-1405 General Appropriation Act (FY 2016-17)	\$171,090	0.0	\$171,090	\$0	\$0	\$0
FY 2016-17 Final Appropriation	\$171,090	0.0	\$171,090	\$0	\$0	\$0

EA-02 Other Transfers	(\$43,024)	0.0	(\$43,024)	\$0	\$0	\$0
FY 2016-17 Expenditure Authority	\$128,066	0.0	\$128,066	\$0	\$0	\$0
FY 2016-17 Actual Expenditures	\$127,937	0.0	\$127,937	\$0	\$0	\$0
FY 2016-17 Reversion (Overexpenditure)	\$129	0.0	\$129	\$0	\$0	\$0

FY 2016-17 Actual Expenditures Total All Other Operating Allocation	\$127,937	0.0	\$127,937	\$0	\$0	\$0
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Total 10. Independent Ethics Commission

FY 2016-17 Final Appropriation	\$359,097	1.0	\$359,097	\$0	\$0	\$0
FY 2016-17 Expenditure Authority	\$316,073	1.0	\$316,073	\$0	\$0	\$0
FY 2016-17 Actual Expenditures	\$299,714	0.0	\$299,714	\$0	\$0	\$0
FY 2016-17 Reversion (Overexpenditure)	\$16,359	1.0	\$16,359	\$0	\$0	\$0

Independent Ethics Commission		Schedule 3C				
FY 2017-18 Initial Appropriation		Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds Federal Funds

10. Independent Ethics Commission

Program Costs

SB 17-254 FY 2017-18 General Appropriation Act	\$193,089	1.0	\$193,089	\$0	\$0	\$0
FY 2017-18 Initial Appropriation	\$193,089	1.0	\$193,089	\$0	\$0	\$0

Personal Services Allocation	\$168,089	1.0	\$168,089	\$0	\$0	\$0
Total All Other Operating Allocation	\$25,000	0.0	\$25,000	\$0	\$0	\$0

Legal Services

SB 17-254 FY 2017-18 General Appropriation Act	\$155,578	0.0	\$155,578	\$0	\$0	\$0
FY 2017-18 Initial Appropriation	\$155,578	0.0	\$155,578	\$0	\$0	\$0

Total All Other Operating Allocation	\$155,578	0.0	\$155,578	\$0	\$0	\$0
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Total -- 10. Independent Ethics Commission

SB 17-254 FY 2017-18 General Appropriation Act	\$348,667	1.0	\$348,667	\$0	\$0	\$0
FY 2017-18 Initial Appropriation	\$348,667	1.0	\$348,667	\$0	\$0	\$0

Personal Services Allocation	\$168,089	1.0	\$168,089	\$0	\$0	\$0
Total All Other Operating Allocation	\$180,578	0.0	\$180,578	\$0	\$0	\$0

Independent Ethics Commission

FY 2018-19 Budget Request

Schedule 3D

Total Funds FTE General Fund Cash Funds Reappropriated Funds Federal Funds

10. Independent Ethics Commission

Program Costs

FY 2018-19 Starting Base	\$193,089	1.0	\$193,089	\$0	\$0	\$0
TA-01 IEC Total Compensation Common Policies	\$5,607	0.0	\$5,607	\$0	\$0	\$0
FY 2018-19 Base Request	\$198,696	1.0	\$198,696	\$0	\$0	\$0
FY 2018-19 Governor's Budget Request	\$198,696	1.0	\$198,696	\$0	\$0	\$0
FY 2018-19 Elected Official Request	\$198,696	1.0	\$198,696	\$0	\$0	\$0
Personal Services Allocation	\$173,696	1.0	\$173,696	\$0	\$0	\$0
Total All Other Operating Allocation	\$25,000	0.0	\$25,000	\$0	\$0	\$0

Legal Services

FY 2018-19 Starting Base	\$155,578	0.0	\$155,578	\$0	\$0	\$0
TA-02 IEC Legal Services	(\$11,947)	0.0	(\$11,947)	\$0	\$0	\$0
FY 2018-19 Base Request	\$143,631	0.0	\$143,631	\$0	\$0	\$0
FY 2018-19 Governor's Budget Request	\$143,631	0.0	\$143,631	\$0	\$0	\$0
FY 2018-19 Elected Official Request	\$143,631	0.0	\$143,631	\$0	\$0	\$0
Total All Other Operating Allocation	\$143,631	0.0	\$143,631	\$0	\$0	\$0

TOTAL -- Independent Ethics Commission

FY 2018-19 Starting Base	\$348,667	1.0	\$348,667	\$0	\$0	\$0
TA-01 IEC Total Compensation Common Policies	\$5,607	0.0	\$5,607	\$0	\$0	\$0
TA-02 IEC Legal Services	(\$11,947)	0.0	(\$11,947)	\$0	\$0	\$0
FY 2018-19 Base Request	\$342,327	1.0	\$342,327	\$0	\$0	\$0
FY 2018-19 Governor's Budget Request	\$342,327	1.0	\$342,327	\$0	\$0	\$0
FY 2018-19 Elected Official Request	\$342,327	1.0	\$342,327	\$0	\$0	\$0
Personal Services Allocation	\$173,696	1.0	\$173,696	\$0	\$0	\$0
Total All Other Operating Allocation	\$168,631	0.0	\$168,631	\$0	\$0	\$0

Schedule 14B									
FY 2018-19 Governor Request									
FY 2015-16 Actual FY 2016-17 Actual FY 2017-18 Appropriation									
Line Item Budget Object Code Detail	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	

10. Independent Ethics Commission

Program Costs

Personal Services - Employees									
Object Group	Object Group Name								
FTE	Total FTE	\$0	1.0	\$0	1.0	\$0	1.0	\$0	1.0
1000	Total Employee Wages and Benefits	\$130,073	0.0	\$153,432	0.0	\$168,089	0.0	\$173,696	0.0
Object Code	Detail Object Code								
1110	Regular Full-Time Wages	\$92,261	0.0	\$114,583	0.0				
1522	PERA	\$9,744	0.0	\$11,084	0.0				
1511	Health Insurance	\$9,688	0.0	\$14,761	0.0				
1140	Statutory Personnel & Payroll System Annual Leave Payments	\$8,130	0.0	\$0	0.0				
1524	PERA - AED	\$4,137	0.0	\$5,206	0.0				
1525	PERA - SAED	\$3,971	0.0	\$5,143	0.0				
1520	FICA-Medicare Contribution	\$1,392	0.0	\$1,585	0.0				
1510	Dental Insurance	\$485	0.0	\$747	0.0				
1513	Short-Term Disability	\$178	0.0	\$218	0.0				
1512	Life Insurance	\$86	0.0	\$106	0.0				
Personal Services - Contract Services									
Object Group	Object Group Name								
Object Group	Total Contract Services (Purchased Personal Services)	\$7,411	0.0	\$0	0.0	\$0	0.0	\$0	0.0
Object Code	Detail Object Code								
1910	Personal Services - Temporary	\$7,411	0.0	\$0	0.0				
Subtotal All Personal Services		\$137,484	1.0	\$153,432	1.0	\$168,089	1.0	\$173,696	1.0

Schedule 14B									
FY 2018-19 Governor Request									
FY 2017-18 Appropriation									
FY 2016-17 Actual									
FY 2015-16 Actual									
Line Item Budget Object Code Detail	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	FTE
In-State/Non-Employee - Personal Per Diem	\$22	0.0	\$0	0.0					
3110 Supplies & Materials	\$21	0.0	\$69	0.0					
2231 Information Technology Maintenance	\$11	0.0	\$73	0.0					
4151 Interest - Late Payments	\$2	0.0	\$0	0.0					
ALL Inventory Shakedown	\$0	0.0	\$0	0.0					
Subtotal All Other Operating	\$16,818	0.0	\$18,345	0.0	\$25,000	0.0	\$25,000	0.0	0.0
Total Line Item Expenditures	\$154,302	1.0	\$171,777	1.0	\$193,089	1.0	\$198,696	1.0	
Legal Services									
Subtotal All Personal Services	\$0	0.0	\$0	0.0	\$0	0.0	\$0	0.0	0.0
All Other Operating Expenditures									
Object Group	Object Group Name								
Object Group	Total Operating Expenses	\$135,725	0.0	\$127,937	0.0	\$155,578	0.0	\$143,631	0.0
Object Code	Detail Object Code								
2690	Legal Services	\$135,725	0.0	\$127,937	0.0				
Subtotal All Other Operating		\$135,725	0.0	\$127,937	0.0	\$155,578	0.0	\$143,631	0.0
Total Line Item Expenditures		\$135,725	0.0	\$127,937	0.0	\$155,578	0.0	\$143,631	0.0

Independent Ethics Commission FTE Detail

Object Code 1110,1111,1210,1211	FY2015-16		FY2016-17	
	Total Funds	FTE	Total Funds	FTE
Position Detail:				
Executive Director	92,261	1.0	114,583	1.0
Total Full-Time/Part-Time Wages	92,261	1.0	114,583	1.0

Salary Pots Request IEC

	TOTAL FUNDS/FTE FY 2016-19	GENERAL FUND	CASH FUNDS	REAPPROPRIATED FUNDS	FEDERAL FUNDS
I. Continuation Salary Base					
Sum of Filled FTE as of July 25, 2017	1.00				
Salary X 12	\$117,875	100.00%	0.00%	0.00%	0.0000%
	\$117,875	117,875	-	-	-
PERA (Standard, Trooper, and Judicial Rates)					
Medicare @ 1.45%	\$11,964	11,964	-	-	-
Subtotal Continuation Salary Base =	\$11,709	11,709	-	-	-
	\$131,549	131,549	-	-	-
II. SMS Adjustments					
System Maintenance Studies	\$0	-	-	-	-
Across the Board - Base Adjustment	\$0	-	-	-	-
Across the Board - Non-Base Adjustment	\$0	-	-	-	-
Movement to Minimum - Base Adjustment	\$0	-	-	-	-
Subtotal - Salary Survey Adjustments	\$0	\$0.00	-	-	-
PERA (Standard, Trooper, and Judicial Rates)	\$0	-	-	-	-
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	\$0.00	-	-	-
III. Common Policy Adjustments					
Common Policy - Base Adjustments	\$3,536	\$3,536	-	-	-
Common Policy - Non-Base Adjustments	\$0	-	-	-	-
Subtotal - Common Policy Adjustments	\$3,536	3,536	-	-	-
PERA (Standard, Trooper, and Judicial Rates)	\$359	359	-	-	-
Medicare @ 1.45%	\$51	51	-	-	-
Request Subtotal =	\$3,946	3,946	-	-	-
IV. Shift Differential					
FY 2016-17 ACTUAL EXPENDITURES for All Occupational Groups	\$0	\$0	-	-	-
Total Actual and Adjustments @ 100%	\$0	-	-	-	-
PERA (Assumed 10.15% Rate)	\$0	-	-	-	-
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	-	-	-	-
V. Revised Salary Basis for Remaining Request Subtotals					
Total Continuation Salary Base, Adjustments, Performance Pay & Shift	\$121,412	121,412	-	-	-
	\$6,071	6,071	-	-	-
VI. Amortization Equalization Disbursement (AED)					
Revised Salary Basis * 5.00%	\$6,071	6,071	-	-	-
VII. Supplemental AED (SAED)					
Revised Salary Basis * 5.00%	\$6,071	6,071	-	-	-
VIII. Short-Term Disability					
Revised Salary Basis * 0.17%	\$206	206	-	-	-
IX. Health, Life, and Dental Funding Request					
	\$17,922	17,922	-	-	-

Salary Pots Request IEC

Common Policy Line Item	FY 2017-18 Appropriation	GF	CF	RF	FF
Salary Survey	\$3,159	\$3,159	\$0	\$0	\$0
Merit Pay	\$0	\$0	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$5,803	\$5,803	\$0	\$0	\$0
SAED	\$5,803	\$5,803	\$0	\$0	\$0
Short-term Disability	\$221	\$221	\$0	\$0	\$0
Health, Life and Dental	\$16,737	\$16,737	\$0	\$0	\$0
TOTAL	\$31,723	\$31,723	\$0	\$0	\$0
Common Policy Line Item	FY 2018-19 Total Request	GF	CF	RF	FF
Salary Survey	\$3,901	\$3,901	\$0	\$0	\$0
Merit Pay	\$0	\$0	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$6,071	\$6,071	\$0	\$0	\$0
SAED	\$6,071	\$6,071	\$0	\$0	\$0
Short-term Disability	\$206	\$206	\$0	\$0	\$0
Health, Life and Dental	\$17,922	\$17,922	\$0	\$0	\$0
TOTAL	\$34,171	\$34,171	\$0	\$0	\$0
Common Policy Line Item	FY 2018-19 Incremental	GF	GF	RF	FF
Salary Survey	\$3,901	\$3,901	\$0	\$0	\$0
Merit Pay	\$0	\$0	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$268	\$268	\$0	\$0	\$0
SAED	\$268	\$268	\$0	\$0	\$0
Short-term Disability	-\$15	-\$15	\$0	\$0	\$0
Health, Life and Dental	\$1,185	\$1,185	\$0	\$0	\$0
TOTAL	\$5,607	\$5,607	\$0	\$0	\$0

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