

Colorado Independent Ethics Commission
FY 2022 Strategic Plan and Budget Request



Elizabeth Espinosa Krupa, Chair

William Leone, Vice-Chair

Dino Ioannides, Executive Director

Independent Ethics Commission Strategic Plan and Budget Request FY 2022

I. Purpose and Mission

The purpose of the Independent Ethics Commission is “to hear complaints, issue findings, and assess penalties, and also to issue advisory opinions, on ethics issues arising under [Article XXIX of the Colorado Constitution] and under any other standards of conduct and reporting requirements as provided by law.” Colo. Const. art. XXIX, sec. 5(1). The Commission was established to improve the public’s confidence in the integrity of Colorado government. Colo. Const. art. XXIX, sec. 1.

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 facilitating 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 June 2019.

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 is required to “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. The Governor, the House of Representatives, the Senate, and the Chief Justice of the Supreme Court each appoint one member, for a total of four members. The fifth member, who must be a local government employee or official, is appointed by the other four members. No more than two members may be from the same political party. The current members of the Commission are Elizabeth Espinosa Krupa (U), Chair; William Leone (R), Vice-Chair; Selina Baschiera (U), Commissioner; Debra Johnson (U), Commissioner; and Yeulin Willett (R), Commissioner. 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 in the Ralph L. Carr Colorado Judicial Center.

III. Evaluation of Performance

Since its inception in 2007, the Commission has issued 149 opinions (including position statements, advisory opinions, and letter rulings) and reviewed 276 complaints, holding public hearings on 27 of those matters. As required by the Constitution, the Commission has appointed a member of local government on four 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. The trend for advisory opinions and letter rulings issued by the Commission shows a lower than average number issued in 2018, followed by a return to typical averages in 2019; as of June 2020, numbers suggest an average or slightly below average calendar year. For complaints, the trend is different. From 2015 through June 2020, the Commission has consistently seen a greater number of complaints filed than average, with some years almost doubling typical complaint volume.

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. The Commission issued an ethics handbook in 2011 and issued second and third editions in 2013 and 2016, respectively. The handbook explains the Commission’s purpose and mission; describes the Commission’s structure, jurisdiction, and activities; summarizes the ethical standards contained in the amendment; provides resources to covered individuals and members of the public; and presents the text of Article XXIX. Since its initial release this handbook has been provided to the members of the General Assembly, employees of state agencies, appointees to local and state boards and commissions, and county and municipal employees and officials. An electronic version of the handbook is also available on the Commission’s website.

In 2019, the Commission significantly increased its outreach and training efforts, more than doubling its prior annual training average. However, the COVID-19 pandemic has seriously impacted the Commission’s outreach and training efforts for the first half of 2020. Nonetheless, the Commission remains committed to training and outreach as an efficient and cost-effective way of ensuring that public officials and employees understand and appreciate their ethical obligations under Article XXIX and the Colorado Revised Statutes.

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 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. For the period January 1, 2019, through June 30, 2020, the IEC issued 12 opinions, with an average resolution period of 47 days, with the longest period being 152 days and the shortest being just four days. Only one opinion took longer than 60 days to resolve, requiring consideration over multiple meetings. Excluding this one outlier, the Commission resolved opinions in an average of 41 days.

- 2) Review complaints as quickly as possible.

The Commission strives to achieve timely review of complaints following initial filing. Between January 1, 2019, and June 30, 2020, the Commission addressed each complaint that was filed within an average of 102 days from the date of filing. This includes three complaints that were resolved via written order; these three complaints on average took 573 days per complaint to resolve. The remaining complaints were resolved, on average, in 70 days, with a median of 50 days.

Any person may file a complaint with the IEC.¹ The IEC uses electronic complaint filing to facilitate the filing process for complainants. Although parties may choose to be represented by counsel, some elect to participate in complaint proceedings on a *pro se* basis. Thus, the Commission strives to be flexible in its hearing requirements, while being mindful of procedural protections for all participants. For example, the Commission regularly allows parties who live outside the metro area to appear by telephone if needed. During the COVID-19 pandemic, parties have appeared through an online meeting platform, WebEx. Additionally, Commission staff works with the parties to explain the complaint process, impart an understanding of the IEC's operations and role, and clarify the IEC's procedures and available remedies. Commission staff cannot render legal advice, but is nonetheless available to answer questions about navigating the process.

The IEC expects that, for the remainder of FY 2021 and possibly through some of FY 2022, there may be extended time frames required to resolve some complaints. These complaints are subject to ongoing court appeals and are expected to resolve important jurisdictional issues.

Due to the Commission's increased public visibility after processing certain high-profile complaints, the Commission expects that complaint volume may continue to increase. The Commission will be monitoring its complaint volume to determine whether additional appropriations may become necessary in the future.

¹ Colo. Const. Art. XXIX, § 5(3)(a).

- 3) Continue the ongoing commitment to outreach and education, including parts 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 on a routine basis thereafter.

Education and outreach are a fundamental component of the Commission's overall mission. Covered individuals should know what is expected of them and what ethical standards will apply to the performance of their duties. Between January 1, 2019, and June 30, 2020, the IEC completed 19 training and/or outreach sessions, reaching an estimated 830 individuals.² Training and outreach typically includes interactive sessions teaching the fundamentals of Article XXIX and the core of ethical standards found in the Colorado Revised Statutes.

- 4) Increase access to the Commission proceedings for covered individuals and citizens outside the Denver metro area.

Ensuring access to the Commission's proceedings has been an ongoing challenge for the Commission. In the past, internet streaming of the Commission's meetings proved to be resource-prohibitive.

However, the difficulties that state and local governments faced during the COVID-19 pandemic also opened new horizons. Conducting meetings through internet platforms such as WebEx facilitated remote meeting participation by any member of the public. The Commission anticipates continuing its use of WebEx during the pandemic, through at least the end of 2020. With the eventual return to in-person meetings, the Commission will continue to have the WebEx option available—in addition to traditional options such as teleconferencing—to facilitate remote public participation.

VI. Additional Issues

Budget/Adjustments. In FY 2020, the Commission reverted \$28,911 to the general fund from its program cost allocation. House Bill 20-1360, the state long bill, reduced the program cost appropriation for the Commission by \$15,438 (from \$204,709 for FY 2020 to \$189,271 for FY 2021).

HB 18-1430 Long-Range Financial Plan. At this time, the Commission does not anticipate any significant changes in, or potential contingencies affecting, its future financial planning. The Commission anticipates no significant increases or decreases in future years, as shown in the table below.

² It should be noted that the COVID-19 pandemic had significant adverse impacts on the Commission's training and outreach results for the fiscal years spanning calendar year 2020.

FY 2022		FY 2023		FY 2024		FY 2025		FY 2026	
FTE	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total
1.0	\$190,202	1.0	\$191,044	1.0	\$194,983	1.0	\$199,019	1.0	\$203,154

Assumptions for Calculations:

All years assume a continuation budget plus a 4% HLD increase each year and a 2% base salary increase in fiscal years 2024 – 2026.

Common policy adjustments. For FY 2022, the Commission requests a continuation budget, plus any applicable common policy adjustments.

VII. Conclusion

For FY 2022 the Commission seeks to maintain its budget at approximately the same level as FY 2021.

Appendix A

Year	Meetings	Opinions				Complaints	Hearings	Trainings
		AO	LR	PS	Total			
2008	24			3	3	4	0	2
2009	25	9	5	7	21	14	1	6
2010	20	16	2	1	19	9	3	7
2011	13	12	0	1	13	12	1	34
2012	13	9	1	2	12	7	2	14
2013	21	10	0	0	10	14	3	4
2014	21	17	2	0	19	24	1	3
2015	12	12	2	1	15	35	3	19
2016	18	7	4	1	12	27	4	1
2017	11	8	1	0	9	50	2	6
2018	12	3	0	0	3	37	1	5
2019	10	5	3	1	9	26	4	19
1/1/20- 6/30/20	10	4	0	0	4	17	2	0
Total	210	112	20	17	149	276	27	120
Avg.	16.8	9	1.6	1.4	12	22.1	2.2	9.6

LEGEND:

AO = Advisory Opinion

LR = Letter Ruling

PS = Position Statement

Meetings include all in person meetings and telephonic meetings.

FY 2021-22 Budget Request - Independent Ethics Commission**Schedule 02**

	Total Funds	FTE	General Fund	Cash Funds	Reappropriated	Federal
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FY 2018-19 Actual Expenditures

10. Independent Ethics Commission	\$316,566	1.0	\$316,566	-	-	-
Total For: FY 2018-19 Actual Expenditures	\$316,566	1.0	\$316,566	-	-	-

FY 2019-20 Actual Expenditures

10. Independent Ethics Commission	\$175,798	1.0	\$175,798	-	-	-
Total For: FY 2019-20 Actual Expenditures	\$175,798	1.0	\$175,798	-	-	-

FY 2020-21 Initial Appropriation

10. Independent Ethics Commission	\$189,271	1.0	\$189,271	-	-	-
Total For: FY 2020-21 Initial Appropriation	\$189,271	1.0	\$189,271	-	-	-

FY 2021-22 Elected Official Request

10. Independent Ethics Commission	\$190,202	1.0	\$190,202	-	-	-
Total For: FY 2021-22 Elected Official Request	\$190,202	1.0	\$190,202	-	-	-

10. Independent Ethics Commission

Schedule 3A

FY 2018-19 Actual Expenditures	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
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Program Costs

HB18-1322 FY 2018-19 Long Appropriation Act	\$198,696	1.0	\$198,696	-	-	-
FY 2018-19 Final Appropriation	\$198,696	1.0	\$198,696	-	-	-
FY 2018-19 Final Expenditure Authority	\$198,696	1.0	\$198,696	-	-	-
FY 2018-19 Actual Expenditures	\$174,866	-	\$174,866	-	-	-
FY 2018-19 Reversion (Overexpenditure)	\$23,830	1.0	\$23,830	-	-	-
<i>FY 2018-19 Personal Services Allocation</i>	<i>\$164,110</i>	<i>1.0</i>	<i>\$164,110</i>	-	-	-
<i>FY 2018-19 Total All Other Operating Allocation</i>	<i>\$10,756</i>	-	<i>\$10,756</i>	-	-	-

Legal Services

HB18-1322 FY 2018-19 Long Appropriation Act	\$141,700	-	\$141,700	-	-	-
FY 2018-19 Final Appropriation	\$141,700	-	\$141,700	-	-	-
FY 2018-19 Final Expenditure Authority	\$141,700	-	\$141,700	-	-	-
FY 2018-19 Actual Expenditures	\$141,700	-	\$141,700	-	-	-
FY 2018-19 Reversion (Overexpenditure)	-	-	-	-	-	-
<i>FY 2018-19 Total All Other Operating Allocation</i>	<i>\$141,700</i>	-	<i>\$141,700</i>	-	-	-

Total 10. Independent Ethics Commission

FY 2018-19 Final Appropriation	\$340,396	1.0	\$340,396	-	-	-
FY 2018-19 Final Expenditure Authority	\$340,396	1.0	\$340,396	-	-	-
FY 2018-19 Actual Expenditures	\$316,566	-	\$316,566	-	-	-
FY 2018-19 Reversion (Overexpenditure)	\$23,830	1.0	\$23,830	-	-	-

10. Independent Ethics Commission

Schedule 3B

FY 2019-20 Actual Expenditures	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
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Program Costs

SB 19-207 FY 2019-20 Long Bill	\$204,709	1.0	\$204,709	-	-	-
FY 2019-20 Final Appropriation	\$204,709	1.0	\$204,709	-	-	-
FY 2019-20 Final Expenditure Authority	\$204,709	1.0	\$204,709	-	-	-
FY 2019-20 Actual Expenditures	\$175,798	1.0	\$175,798	-	-	-
FY 2019-20 Reversion (Overexpenditure)	\$28,911	-	\$28,911	-	-	-
<i>FY 2019-20 Personal Services Allocation</i>	<i>\$169,974</i>	<i>1.0</i>	<i>\$169,974</i>	-	-	-
<i>FY 2019-20 Total All Other Operating Allocation</i>	<i>\$5,824</i>	-	<i>\$5,824</i>	-	-	-

Total 10. Independent Ethics Commission

FY 2019-20 Final Appropriation	\$204,709	1.0	\$204,709	-	-	-
FY 2019-20 Final Expenditure Authority	\$204,709	1.0	\$204,709	-	-	-
FY 2019-20 Actual Expenditures	\$175,798	1.0	\$175,798	-	-	-
FY 2019-20 Reversion (Overexpenditure)	\$28,911	-	\$28,911	-	-	-

10. Independent Ethics Commission

Schedule 3C

FY 2020-21 Initial Appropriation	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
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Program Costs

HB 20-1360 FY 2020-21 Long Bill	\$189,271	1.0	\$189,271	-	-	-
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Total 10. Independent Ethics Commission

HB 20-1360 FY 2020-21 Long Bill	\$189,271	1.0	\$189,271	-	-	-
2020-21 Initial Appropriation	\$189,271	1.0	\$189,271	-	-	-
FY 2020-21 Personal Services Allocation	\$179,709	1.0	\$179,709	-	-	-
FY 2020-21 Total All Other Operating Allocation	\$9,562	-	\$9,562	-	-	-

10. Independent Ethics Commission					Schedule 3D	
FY 2021-22 Budget Request	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds

Program Costs

FY 2020-21 Starting Base	\$189,271	1.0	\$189,271	-	-	-
IEC TA-01 Common Policy Adjustments	\$931	1.0	\$931	-	-	-
FY 2021-22 Base Request	\$190,202	1.0	\$190,202	-	-	-
FY 2021-22 Elected Official Request	\$190,202	1.0	\$190,202	-	-	-

Personal Services Allocation	\$180,640	1.0	\$180,640	-	-	-
Total All Other Operating Allocation	\$9,562	-	\$9,562	-	-	-

Total 10. Independent Ethics Commission

FY 2020-21 Starting Base	\$189,271	1.0	\$189,271	-	-	-
IEC TA-01 Common Policy Adjustments	\$931	0	\$931	-	-	-
FY 2021-22 Base Request	\$190,202	1.0	\$190,202	-	-	-
FY 2021-22 Elected Official Request	\$190,202	1.0	\$190,202	-	-	-

Personal Services Allocation	\$180,640	1.0	\$180,640	-	-	-
Total All Other Operating Allocation	\$9,562	-	\$9,562	-	-	-

Schedule 14B

Line Item	Object Code Detail	FY 2018-19 Actual		FY 2019-20 Actual		FY 2020-21 Appropriation		FY 2021-22 Gov Req	
		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		1.0		1.0		1.0		1.0
1000	Total Employee Wages and Benefits	\$164,110		\$169,974		\$179,709		\$180,640	
Object Code	Object Name								
1000	Personal Services	-		-		\$179,709		\$180,640	
1110	Regular Full-Time Wages	\$121,117		\$124,772		-		-	
1510	Dental Insurance	\$746		\$799		-		-	
1511	Health Insurance	\$16,968		\$18,169		-		-	
1512	Life Insurance	\$108		\$93		-		-	
1513	Short-Term Disability	\$186		\$187		-		-	
1520	FICA-Medicare Contribution	\$1,679		\$1,728		-		-	
1522	PERA	\$11,739		\$12,326		-		-	
1524	PERA - AED	\$5,784		\$5,950		-		-	
1525	PERA - SAED	\$5,784		\$5,950		-		-	
Subtotal All Personal Services		\$164,110	1.0	\$169,974	1.0	\$179,709	1.0	\$180,640	1.0
All Other Operating Expenditures									
Object Group	Object Group Name								
2000	Total Operating Expenses	\$4,242		\$2,745		\$9,562		\$9,562	
3000	Total Travel Expenses	\$6,514		\$3,079		-		-	

Schedule 14B

Line Item Object Code Detail		FY 2018-19 Actual		FY 2019-20 Actual		FY 2020-21 Appropriation		FY 2021-22 Gov Req	
		Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE
Object Code	Object Name								
2000	Operating Expense	-		-		\$9,562		\$9,562	
2231	Information Technology Maintenance	\$38		\$20		-		-	
2253	Rental of Equipment	\$542		\$726		-		-	
2510	In-State Travel	\$307		\$252		-		-	
2512	In-State Personal Travel Per Diem	\$82		\$27		-		-	
2513	In-State Personal Vehicle Reimbursement	\$580		\$509		-		-	
2520	In-State Travel/Non-Employee	\$1,300		\$1,116		-		-	
2521	In-State/Non-Employee - Common Carrier	-		\$28		-		-	
2522	In-State/Non-Employee - Personal Per Diem	-		\$61		-		-	
2523	In-State/Non-Employee - Personal Vehicle Reimbursement	\$2,977		\$700		-		-	
2530	Out-Of-State Travel	\$748		-		-		-	
2531	Out-Of-State Common Carrier Fares	\$376		-		-		-	
2532	Out-Of-State Personal Travel Per Diem	\$143		-		-		-	
2541	Out-Of-State/Non-Employee - Common Carrier	-		\$228		-		-	
2542	Out-of-State/Non-Employee - Personal Per Diem	-		\$159		-		-	
2680	Printing And Reproduction Services	\$240		-		-		-	
3110	Supplies & Materials	\$13		\$23		-		-	
3118	Food and Food Service Supplies	\$1,770		\$700		-		-	
3121	Office Supplies	\$103		-		-		-	
3123	Postage	\$24		\$10		-		-	
3140	Noncapitalizable Information Technology	\$38		-		-		-	
4100	Other Operating Expenses	\$429		-		-		-	
4140	Dues And Memberships	\$445		\$668		-		-	
4220	Registration Fees	\$600		\$600		-		-	
Subtotal All Other Operating		\$10,756		\$5,824		\$9,562		\$9,562	
Total Line Item Expenditures		\$174,866	1.0	\$175,798	1.0	\$189,271	1.0	\$190,202	1.0

Schedule 14B

Line Item Object Code Detail		FY 2018-19 Actual		FY 2019-20 Actual		FY 2020-21 Appropriation		FY 2021-22 Gov Req	
		Expenditure	FTE	Expenditure	FTE	Expenditure	FTE	Expenditure	FTE
Legal Services									
All Other Operating Expenditures									
Object Group	Object Group Name								
2000	Total Operating Expenses	\$141,700		-		-		-	
Object Code	Object Name								
2690	Legal Services	\$141,700		-		-		-	
Subtotal All Other Operating		\$141,700	-	-	-	-	-	-	-
Total Line Item Expenditures		\$141,700	-	-	-	-	-	-	-

Salary Pots Request Template

	TOTAL FUNDS/FTE FY 2021-22	GENERAL FUND	CASH FUNDS	REAPPROPRIATED FUNDS	FEDERAL FUNDS
I. Continuation Salary Base	FUND SPLITS - From Position-by-Position Tab				
Sum of Filled FTE as of July 27, 2020	1.00	100.000%	0.000%	0.000%	0.000%
Salary X 12	\$125,054	125,054	-	-	-
PERA (Standard, Trooper, and Judicial Rates) at FY 2021-22 PERA Rates	\$13,631	13,631	-	-	-
Medicare @ 1.45%	\$1,813	1,813	-	-	-
Subtotal Continuation Salary Base =	\$140,498	140,498	-	-	-
II. Salary Survey Adjustments					
System Maintenance Studies	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Across the Board - Base Adjustment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Across the Board - Non-Base Adjustment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Movement to Minimum - Base Adjustment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal - Salary Survey Adjustments	\$0	\$0.00	\$0.00	\$0.00	\$0.00
PERA (Standard, Trooper, and Judicial Rates) at FY 2021-22 PERA Rates	\$0	-	-	-	-
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	\$0.00	\$0.00	\$0.00	\$0.00
III. Increase for Minimum Wage (if applicable)					
Increase for Minimum Wage	-	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal - Minimum Wage Adjustments	-	\$0.00	\$0.00	\$0.00	\$0.00
PERA (Standard, Trooper, and Judicial Rates) at FY 2021-22 PERA Rates	\$0	\$0.00	\$0.00	\$0.00	\$0.00
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	\$0.00	\$0.00	\$0.00	\$0.00
IV. Merit Pay Adjustments					
Merit Pay - Base Adjustments	\$0	\$0.00	\$0.00	\$0.00	\$0.00
Merit Pay - Non-Base Adjustments	\$0	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal - Merit Pay Adjustments	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
PERA (Standard, Trooper, and Judicial Rates) at FY 2021-22 PERA Rates	\$0	-	-	-	-
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	\$0.00	\$0.00	\$0.00	\$0.00
V. Shift Differential					
FY 2019-20 ACTUAL EXPENDITURES for All Occupational Groups	\$0				
Total Actual and Adjustments @ 100%	\$0	-	-	-	-
PERA (Standard, Trooper, and Judicial Rates) at Current PERA Rates	\$0	-	-	-	-
Medicare @ 1.45%	\$0	-	-	-	-
Request Subtotal =	\$0	-	-	-	-
VI. Revised Salary Basis for Remaining Request Subtotals					
Total Continuation Salary Base, Adjustments, Performance Pay & Shift	\$125,054	125,054	-	-	-
VII. Amortization Equalization Disbursement (AED)					
Revised Salary Basis * 5.00%	\$6,253	6,253	-	-	-
VIII. Supplemental AED (SAED)					
Revised Salary Basis * 5.00%	\$6,253	6,253	-	-	-
IX. Short-term Disability					
Revised Salary Basis * 0.16%	\$200	200	-	-	-
X. Health, Life, and Dental					
Funding Request	\$21,046	\$21,046.00	\$0.00	\$0.00	\$0.00

IEC_Pots Summary

Common Policy Line Item	FY 2020-21 Appropriation	GF	CF	RF	FF
Salary Survey	\$0	\$0			
Merit Pay	\$0	\$0			
Shift	\$0	\$0			
AED	\$6,253	\$6,253			
SAED	\$6,253	\$6,253			
Short-term Disability	\$213	\$213			
Health, Life and Dental	\$20,102	\$20,102			
TOTAL	\$32,821	\$32,821	\$0	\$0	\$0
Common Policy Line Item	FY 2021-22 Total Request	GF	CF	RF	FF
Salary Survey	\$0	\$0	\$0	\$0	\$0
Merit Pay	\$0	\$0	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$6,253	\$6,253	\$0	\$0	\$0
SAED	\$6,253	\$6,253	\$0	\$0	\$0
Short-term Disability	\$200	\$200	\$0	\$0	\$0
Health, Life and Dental	\$21,046	\$21,046	\$0	\$0	\$0
TOTAL	\$33,752	\$33,752	\$0	\$0	\$0
Common Policy Line Item	FY 2021-22 Incremental	GF	CF	RF	FF
Salary Survey	\$0	\$0	\$0	\$0	\$0
Merit Pay	\$0	\$0	\$0	\$0	\$0
Shift	\$0	\$0	\$0	\$0	\$0
AED	\$0	\$0	\$0	\$0	\$0
SAED	\$0	\$0	\$0	\$0	\$0
Short-term Disability	-\$13	-\$13	\$0	\$0	\$0
Health, Life and Dental	\$944	\$944	\$0	\$0	\$0
TOTAL	\$931	\$931	\$0	\$0	\$0

Independent Ethics Commission FTE Detail

Object Code 1110,1111,1210,1211	FY2018-19		FY2019-20	
	Total Funds	FTE	Total Funds	FTE
Position Detail:				
Executive Director	121,117	1.0	124,772	1.0
Total Full-Time/Part-Time Wages	121,117	1.0	124,772	1.0