

Colorado Independent Ethics Commission
FY 2027 Strategic Plan and Budget Request



Sarah Mercer, Chair

Daniel Wolf, Vice-Chair

Dino Ioannides, Executive Director

**INDEPENDENT ETHICS COMMISSION - BUDGET REQUEST
FISCAL YEAR 2027**

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Independent Ethics Commission Strategic Plan and Budget Request FY 2027

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.”¹ The Commission was established to improve the public’s confidence in the integrity of Colorado government by providing oversight and accountability for public officials and employees.²

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 legislation concerning the IEC in Article 18.5 of Title 24, C.R.S. The IEC held its first meeting in December 2007 and issued its first opinion in October 2008. The IEC last revised its rules in March 2025.

Pursuant to the Colorado Constitution and statute, the IEC investigates and adjudicates ethics complaints against public officials and government employees. The IEC also issues guidance in advisory opinions and letter rulings about whether proposed courses of conduct are ethical under Colorado law. The IEC holds hearings on all complaints it finds to be non-frivolous.³

The IEC has jurisdiction over all state legislative and executive branch officials and employees. The IEC also has jurisdiction over officials and employees of 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 IEC 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 IEC are Sarah Mercer (D), Chair; Daniel Wolf (D), Vice-Chair; Lori Laske (R), Commissioner; and Cyril Vidergar (LIB), Commissioner. The seat appointed by the Governor is currently vacant. The IEC is currently allocated 1.5 FTE.

The IEC is an “independent, constitutionally created commission” in the Judicial branch.⁴ Until recently, the State Court Administrator’s Office (SCAO) would provide administrative assistance

¹ Colo. Const. art. XXIX, § 5(1).

² *Id.* § 1.

³ *See id.* § 5(1), (3), and (5); § 24-18.5-101(4)(b)(III), C.R.S.

⁴ *See Colo. Ethics Watch v. Indep. Ethics Comm’n*, 2016 CO 21, 369 P.3d 270 (2016).

to the IEC including payroll, accounting and budget assistance, employment services, and technological support at no additional cost to the IEC. This arrangement with SCAO has been terminated and these services are now provided by the newly created Office of Administrative Services for Independent Agencies (ASIA).⁵ The IEC office is located in the Ralph L. Carr Colorado Judicial Center.

III. Evaluation of Performance

Since its inception in 2007, the IEC has issued 168 opinions (including position statements, advisory opinions, and letter rulings) and reviewed 523 complaints, holding public hearings on 40 of those matters.

As a result of fewer requests being filed, the trend for advisory opinions and letter rulings issued by the IEC continues to be below average. This may be due to the existing body of ethics opinions the IEC has issued, already providing significant guidance to the public.

For complaints, the trend is different. Ever since 2013, there have been a greater number of complaints filed each year than the IEC's annual running average. In 2020, the IEC received three times its annual running average complaint volume. Though the year is not over, the number of complaints filed in 2025 has already doubled the IEC's annual running average.

A chart summarizing IEC activities since 2008 is attached as Appendix A. Complaint volume is graphed in Appendix B.

IV. Other Activities

The IEC is committed to outreach and training for all employees and officials under its jurisdiction. The IEC publishes an ethics handbook that explains the IEC's purpose and mission; describes the IEC's structure, jurisdiction, and activities; summarizes the ethical standards contained in the amendment; and provides resources to covered individuals and members of the public. 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 IEC's website.

The IEC remains committed to training and outreach (whether in-person or remote) 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 IEC's primary goal is to continue to perform its duties under the Constitution in a fair, balanced, and timely manner. The IEC's ongoing objectives are as follows:

⁵ See SB 24-217.

- 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 IEC's goal is to achieve resolution of requests within 30-60 days. For the period January 1, 2024, through June 30, 2025, the IEC issued four opinions, with an average resolution period of 22 days.

- 2) Review complaints as quickly as possible.

Any person may file a complaint with the IEC.⁶ The IEC uses electronic complaint filing to facilitate the complaint filing process, but it also accepts paper filings. Although parties may choose to be represented by counsel, some elect to participate in complaint proceedings on a *pro se* basis. Thus, the IEC strives to be flexible in its hearing requirements, while being mindful of procedural protections for all participants. For example, the IEC regularly allows parties who live outside the metro area to appear remotely if needed. Additionally, IEC staff work with the parties to explain the complaint process, impart an understanding of the IEC's operations and role, and clarify the IEC's procedures. IEC staff cannot provide legal advice, but staff are nonetheless available to answer questions about navigating the process.

The IEC strives to achieve timely review of complaints following initial filing. Between January 1, 2024, and June 30, 2025, the IEC addressed each complaint that was filed within an average of 141 days from the date of filing. This includes two complaints that were filed in 2016 and 2017, respectively, and that were the subject of an extensive period of litigation in the courts. Besides those two complaints, the remaining complaints were resolved, on average, in 64 days, with a median of 25 days.

As indicated in section III., above, the IEC's complaint volume has been increasing for several years. The IEC expects that complaint volume will continue to increase due to (1) the IEC's increased public visibility after processing several high-profile complaints and (2) the increasing polarization in the national political environment.

- 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 IEC's overall mission. Covered individuals should know what is expected of them and what ethical standards will apply to the performance of their duties. Education and outreach typically include interactive sessions teaching the fundamentals of Article XXIX and the core of ethical standards found in the Colorado Revised Statutes. The IEC's education and outreach program is available in both in-person and remote formats, according to the needs of the

⁶ Colo. Const. Art. XXIX, § 5(3)(a).

various state and local agencies in Colorado.

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

The IEC conducts meetings both in-person and online. Virtual/remote participation (by phone or internet) is available for members of the public at every in-person IEC meeting. In addition, the IEC strives to be flexible for litigants and witnesses when the need arises for virtual/remote participation.⁷

VI. Additional Issues

Budget/Adjustments. In FY 2025, the IEC reverted \$ 83,074.59 to the general fund from its program cost allocation.⁸

HB 18-1430 Long-Range Financial Plan. With the exception of the decision items submitted with this budget request, the IEC does not anticipate any significant changes in, or potential contingencies affecting, its future financial planning. The chart below *reflects approval of the decision items, if that is the case*, projected into the subsequent five years.

FY 2027		FY 2028		FY 2029		FY 2030		FY 2031	
FTE	Total	FTE	Total	FTE	Total	FTE	Total	FTE	Total
2.0	\$383,861	2.0	\$416,303	2.0	\$445,444	2.0	\$476,625	2.0	\$509,989

Assumptions for Calculations:

All years, except FY2027, assume a continuation budget plus an approximate 4% HLD increase each year and an approximate 3% base salary increase.

Common policy adjustments. For FY 2027, the IEC requests the addition of any applicable common policy adjustments.

VII. Conclusion

For FY 2027 the IEC seeks a continuation budget from the previous year, per the discussion above, plus the approval of two decision items. The first decision item, to increase the IEC's FTE from 1.5 to 2.0, is being requested to meet the continued growth in the number of annual complaints. The second decision item is to fund the maintenance of accessibility compliance.

⁷ Due to the ongoing closure to public use of the conference rooms at the Ralph Carr Judicial Center, the IEC's meetings have been entirely online for many months. The IEC looks forward to the day when it can hold its meetings in-person again.

⁸ A large fraction of the reverted amount was due to a portion of accessibility compliance funds being unused.

Appendix A

Year	Meetings	Opinions Issued				Complaints Rec'd	Hearings	Trainings
		AO	LR	PS	Total Opinions			
2008	24	0	0	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
2020	15	6	0	0	6	80	3	2
2021	13	2	4	0	6	31	5	2
2022	9	0	4	1	5	35	1	2
2023	13	1	0	1	2	38	1	3
2024	10	1	1	0	2	36	4	4
1/1/25 - 6/30/25	5	0	2	0	2	44	1	2
Total	265	118	31	19	168	523	40	135
Avg	15.14	6.74	1.77	1.09	9.60	31.70	2.42	8.18
Median	13.00	6.50	1.50	1.00	9.00	29.00	2.00	4.00

LEGEND:

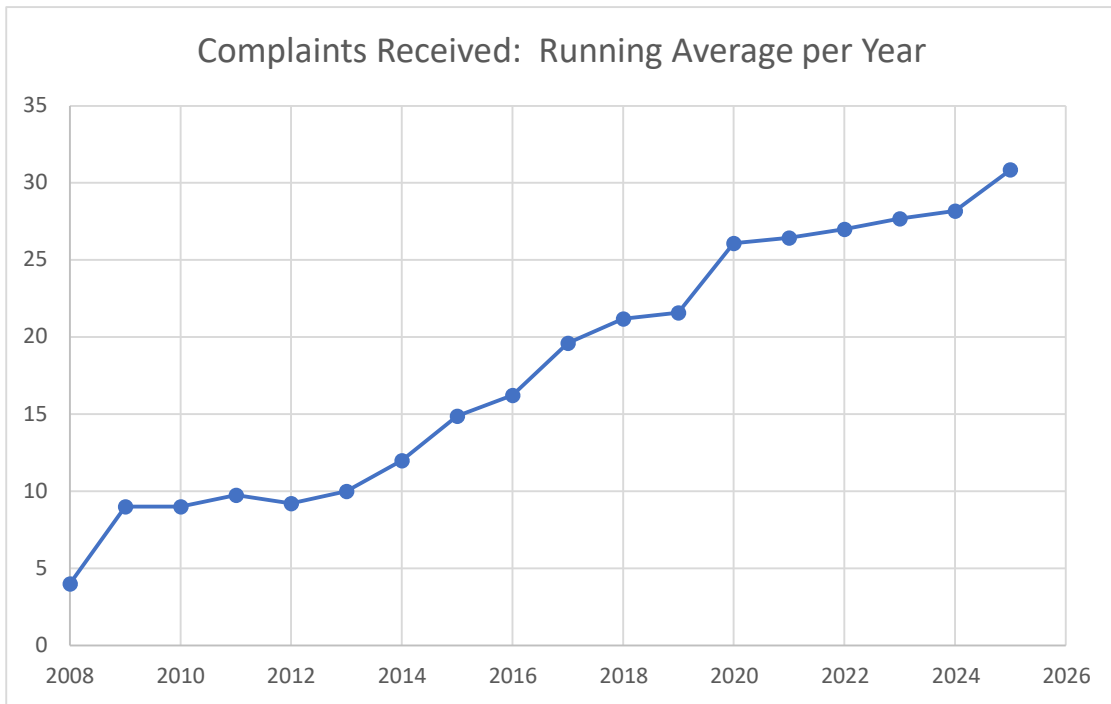
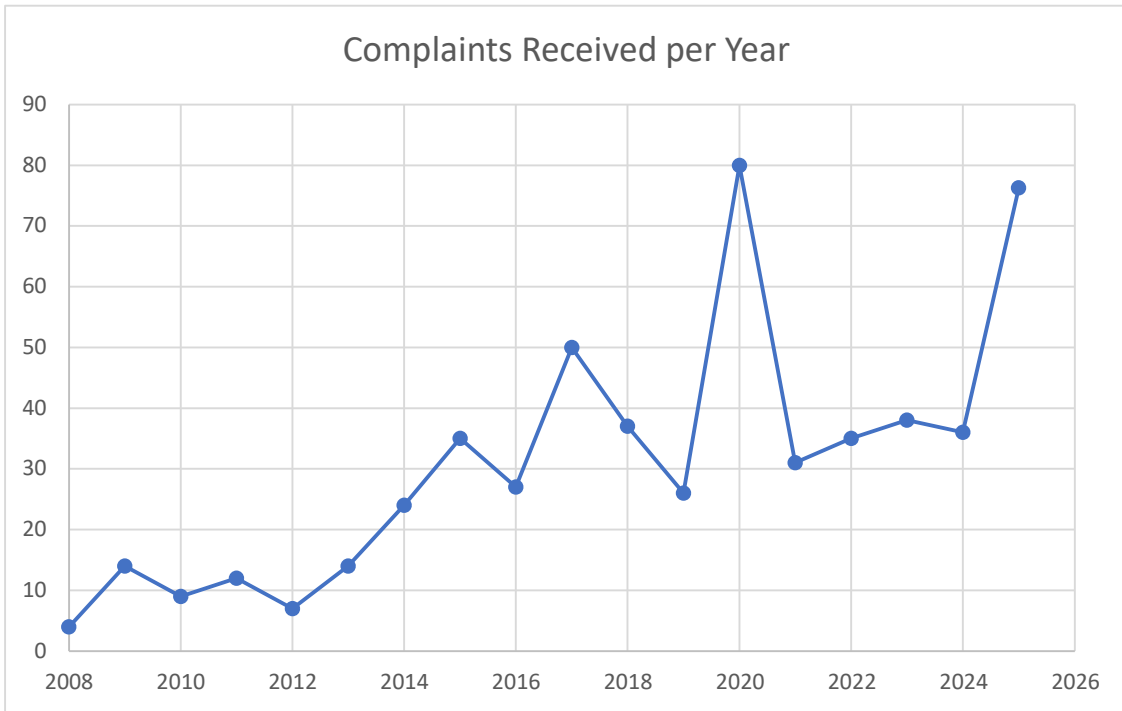
AO = Advisory Opinion

LR = Letter Ruling

PS = Position Statement

Meetings include all in-person and remote/telephonic meetings.

Appendix B⁹



⁹ Both graphs in this Appendix B contain estimated data for 2025, based on prorated complaint volume as of October 15, 2025. Data for all other years reflects actual values.



INDEPENDENT ETHICS COMMISSION

Sarah Mercer, Chair
Daniel Wolf, Vice-Chair
Lori Laske, Commissioner
Cyril Vidergar, Commissioner

Dino Ioannides, Executive Director

November 1, 2025

Department Priority: R-01
Increase Staffing by 0.5 FTE

Summary of Funding Change for FY 2026-27		
	Incremental Change	
	FY 2026-27 Request	FY 2027-28 Request
Total Funds	\$57,272	\$62,479
FTE	0.5	0.5
General Fund	\$57,272	\$62,479
Cash Funds	0	0
Reappropriated Funds	0	0
Federal Funds	0	0

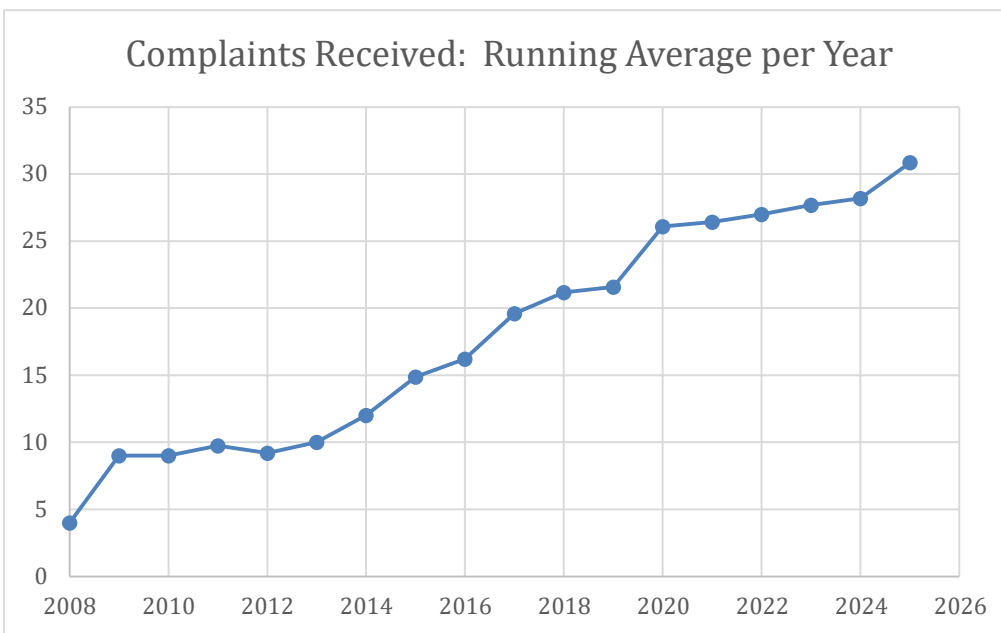
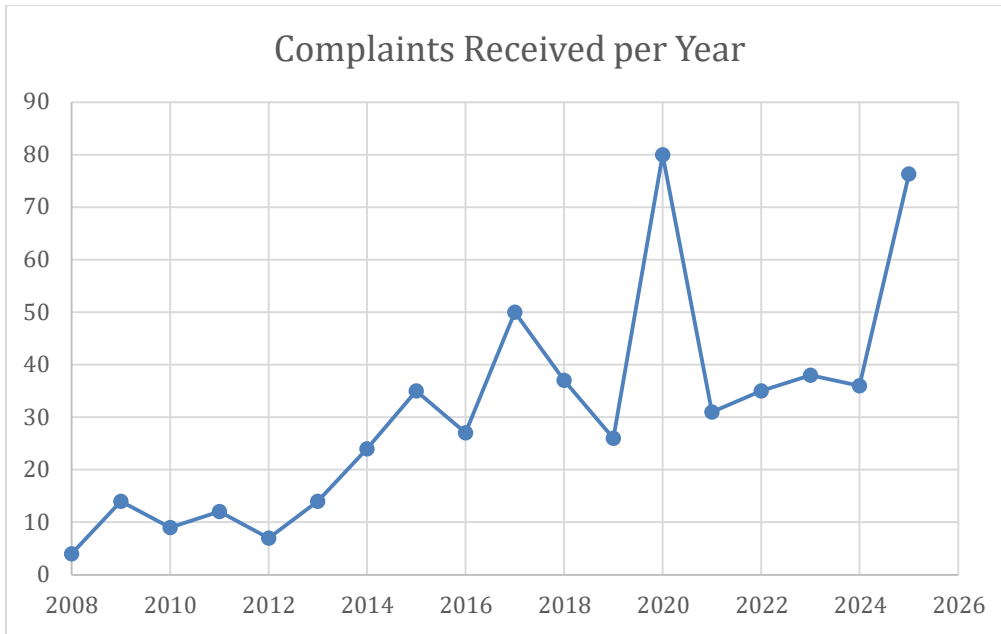
Summary of Request

The Independent Ethics Commission (“IEC”) requests approval of this decision item for 0.5 FTE, and \$57,272, including personal services, program, and capital outlay costs, to be funded from the general fund. The request is ongoing and the outyear impact will be \$62,479.

Program, Opportunity, and Proposal

Problem: Increasing Complaint Volume

Since 2013, the IEC has consistently seen a greater number of complaints filed each year than its annual average. In 2020, the IEC received three times its annual average complaint volume. In 2025, the IEC expects to receive nearly the same number again. The IEC’s running average for complaint volume has been on an upward trend since 2008. The following two charts reflect the IEC’s annual complaint volume and running average annual complaint volume since 2008.



The IEC expects that complaint volume will continue to increase due to (1) the IEC's increased public visibility after processing several high-profile complaints; and (2) the increasing polarization in the national political environment. If the volume of complaints continues to increase as expected, the IEC anticipates growing delays for complainants and respondents before cases can be resolved, likely leading to increases in litigant costs. The IEC also anticipates that the increasing volume of complaints will adversely affect other work done by the IEC, such as increasing the time to issue advisory opinions and letter rulings and decreasing the IEC's ability to conduct outreach and training. In fact, these effects have already started to be realized.

A similar decision item was requested by the IEC for FY23. That request was approved by the General Assembly and the IEC's allocated FTE increased from 1.0 to 1.5. However, the hoped-for increase in production was not realized. Rather, the executive director's new supervision duties—of one part-time employee—resulted in unexpected inefficiencies and limited progress made in tackling the IEC's growing complaint volume. In retrospect, the IEC believes it should have requested a full 1.0 FTE for FY23 to start with.

The discussion that follows provides additional background about the IEC's complaint processing, particularly with respect to the investigations conducted by the IEC's staff.

Incident to its responsibility to process ethics complaints, the IEC conducts two types of investigations: preliminary and full. Preliminary investigations are those that IEC staff conduct to assist the IEC in determining whether a complaint is frivolous or non-frivolous. The IEC's staff conduct preliminary investigations at the discretion of the IEC, generally when the IEC needs additional facts or context to make the frivolous/non-frivolous determination. On the other hand, IEC staff conduct a full investigation for every complaint the IEC has determined is non-frivolous. Full investigations are required by the Colorado Constitution for every non-frivolous complaint. Colo. Const. art. XXIX, § 5(3)(c).

The IEC's executive director is responsible for day-to-day IEC operations such as responding to phone calls and emails; providing informal ethics advice to members of the public; conducting training sessions for state and local governments; drafting agendas and minutes of the IEC; evaluating policy options and making policy recommendations to the IEC; implementing the policy decisions of the IEC; drafting IEC opinions and orders in consultation with legal counsel; making necessary expenditures and monitoring the IEC's budget; media relations; responding to records requests; coordinating IEC hearings and rulemakings; maintaining the IEC's website; coordinating with the analyzing legislative proposals and bills, including preparing fiscal note analyses; and testifying in legislative committees.

In addition to the above responsibilities, the executive director is also responsible for supervising the part-time investigator's preliminary and full investigations. Moreover, the executive director continues to assist with investigative workload as needed. On average, full investigations occur 1 – 4 times annually. However, the number of preliminary investigations is higher. The IEC estimates that it conducts preliminary investigations in approximately 25% to 40% of complaint cases in any given year. As the number of complaints has risen over time so, too, have the number of preliminary investigations. The IEC estimates that, by 2027, its running average volume of complaints will reach 34 annually, with the possibility of significant volume spikes such as the spikes seen in 2020 and 2025, resulting in a commensurate increase in both preliminary and full investigations.

The IEC’s staffing remains significantly less than the staff maintained by similar ethics bodies in other states. For reference, please see the following chart of other state ethics boards and commissions, showing staffing, budget, and jurisdiction of each.¹ Colorado is highlighted in gray. It should be noted that some states have multiple regulatory bodies with differing jurisdictional reach and staffing resources. States with similar populations to Colorado include Maryland, Wisconsin, and South Carolina.

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¹ Source: COGEL Blue Book, 2024

Agency Name	Number of Employees	Number on Board	Current Annual Budget	Campaign Finance	Conflict of Interest	Elections Administration	Ethics	Financial Disclosure	Freedom of Information	Gift Restriction	Lobbying	Public Records	Exec. Branch Employees	Judges	Judicial Employees	Legislative Employees	Legislators	Lobbyists	Local Appt. Officials	Local Elected Officials	Local Employees	Private Sector/Vendors	State/Prov. Appt. Officials	State/Prov. Elected Officials	State/Prov. Employees	State/Prov. Coll. & Univ.
Alabama Ethics Commission	15	3	\$3,053,566	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Alaska Select Committee on Legislative Ethics	2	9	\$325,000		✓		✓			✓						✓	✓									
Arkansas Ethics Commission	11	5	\$977,479	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
California Fair Political Practices Commission	106	5	\$18,759,000	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
California Senate Committee on Legislative Ethics					✓		✓	✓		✓	✓					✓	✓									
Colorado Independent Ethics Commission	1.5	5	\$447,470		✓		✓			✓			✓			✓	✓		✓	✓	✓		✓	✓	✓	✓
Connecticut Office of State Ethics	16	9	\$1,964,230		✓		✓	✓		✓	✓		✓		✓	✓	✓	✓			✓		✓	✓	✓	✓
Delaware Public Integrity Commission	1	7	\$213.30		✓		✓	✓		✓	✓		✓		✓	✓		✓	✓	✓	✓		✓	✓	✓	
District of Columbia Board of Ethics and Government Accountability	25	5	\$3,977,407.36		✓		✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Florida Commission on Ethics	24	9	\$3,414,421		✓		✓	✓		✓	✓		✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Hawai'i State Ethics Commission	12	5	\$1,584,678		✓		✓	✓		✓	✓		✓		✓	✓	✓	✓					✓	✓	✓	✓
Indiana State Ethics Commission	13	5			✓		✓	✓		✓	✓		✓					✓			✓		✓	✓	✓	
Iowa Ethics & Campaign Disclosure Board	7	6	\$800,000	✓	✓		✓	✓		✓	✓		✓				✓						✓	✓	✓	✓
Kansas Governmental Ethics Commission	8	9	\$808,236	✓	✓		✓	✓		✓	✓		✓	✓		✓	✓	✓		✓			✓	✓	✓	✓
Kentucky Executive Branch Ethics Commission	8	5	\$1,019,100.00		✓		✓	✓	✓	✓	✓	✓	✓					✓					✓	✓	✓	

Kentucky Legislative Ethics Commission	5.5	9	\$580,000		✓		✓	✓		✓	✓					✓	✓								
Louisiana Ethics Administration	41	15	\$5,204,205	✓	✓		✓	✓		✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Maine Commission on Governmental Ethics & Election Practices	6	5	\$4,000,000	✓	✓		✓	✓			✓					✓	✓	✓			✓	✓	✓		
Maryland Joint Committee on Legislative Ethics, Maryland General Assembly	4	12			✓		✓	✓		✓						✓									
Maryland State Ethics Commission	13	5	\$1,796,310.00		✓		✓	✓		✓	✓	✓	✓		✓	✓						✓	✓	✓	✓
Massachusetts State Ethics Commission	30	5	\$3,664,121		✓		✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michigan Department of State, Bureau of Elections	55			✓		✓	✓	✓	✓	✓	✓	✓		✓		✓	✓		✓		✓	✓	✓		✓
Michigan State Board of Ethics	0	7	\$2,500		✓		✓			✓		✓										✓		✓	
Mississippi Ethics Commission	6	8	\$605,993	✓	✓		✓	✓	✓			✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓
Missouri Ethics Commission	24	6	\$1,624,465	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Montana Commissioner of Political Practices	7	0	\$809,570	✓	✓		✓	✓		✓	✓		✓	✓		✓	✓	✓		✓		✓	✓	✓	✓
Nebraska Accountability & Disclosure Commission	8	9	\$996,222	✓	✓		✓	✓		✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Nevada Commission on Ethics	7	8	\$1,190,000		✓		✓			✓			✓		✓	✓	✓		✓	✓	✓		✓	✓	✓
New Hampshire Attorney General's Office	0	7	\$2,500	✓	✓	✓	✓	✓	✓	✓	✓	✓										✓	✓	✓	
New Jersey State Ethics Commission	12	7	\$1,428,000		✓		✓	✓		✓			✓									✓		✓	✓
New Mexico State Ethics Commission	9	7	\$1,510,200	✓	✓		✓	✓		✓	✓		✓		✓	✓	✓					✓	✓	✓	✓
New York State Commission on Ethics and Lobbying in Government	60	11	\$7,787,000		✓		✓	✓		✓	✓	✓			✓	✓	✓				✓	✓	✓	✓	✓
New York State Legislative Ethics Commission	7				✓		✓	✓		✓					✓	✓									
New York State Office of the State Comptroller	2,700				✓		✓		✓	✓	✓		✓				✓	✓	✓	✓				✓	

North Carolina State Ethics Commission	10	8	\$1,462,141	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
North Dakota Ethics Commission	2	5		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ohio Ethics Commission	19	6	\$2,820,100		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Ohio Legislative Inspector General's Office	5	12	\$873,000		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Oklahoma Ethics Commission	5	5	\$1,296,278.04	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Oregon Government Ethics Commission	15	9	\$2,951,708		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Pennsylvania State Ethics Commission	21	7	\$3,730,000.00		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Rhode Island Ethics Commission	12	9	\$2,283,406		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
South Carolina State Ethics Commission	23	8	\$1,269,616	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
State of Illinois Executive Ethics Commission	86	9	\$15,500,000		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tennessee Bureau of Ethics and Campaign Finance	9	12	\$1,200,000	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Texas Ethics Commission	29	8	\$3,947,148	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Vermont State Ethics Commission	2	5	\$218,000		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Virginia Conflict of Interest and Ethics Advisory Council	5	9	\$896,963		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Washington State Executive Ethics Board	4	5	\$498,345		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Washington State Legislative Ethics Board	1	9	\$229,000		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
West Virginia Ethics Commission	6	9	\$773,228.00		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wisconsin Ethics Commission	8	6	\$1,830,100	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Wyoming Secretary of State	4			✓		✓	✓			✓					✓	✓						✓		

Alternative solutions to requesting additional staffing allocation are difficult to propose, precisely because the IEC’s staff is already so limited.

Rather, the IEC’s proposed solution is to increase the existing 0.5 FTE allocation to 1.0 FTE. The cost of the additional 0.5 FTE, including personal services, operating, and capital outlay will be \$57,272 in Year 1 and \$62,479 in Year 2. There will be no impact to any other department; there are no required statutory changes. The request is for ongoing resources.

The additional 0.5 FTE is anticipated to fill primarily investigatory needs, but also outreach/training, and administrative needs as required. The investigatory role of this position will be expected to increase the capacity to conduct comprehensive and quality investigations. The addition of investigatory resources will help ensure the prompt completion of investigations so that complainants and respondents can obtain a timely resolution to complaint cases.

A review of the chart provided above, showing the staffing of other state ethics boards and commissions, demonstrates that the majority of states have staffing in excess—frequently, far in excess—of the staffing available to the IEC for similar jurisdictional responsibilities.

The IEC anticipates that, if this decision item request is not approved, the IEC will continue to encounter heavy complaint workloads that will: (1) adversely affect the quality of investigations; (2) adversely affect the time to adjudicate complaint cases; and (3) interfere with the IEC’s ability to timely process its other work.

Assumptions and Calculations

	<i>Common Policy Standards</i>	IEC Investigator	FY26 Total	Year 2 Total (FY27)
<i>PERSONAL SERVICES</i>				
Number of FTE per class title		0.50	0.50	0.50
Monthly base salary		\$8,425	\$8,425	\$8,678
Number of months charged in FY23-24		11	11	12
Salary		\$46,337	\$46,337	\$50,549
PERA (Staff, GF)	11.63%	\$5,389	\$5,389	\$5,879
Medicare (Staff, GF)	1.45%	\$672	\$672	\$733
Subtotal Base Salary/PERA/Medicare		\$52,398	\$52,398	\$57,161
SUBTOTAL PERSONAL SERVICES		\$52,398	\$52,398	\$57,161
FTE		0.5	0.5	0.5
<i>CENTRAL APPROPRIATIONS</i>				
<i>Short-Term Disability</i>	0.07%	\$32	\$32	\$35
<i>Family Medical Leave</i>	0.45%	\$209	\$209	\$227
<i>ULAED</i>	10.00%	\$4,634	\$4,634	\$5,055
Central Appropriations Subtotal:		\$4,875	\$4,875	\$5,318
GRAND TOTAL ALL COSTS:		\$57,272	\$57,272	\$62,479

- Existing .50 FTE increasing to 1.0. Current .50 FTE is already funded for operating, phone, and HLD.
- STD, FML, and ULAED included due IEC’s budget being unable to absorb additional costs in 1st year.

Schedule 13

Independent Ethics Commission R01 Increase Staffing by .50 FTE Schedule 13					
		FY 2025-26	FY 2026-27		FY 2026-28
	Fund	Initial Appropriation	Base Request	Change Request	Continuation
TOTAL ALL LINE ITEMS	Total	\$314,589	\$371,863	\$57,273	\$62,479
	FTE	1.5	2.0	0.5	2.0
	GF	\$314,589	\$371,861	\$57,272	\$62,479
	CF	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0
(10) INDEPENDENT ETHICS COMMISSION Program Costs	Total	\$314,589	\$371,861	\$57,272	\$62,479
	FTE	1.50	2.00	0.50	2.00
	GF	\$314,589	\$371,861	\$57,272	\$62,479
	CF	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0
CF Letternote Text Revision Required?	Yes		No	X	
RF Letternote Text Revision Required?	Yes		No	X	
FF Letternote Text Revision Required?	Yes		No	X	
Footnote Required?	Yes		No	X	
Requires Legislation?	Yes		No	X	

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INDEPENDENT ETHICS COMMISSION

*Sarah Mercer, Chair
Daniel Wolf, Vice-Chair
Lori Laske, Commissioner
Cyril Vidergar, Commissioner*

Dino Ioannides, Executive Director

November 1, 2025

Department Priority: R-02 Accessibility Funding, HB21-1110

Summary of Funding Change for FY 2026-27		
	Incremental Change	
	FY 2026-27 Request	FY 2027-28 Request
Total Funds	\$12,000	\$12,000
FTE	0	0
General Fund	\$12,000	\$12,000
Cash Funds	0	0
Reappropriated Funds	0	0
Federal Funds	0	0

Summary of Request

To maintain compliance with the requirements of HB21-1110, the Independent Ethics Commission (the “IEC”) requests approval of funding for a \$12,000 annual maintenance contract with its accessibility vendor.

Program, Opportunity, and Proposal

The IEC has spent several years coming into compliance with the requirements of HB21-1110 (the “Act”). Among other things, the Act required the IEC to remediate the contents of its entire website, to serve the community of persons with disabilities. The IEC has, by and large, successfully completed that initial remediation effort.¹ In order to fulfill those obligations, the IEC requested, and the General Assembly approved, two years of \$50,000 allocations. At the

¹ It is the IEC’s understanding that a few minor items are left to be corrected by the State’s vendor, Tyler Technologies, which is responsible for maintaining the State’s website portal. Those items cannot be remedied by the IEC.

time those requests were made, it was not entirely clear what the actual expenses would be, and the IEC reverted a significant portion of those funds each year.

Now that the IEC's website has been successfully remediated, it is apparent that accessibility compliance will be an ongoing effort. Violation of the law is a real possibility every time the website is updated. For example, even minor website changes, such as the presentation of data in a table or even altering the color of text, can cause the website to become noncompliant. With the IEC's limited staff and limited accessibility expertise, it is impossible to evaluate the complex requirements of accessibility compliance on an ongoing basis.

Even after the previous \$50,000 allocations were no longer available (the availability of those funds having expired), the IEC approved entry into a maintenance contract with its accessibility vendor. That contract, which is valid for FY 2026 and valued at \$11,340.00, facilitates the IEC's ongoing efforts at maintaining compliance with the terms of the Act. Entry into that contract used approximately 50% of the IEC's operating funding for the year.

The IEC does not believe that ongoing use of 50% of its annual operating funds is tenable in the long term. The IEC's limited operating funds—approximately \$23,500, prior to accessibility expenses—are typically used for various expenses, including software, association dues, and office supplies. More importantly, these operating funds are used for in-person meetings and commissioner travel expenses.² Lastly, a portion of these funds are typically held in reserve in the event the IEC's limited staff must recuse themselves from a complaint case, which would require the retainer of an independent investigator.

The IEC requests an allocation of \$12,000 annually to maintain compliance with the terms of the Act. This would leave the limited operational funding of the IEC intact, while ensuring expert accessibility maintenance of the IEC's website. This would also alleviate the pressures of accessibility compliance placed on the IEC's staff, neither of whom are experts in this field. Lastly this would help ensure that any liability for damages can be avoided.³

In the event the request is not approved, the IEC will either need to continue using approximately 50% of its very limited operational funding for accessibility purposes, or cease ongoing accessibility maintenance and subject itself to possible liability under the Act.

Assumptions and Calculations

Request assumes the annual cost of maintaining compliance with IT accessibility standards.

² Fortuitously, these expenses have been curtailed due to the IEC's extensive use of remote online meetings as a result of the fire, flood, and subsequent closure to the public's use of the Ralph Carr Judicial Center. This is a temporary situation, and the IEC expects to resume in-person operations when the Ralph Carr Judicial Center is reopened for public meetings.

³ See § 24-34-802(2)(a), C.R.S.

Schedule 13

Independent Ethics Commission R02 Accessibility Funding, HB21-1110 Schedule 13					
		FY 2025-26	FY 2026-27		FY 2026-28
	Fund	Initial Appropriation	Base Request	Change Request	Continuation
TOTAL ALL LINE ITEMS	Total	\$314,589	\$326,589	\$12,000	\$12,000
	FTE	0.00	0.00	0.00	0.00
	GF	\$314,589	\$326,589	\$12,000	\$12,000
	CF	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0
(10) INDEPENDENT ETHICS COMMISSION Program Costs	Total	\$314,589	\$326,589	\$12,000	\$12,000
	FTE	0.00	0.00	0.00	0.00
	GF	\$314,589	\$326,589	\$12,000	\$12,000
	CF	\$0	\$0	\$0	\$0
	RF	\$0	\$0	\$0	\$0
	FF	\$0	\$0	\$0	\$0
CF Letternote Text Revision Required?	Yes		No	X	
RF Letternote Text Revision Required?	Yes		No	X	
FF Letternote Text Revision Required?	Yes		No	X	
Footnote Required?	Yes		No	X	
Requires Legislation?	Yes		No	X	

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Schedule 00 - Reconciliation Detail

FY 2026-27 Independent Ethics Commission	Total Funds	FTE	General Fund	Cash Funds	Reapprop Funds	Federal Funds
10. Independent Ethics Commission						
Program Costs						
SB 25-206 FY 2025-26 Long Bill	\$314,589	1.5	\$314,589	-	-	-
FY 2025-26 Initial Appropriation	\$314,589	1.5	\$314,589	-	-	-
IEC TA-01 FY26-27 Statewide Total Comp Request	\$13,600	-	\$13,600	-	-	-
FY 2026-27 Base Request	\$328,189	1.5	\$328,189	-	-	-
IEC R01 Increase .50 Investigator FTE to 1.0	\$57,272	0.5	\$57,272	-	-	-
IEC R02 - IT Accessibility Maintenance Contract	\$12,000	-	\$12,000	-	-	-
FY 2026-27 Elected Official Request - Nov 1	\$397,461	2.0	\$397,461	-	-	-
Legal Services						
SB 25-206 FY 2025-26 Long Bill	\$104,165	-	\$104,165	-	-	-
FY 2025-26 Initial Appropriation	\$104,165	-	\$104,165	-	-	-
IEC TA-02 Legal Services Allocation	\$48,458	-	\$48,458	-	-	-
FY 2026-27 Base Request	\$152,623	-	\$152,623	-	-	-
FY 2026-27 Elected Official Request - Nov 1	\$152,623	-	\$152,623	-	-	-
Total For: 10. Independent Ethics Commission						
SB 25-206 FY 2025-26 Long Bill	\$418,754	1.5	\$418,754	-	-	-
FY 2025-26 Initial Appropriation	\$418,754	1.5	\$418,754	-	-	-
IEC TA-01 FY26-27 Statewide Total Comp Request	\$13,600	-	\$13,600	-	-	-
IEC TA-02 Legal Services Allocation	\$48,458	-	\$48,458	-	-	-
FY 2026-27 Base Request	\$480,812	1.5	\$480,812	-	-	-
IEC R01 Increase .50 Investigator FTE to 1.0	\$57,272	0.5	\$57,272	-	-	-
IEC R02 - IT Accessibility Maintenance Contract	\$12,000	-	\$12,000	-	-	-
FY 2026-27 Elected Official Request - Nov 1	\$550,084	2.0	\$550,084	-	-	-

Schedule 00 - Reconciliation Summary

FY 2026-27 Independent Ethics Commission	Total Funds	FTE	General Fund	Cash Funds	Reapprop Funds	Federal Funds
10. Independent Ethics Commission						
SB 25-206 FY 2025-26 Long Bill	\$418,754	1.5	\$418,754	-	-	-
FY 2025-26 Initial Appropriation	\$418,754	1.5	\$418,754	-	-	-
IEC TA-01 FY26-27 Statewide Total Comp Request	\$13,600	-	\$13,600	-	-	-
IEC TA-02 Legal Services Allocation	\$48,458	-	\$48,458	-	-	-
FY 2026-27 Base Request	\$480,812	1.5	\$480,812	-	-	-
IEC R01 Increase .50 Investigator FTE to 1.0	\$57,272	0.5	\$57,272	-	-	-
IEC R02 - IT Accessibility Maintenance Contract	\$12,000	-	\$12,000	-	-	-
FY 2026-27 Elected Official Request - Nov 1	\$550,084	2.0	\$550,084	-	-	-

Schedule 3A

FY 2023-24 - Independent Ethics Commission	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
10. Independent Ethics Commission,						
Program Costs						
SB23-214 FY 2023-24 Long Bill	\$352,508	1.5	\$352,508	-	-	-
FY 2023-24 Final Appropriation	\$352,508	1.5	\$352,508	-	-	-
FY 2023-24 Final Expenditure Authority	\$352,508	1.5	\$352,508	-	-	-
FY 2023-24 Actual Expenditures	\$265,422	1.5	\$265,422	-	-	-
FY 2023-24 Reversion (Overexpenditure)	\$87,086	-	\$87,086	-	-	-
<i>FY 2023-24 Personal Services Allocation</i>	\$263,046	1.5	\$263,046	-	-	-
<i>FY 2023-24 Total All Other Operating Allocation</i>	\$2,375	-	\$2,375	-	-	-
Total For: 10. Independent Ethics Commission						
FY 2023-24 Final Expenditure Authority	\$352,508	1.5	\$352,508	-	-	-
FY 2023-24 Actual Expenditures	\$265,422	1.5	\$265,422	-	-	-
FY 2023-24 Reversion (Overexpenditure)	\$87,086	-	\$87,086	-	-	-

Schedule 3B

FY 2024-25 - Independent Ethics Commission	Total Funds	FTE	General Fund	Cash Funds	Reappropriated Funds	Federal Funds
10. Independent Ethics Commission						
Program Costs						
HB24-1430 FY 2024-25 Long Bill	\$356,787	1.5	\$356,787	-	-	-
FY 2024-25 Final Appropriation	\$356,787	1.5	\$356,787	-	-	-
FY 2024-25 Final Expenditure Authority	\$356,787	1.5	\$356,787	-	-	-
FY 2024-25 Actual Expenditures	\$273,712	1.5	\$273,712	-	-	-
FY 2024-25 Reversion (Overexpenditure)	\$83,075	-	\$83,075	-	-	-
<i>FY 2024-25 Personal Services Allocation</i>	<i>\$272,580</i>	<i>1.5</i>	<i>\$272,580</i>	-	-	-
<i>FY 2024-25 Total All Other Operating Allocation</i>	<i>\$1,132</i>	-	<i>\$1,132</i>	-	-	-
Legal Services						
HB24-1430 FY 2024-25 Long Bill	\$90,683	-	\$90,683	-	-	-
FY 2024-25 Final Appropriation	\$90,683	-	\$90,683	-	-	-
FY 2024-25 Final Expenditure Authority	\$90,683	-	\$90,683	-	-	-
FY 2024-25 Actual Expenditures	\$90,683	-	\$90,683	-	-	-
FY 2024-25 Reversion (Overexpenditure)	-	-	-	-	-	-
<i>FY 2024-25 Total All Other Operating Allocation</i>	<i>\$90,683</i>	-	<i>\$90,683</i>	-	-	-
Total For: 10. Independent Ethics Commission						
FY 2023-24 Final Expenditure Authority	\$352,508	1.5	\$352,508	-	-	-
FY 2023-24 Actual Expenditures	\$265,422	1.5	\$265,422	-	-	-
FY 2023-24 Reversion (Overexpenditure)	\$87,086	-	\$87,086	-	-	-

Schedule 3C

FY 2025-26 - Independent Ethics Commission	Total Funds	FTE	General Fund	Cash Funds	Reapprop Funds	Federal Funds
10. Independent Ethics Commission,						
Program Costs						
SB 25-206 FY 2025-26 Long Bill	\$314,589	1.5	\$314,589	-	-	-
FY 2025-26 Initial Appropriation	\$314,589	1.5	\$314,589	-	-	-
Personal Services Allocation	\$291,091	1.5	\$291,091	-	-	-
Total All Other Operating Allocation	\$23,498	-	\$23,498	-	-	-
Legal Services						
SB 25-206 FY 2025-26 Long Bill	\$104,165	-	\$104,165	-	-	-
FY 2025-26 Initial Appropriation	\$104,165	-	\$104,165	-	-	-
Total All Other Operating Allocation	\$104,165	-	\$104,165	-	-	-
Total For: 10. Independent Ethics Commission						
SB 25-206 FY 2025-26 Long Bill	\$418,754	1.5	\$418,754	-	-	-
FY 2025-26 Initial Appropriation	\$418,754	1.5	\$418,754	-	-	-
Personal Services Allocation	\$291,091	1.5	\$291,091	-	-	-
Total All Other Operating Allocation	\$127,663	-	\$127,663	-	-	-

FY 2026-27 Summary of Change Requests

Schedule 10

Request Name	Interagency Review	Requires Legislation	Total Funds	FTE	General Fund	Cash Funds	Reappr	Federal
Non-Prioritized Request								
None	N/A	N/A	-	-	-	-	-	-
Prioritized Request								
IEC R01 Increase .50 Investigator FTE to 1.0	N/A	N/A	\$57,272	0.5	\$57,272	-	-	-
IEC R02 - IT Accessibility Maintenance Contract	N/A	N/A	\$12,000	-	\$12,000	-	-	-
Total for: Independent Ethics Commission	N/A	N/A	\$69,272	0.5	\$69,272	-	-	-

Independent Ethics Commission

Schedule 14A

Job Class #	Job Class Name	FY24 FTE	FY24 Wages	FY25 FTE2	FY25 Wages2
R43150	Executive Director of IEC	1.0	\$139,303	1.0	\$147,069
R43162	IEC Investigator II	0.5	\$47,880	0.5	\$50,549
Total Wages		1.5	\$187,183	1.5	\$197,618

Independent Ethics Commission

Schedule 14B

Line Item	Object Code Detail	Object Group Name	FY 23-24		FY 24-25		FY 25-26		FY 26-27 EO	
			Actual Exp	FY24 FTE	Actual Exp2	FY25 FTE2	Approp Budget	FY26 FTE	Request Budget	FY27 FTE

10. Independent Ethics Commission

Program Costs

Personal Services - Employees

Object Group	Object Group Name					
FTE	Total FTE		1.5	1.5	1.5	2.0
1000	Total Employee Wages and Benefits	251,612	261,181	291,091	361,963	

Object Code	Object Name				
1000	Personal Services	-	-	291,091	361,963
1110	Regular Full-Time Wages	138,750	143,134	-	-
1111	Regular Part-Time Wages	47,690	49,197	-	-
1510	Dental Insurance	1,964	1,052	-	-
1511	Health Insurance	20,831	23,239	-	-
1512	Life Insurance	212	213	-	-
1513	Short-Term Disability	280	289	-	-
1514	Statutory Personnel & Payroll System Vision Insurance	225	225	-	-
1515	Statutory Personnel & Payroll System - FAMLI	-	795	-	-
1520	FICA-Medicare Contribution	2,577	2,667	-	-
1522	PERA	20,978	21,696	-	-
1524	PERA - AED	9,053	9,337	-	-
1525	PERA - SAED	9,053	9,337	-	-

Personal Services - Contract Services

Object Group	Object Group Name				
1100	Total Contract Services (Purchased Personal Svcs)	11,434	11,399	-	-

Object Code	Object Name				
1920	Personal Services - Professional	11,434	11,399	-	-

Subtotal All Personal Services		263,046	1.5	272,580	1.5	291,091	1.5	361,963	2.0
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Independent Ethics Commission

Schedule 14B

Line Item	Object Code Detail	Object Group Name	FY 23-24		FY 24-25		FY 25-26		FY 26-27 EO	
			Actual Exp	FY24 FTE	Actual Exp2	FY25 FTE2	Approp Budget	FY26 FTE	Request Budget	FY27 FTE
All Other Operating Expenditures										
Object Group		Object Group Name								
2000		Total Operating Expenses	2,187		1,132		23,498		35,498	
3000		Total Travel Expenses	188		-		-		-	
Object Code		Object Name								
2000		Operating Expense	-		-		\$23,498		\$35,498	
2520		In-State Travel/Non-Employee	\$29		-		-		-	
2523		In-State/Non-Employee - Personal Vehicle Reimb	\$159		-		-		-	
3110		Supplies & Materials	\$20		-		-		-	
3118		Food and Food Service Supplies	\$744		-		-		-	
3121		Office Supplies	\$116		\$404		-		-	
3123		Postage	\$13		\$14		-		-	
3140		Noncapitalizable Information Technology	\$739		-		-		-	
3145		Software Subscription	\$35		\$269		-		-	
4140		Dues And Memberships	\$445		\$445		-		-	
4256		Other Benefit Plan Expense	\$74		-		-		-	
Subtotal All Other Operating			\$2,375		\$1,132		\$23,498		\$35,498	
Total Line Item Expenditures			\$265,422	1.5	\$273,712	1.5	\$314,589	1.5	\$397,461	2.0
Legal Services										
All Other Operating Expenditures										
Object Group		Object Group Name								
2000		Total Operating Expenses	-		90,683		104,165		152,623	
Object Code		Object Name								
2000		Operating Expense	-		-		104,165		152,623	
2690		Legal Services	-		90,683		-		-	
Subtotal All Other Operating			-		90,683		104,165		152,623	
Total Line Item Expenditures			-	-	90,683	-	104,165	-	152,623	-

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IEC Pots Template

	TOTAL FUNDS/FTE FY 2026-27	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 31, 2024	1.50	100.000%	0.000%	0.000%	0.0000%
Salary X 12	\$197,618	\$197,618	\$0	\$0	\$0
PERA (Standard, Trooper, and Judicial Rates) at FY 2026-27 PERA Rates	\$22,983	\$22,983	\$0	\$0	\$0
Medicare @ 1.45%	\$2,865	\$2,865	\$0	\$0	\$0
Subtotal Continuation Salary Base =	\$223,466	\$223,466	\$0	\$0	\$0
II. Salary Survey Adjustments					
System Maintenance Studies	\$0	\$0	\$0	\$0	\$0
Cost of Living Adjustment - Base Building	\$6,126	\$6,126	\$0	\$0	\$0
Cost of Living Adjustment - Non-Base Building	\$0	\$0	\$0	\$0	\$0
Movement to Statewide Minimum Wage - Base Adjustment	\$0	\$0	\$0	\$0	\$0
Subtotal - Salary Survey Adjustments	\$6,126	\$6,126	\$0	\$0	\$0
PERA (Standard, Trooper, and Judicial Rates) at FY 2026-27 PERA Rates	\$713	\$713	\$0	\$0	\$0
Medicare @ 1.45%	\$89	\$89	\$0	\$0	\$0
Request Subtotal =	\$6,928	\$6,928	\$0	\$0	\$0
III. Step Pay Adjustments					
Step Increase - Base Adjustment - Classified, Step Eligible	\$0	\$0	\$0	\$0	\$0
Step-Like Increase - Base Adjustment - Step-Ineligible	\$835	\$835	\$0	\$0	\$0
Subtotal - Step Pay Adjustments	\$835	\$835	\$0	\$0	\$0
PERA (Standard, Trooper, and Judicial Rates) at FY 2026-27 PERA Rates	\$97	\$97	\$0	\$0	\$0
Medicare @ 1.45%	\$12	\$12	\$0	\$0	\$0
Request Subtotal =	\$944	\$944	\$0	\$0	\$0
00. Merit Pay Adjustments					
Merit Pay - Base Adjustments	\$0	\$0	\$0	\$0	\$0
Merit Pay - Non-Base Adjustments	\$0	\$0	\$0	\$0	\$0
Subtotal - Merit Pay Adjustments	\$0	\$0	\$0	\$0	\$0
PERA (Standard, Trooper, and Judicial Rates) at FY 2026-27 PERA Rates	\$0	\$0	\$0	\$0	\$0
Medicare @ 1.45%	\$0	\$0	\$0	\$0	\$0
Request Subtotal =	\$0	\$0	\$0	\$0	\$0
IV. Shift Differential					
FY 2024-25 ACTUAL EXPENDITURES for All Occupational Groups	\$0	\$0	\$0	\$0	\$0
Total Actual and Adjustments @ 100%	\$0	\$0	\$0	\$0	\$0
PERA (Standard, Trooper, and Judicial Rates) at Current PERA Rates	\$0	\$0	\$0	\$0	\$0
Medicare @ 1.45%	\$0	\$0	\$0	\$0	\$0
Request Subtotal =	\$0	\$0	\$0	\$0	\$0
V. Revised Salary Basis for Remaining Request Subtotals					
Total Continuation Salary Base, Adjustments, Performance Pay & Shift	\$204,579	\$204,579	\$0	\$0	\$0
VI. Unfunded Liability Amortization Equalization Disbursement Payments					
Revised Salary Basis * 10.00%	\$20,458	\$20,458	\$0	\$0	\$0
VII. Short-term Disability					
Revised Salary Basis * 0.15%	\$143	\$143	\$0	\$0	\$0
VIII. Health, Life, and Dental (with Vision)					
Funding Request	\$27,433	\$27,433	\$0	\$0	\$0
IX. Paid Family and Medical Leave Insurance Program Premiums					
	\$921	\$921	\$0	\$0	\$0
		100.0%	0.0%	0.0%	0.0%

IEC Pots Summary

Common Policy Line Item	FY 2025-26 Appropriation	GF	CF	RF	FF
Salary Survey	\$5,450	\$5,450	-	-	-
Step Pay	\$1,355	\$1,355	-	-	-
Merit Pay	-	-	-	-	-
PERA Direct Distribution	-	-	-	-	-
Paid Family and Medical Leave Insurance Program	\$895	\$895	-	-	-
Shift	-	-	-	-	-
ULAED	\$19,882	\$19,882	-	-	-
Short-term Disability	\$139	\$139	-	-	-
Health, Life and Dental	\$26,057	\$26,057	-	-	-
TOTAL	\$53,778	\$53,778	-	-	-
Common Policy Line Item	FY 2026-27 Total Request	GF	CF	RF	FF
Salary Survey	\$6,928	\$6,928	-	-	-
Step Pay	\$944	\$944	-	-	-
Merit Pay	-	-	-	-	-
PERA Direct Distribution	3,746.00	3,746.00	-	-	-
Paid Family and Medical Leave Insurance Program	\$921	\$921	-	-	-
Shift	-	-	-	-	-
ULAED	\$20,458	\$20,458	-	-	-
Short-term Disability	\$143	\$143	-	-	-
Health, Life and Dental	\$27,433	\$27,433	-	-	-
TOTAL	\$60,573	\$60,573	-	-	-
Common Policy Line Item	FY 2026-27 Incremental	GF	CF	RF	FF
Salary Survey	\$6,928	\$6,928	-	-	-
Step Pay	\$944	\$944	-	-	-
Merit Pay	-	-	-	-	-
PERA Direct Distribution	\$3,746	\$3,746	-	-	-
Paid Family and Medical Leave Insurance Program	\$26	\$26	-	-	-
Shift	-	-	-	-	-
ULAED	\$576	\$576	-	-	-
Short-term Disability	\$4	\$4	-	-	-
Health, Life and Dental	\$1,376	\$1,376	-	-	-
TOTAL	\$13,600	\$13,600	-	-	-