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Department of Personnel & Administration

# Talent Agenda Overview

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## Goals of Talent Agenda

- Ensure the State is better able to recruit, retain and reward top talent by:
  - Increasing flexibility in the hiring process,
  - Making changes to employee compensation, and
  - Moving the State workforce environment into the 21st century.

➢House Bill 12-1321
➢Amendment S

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## Merit Pay (HB 12-1321)

- Merit pay is based on employees' performance and placement within the salary range.
- Priority groups are determined by the State Personnel Director.
- Percentage increases are subject to legislative approval each year.

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## Merit Pay

Recommendations for FY 2013-14

| Performance Rating | Pay Range with Quartiles | | | |
|---|---|---|---|---|
| | Q1 | Q2 | Q3 | Q4 |
| 3 | 2.4% | 2.1% | 2.1% | 2.1% |
| 2 | 1.8% | 1.6% | 1.1% | 0.6% |
| 1 | 0% | 0% | 0% | 0% |

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## Layoff (HB 12-1321)

- Only individuals whose age and years of service equal 75 as of January 1, 2013 are eligible to bump.
- Agencies have the discretion to offer certified employees who are laid off post-employment compensation.

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## Amendment S

- **R**ule of 6
- **E**xemptions
- **S**tate Personnel Board
- **T**esting
- **T**emporary Employment
- **R**esidency Requirement
- **V**eterans Preference

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## Rule of 6

- Six individuals are now referred for interview, rather than three.
- When filling multiple positions, the appointing authority may consider one additional individual for each position (six plus one).

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## Exemptions

- Senior Executive Service (SES)
- Deputy Directors
- Chief Financial officers
- Public Information Officers
- Human Resources Directors
- Executive Assistants
- Legislative Liaisons
- The total number of exemptions statewide cannot exceed 1% of the total classified workforce.

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## State Personnel Board

- There is now a two-term limit, where no term limits existed before.
- The length of terms is now three years, changed from five years.
- Two of the Governor's three appointments now serve at the pleasure of the Governor rather than in perpetuity.

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## Testing

- Comparative analysis replaces competitive testing. It may be numeric or non-numeric.
- Comparative analysis is defined as a process that uses professionally accepted standards to compare specific job-related knowledge, skills, abilities, behaviors and other job-related competencies.
- Candidates may still appeal the conduct or content of a comparative analysis.

## Temporary Employment

- Individuals may now work as a temporary for the State of Colorado for nine months, rather than six, out of a 12 month period.

## Residency Requirements

- Non-Colorado residents may now apply and be appointed to position located within 30 miles (as the crow flies) of the state border.
- Such individuals are eligible for statewide transfer and promotional opportunities, but must agree to move to Colorado if appointed to a position not within 30 miles of the state border.

## Veterans Preference

- Veterans preference during the application process is now expanded to apply to any position for which an eligible individual applies; changed from using only once upon entry into the state personnel system.
- Current employees cannot obtain preference for promotional opportunities.

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## Annual Compensation Survey

- Survey Findings
  - Overall salaries below market
  - Individual benchmarks above and below market
- Recommendations include:
  - 1.5% across the board increase,
  - Redesign the pay structures,
  - Assign all classes to new pay ranges,
  - Salaries below range minimums adjusted upward, and
  - Salaries at or above maximum are placed into saved pay.

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