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Amending Colorado Revised Statutes 1953, Chapter 26, Article 2, "Classified Civil Service Law."

Colorado General Assembly

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Recommended Citation

Colorado General Assembly, "Amending Colorado Revised Statutes 1953, Chapter 26, Article 2, "Classified Civil Service Law."" (1957). *Session Laws 1951-2000*. 1574.

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CHAPTER 97

CIVIL SERVICE AND STATE EMPLOYEES

CLASSIFIED SERVICE SALARY LAW

(Senate Bill No. 39. By Senators Roth, Brown, Locke, Taylor, Culig, Cheever, Skiffington, McVicker, Dunklee, Miller, Oliver, Donnelly, Strain, Bishop, Clarke, Johnson, Elliot, Wilson, Cleary, Gill and Bennett; also Representatives West, Moore, Woodhouse, Gilbert, Kelley, Streitzer, Klein, Byrne, Burk, O'Donnell, Massari, Slattery, Beck, Johns, Allen and Tomsic.)

AN ACT

AMENDING COLORADO REVISED STATUTES 1953, CHAPTER 26, ARTICLE 2, "CLASSIFIED CIVIL SERVICE LAW."

Be It Enacted by the General Assembly of the State of Colorado:

Section 1. Section 26-2-3, Colorado Revised Statutes 1953, is hereby amended to read as follows:

26-2-3. Classifications—Salaries—(1) It is the intent of the General Assembly in adopting section 26-2-3 that those officers and employees in the classified civil service of the state who perform service in the employ of the state of Colorado shall be rewarded by increased compensation therefor at time intervals as specified in the pay grade schedule incorporated in this subsection. To this end, the civil service commission is requested to prepare a revised plan covering the classification and grading of positions in the classified civil service, with grades extending from grade 1 to grade 23, inclusive.

The civil service commission shall consider the position classification recommendations by salary grade as recommended by the joint legislative committee appointed under the provisions of House Joint Resolution No. 7, second regular session of the Fortieth General Assembly, and shall on or before April 15, 1957, present its recommendations for position classification by salary grade to the joint legislative committee appointed under the provisions of Senate Joint Resolution No. 14, first regular session of the Forty-first General Assembly. Upon receipt of the recommendations of the civil service commission, the joint legislative committee shall prepare a report concerning its own recommendations with regard to position

classification by salary grade in accordance with the revised salary grades in this article and shall present copies of such recommendations to the civil service commission, the state controller, and the governor, on or before May 10, 1957. The pay grades, the steps provided within said pay grades, and the value of the monthly compensation for each full time employee in the respective pay steps and pay grades, and the value of the monthly compensation for each full time employee in the respective pay steps and pay grades are hereby established as follows:

Grade	Minimum	6 Mos.	Step 1 1 Year	Step 2 2 Years	Step 3 3 Years	Step 4 4 Years	Step 5 5 Years
1	\$205	\$210	\$ 215	\$ 225	\$ 235	\$ 245	\$ 255
2	218	223	228	238	248	258	268
3	232	237	242	252	263	274	285
4	248	253	259	270	282	294	307
5	265	271	277	289	302	316	331
6	284	290	297	311	325	340	356
7	305	312	319	334	350	367	385
8	330	338	346	363	381	400	420
9	355	364	373	392	412	433	455
10	381		400	421	442	465	488
11	410		431	453	477	502	528
12	442		465	490	516	543	572
13	475		501	528	557	588	620
14	510		538	568	599	632	667
15	548		579	611	645	681	719
16	589		623	659	697	737	779
17	632		669	708	750	794	841
18	679		720	763	809	858	909
19	730		775	822	872	925	981
20	785		834	886	941	999	1061
21	843		896	952	1012	1076	1144
22	906		964	1026	1092	1162	1236
23	972		1035	1102	1174	1250	1331

As a part of the above schedule, an additional amount not to exceed fifteen per cent of the appropriate salary grade maximums for the medical, dental, veterinary and engineering positions may be paid upon approval by the governor, after consultation with the civil service commission.

(2) The salary of any officer or employee in the classified civil service as fixed on April 30, 1957, whose rate of pay is higher than the evaluated step rate, as classified, shall not be reduced below the amount he is receiving as of such date by reason of the operation of the provisions of this section, notwithstanding the fact that the position of such officer or employee is classified in a lower grade as the result of the revised position classification plan adopted by the commission. Any such em-

ployee shall be entitled to an additional step increase upon his anniversary date if the amount of his increase is higher than his present rate and if said increase conforms to the rules of the civil service commission, and, further, he shall be entitled to the longevity increases as provided in this article.

(3) If the salary of any officer or employee is less than on the date preceding the effective date of such revised plan, then the salary of such officer or employee shall be increased to the step in the grade in which his position is classified in the revised plan which is next highest to the salary paid such officer or employee on April 30, 1957, provided, however, that if such increase is an amount equal to or less than one-half step in the new pay grade, the employee's salary shall be advanced to the next pay step in said pay grade.

(4) No individual employee's or group of employee's employment anniversary date will be changed by his position being placed in the revised classification and compensation plan. Approved leaves of absence and vacation periods shall not be considered as interrupting an employee's term of employment for purposes of establishing his anniversary date.

(5) Except as otherwise provided, the salaries to be paid to any officer or employee occupying a position within the classified civil service shall be not less than the minimum nor more than the maximum established for the grade in which his position is placed, the exact amount, in excess of the minimum, to be determined by the department head and the commission: provided, however, the commission may, if it deems the circumstances warrant, because of employment conditions, with the written approval of the governor, increase the salary or salaries to be paid to any class or classes of officers or employees above the minimum or within the steps of grades in which such class or classes are placed, if sufficient moneys to pay such increase are available from appropriated moneys to the department, agency or institution employing the same.

(6) For years of service from and after July 1, 1957, any officer or employee in the classified civil service who attains the maximum salary rate for his grade will be granted a longevity increase of five per cent of the maximum rate for that grade but not exceeding \$25 per month after three years of continuous employment in the maximum step rate. A second longevity increase of an additional five per cent but not exceeding \$35 per month will be granted after five additional years of continuous employment if the first longevity step rate has been com-

pleted. Longevity increases shall be granted only to officers or employees who maintain performance ratings defined as above average by the civil service commission.

(7) Except as otherwise provided in subsection (6) of this section, the provisions of this section shall be effective for the pay period commencing May 1, 1957, and for all succeeding pay periods.

(8) The amounts provided in this section are the full compensation value of each position irrespective of whether or not such compensation includes maintenance or subsistence, or both. The value of any maintenance or subsistence, or both shall be determined by the department head with the written approval of the governor.

(9) Nothing hereinabove shall prohibit the trustees of the state colleges governing Adams State College of Colorado, Western State College of Colorado, or Colorado State College from including the employees in the classified civil service under the supervision of the trustees within the provisions of any group health insurance program heretofore established, which program is applicable to the faculty, administrative officers or other employees in said institutions exempt from the classified civil service. The inclusion of such civil service employees in any such program shall be on the same terms applicable to employees exempt from the classified civil service.

Section 2. Section 26-2-4, Colorado Revised Statutes 1953, is hereby amended to read as follows:

26-2-4. Subcommittee salary studies—The Joint subcommittee on appropriations is hereby directed to study factors in connection with salaries and wages of state officers and employees, including but not limited to cost-of living changes, prevailing rate of wages, and competitive job requirements. The subcommittee shall report its findings in this regard and shall make recommendations each year to the General Assembly upon convening in regular sessions concerning changes, inequities, inequalities, and necessary adjustments in the position classification and pay grade plan of officers and employees under the classified civil service of the state. Said subcommittee is hereby authorized to employ staff and consultants for purposes of effecting the requirements of this section.

Section 3.—**Repeal**—Section 26-2-2, Colorado Revised Statutes 1953, is hereby repealed.

Section 4. — **Safety Clause** — The General Assembly hereby finds, determines and declares that this act is necessary for the immediate preservation of the public peace, health and safety.

Approved: April 30, 1957.