

**Second Regular Session  
Seventy-third General Assembly  
STATE OF COLORADO**

**REREVISED**

*This Version Includes All Amendments  
Adopted in the Second House*

LLS NO. 22-0851.01 Megan McCall x4215

**HOUSE BILL 22-1196**

**HOUSE SPONSORSHIP**

**Herod and Esgar**, Amabile, Bacon, Bernett, Bird, Boesenecker, Caraveo, Cutter, Duran, Exum, Froelich, Gonzales-Gutierrez, Gray, Hooton, Jodeh, Kipp, Lindsay, Lontine, McCluskie, McLachlan, Michaelson Jenet, Mullica, Ricks, Sirota, Snyder, Titone, Valdez A., Valdez D., Weissman, Woodrow

**SENATE SPONSORSHIP**

**Moreno and Pettersen**, Bridges, Buckner, Donovan, Fenberg, Fields, Gonzales, Hansen, Jaquez Lewis, Kolker, Lee, Story, Winter

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**House Committees**  
Appropriations

**Senate Committees**  
Appropriations

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**A BILL FOR AN ACT**

101      **CONCERNING A STUDY TO EVALUATE PAY EQUITY ACROSS ALL STATE**  
102              **DEPARTMENTS, AND, IN CONNECTION THEREWITH, MAKING AN**  
103              **APPROPRIATION.**

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**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

The bill directs the equity diversity and inclusion task force (task force) established through a partnership agreement entered into pursuant to the "Colorado Partnership for Quality Jobs and Services Act" (partnership agreement) to contract for a pay equity study to assess pay inequities specific to gender, race, and other protected classes, to provide

Shading denotes HOUSE amendment. Double underlining denotes SENATE amendment.  
*Capital letters or bold & italic numbers indicate new material to be added to existing statute.  
Dashes through the words indicate deletions from existing statute.*

SENATE  
3rd Reading Unamended  
February 17, 2022

SENATE  
2nd Reading Unamended  
February 16, 2022

HOUSE  
3rd Reading Unamended  
February 10, 2022

HOUSE  
Amended 2nd Reading  
February 9, 2022

recommendations to alleviate pay inequities, and to comply with any other specifications set by the state personnel director, the task force, or the partnership agreement. A final report including findings and recommendations from the study must be provided to the members of the general assembly.

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1 *Be it enacted by the General Assembly of the State of Colorado:*

2           **SECTION 1.** In Colorado Revised Statutes, 24-50-104, **add** (11)  
3 as follows:

4           **24-50-104. Job evaluation and compensation - state employee**  
5 **reserve fund - created - study - report - definitions - repeal.**

6 (11) (a) AS USED IN THIS SUBSECTION (11), UNLESS THE CONTEXT  
7 OTHERWISE REQUIRES:

8           (I) "PARTNERSHIP AGREEMENT" MEANS THE 2021-2024 STATEWIDE  
9 PARTNERSHIP AGREEMENT ENTERED INTO PURSUANT TO THE "COLORADO  
10 PARTNERSHIP FOR QUALITY JOBS AND SERVICES ACT", PART 11 OF THIS  
11 ARTICLE 50.

12           (II) "TASK FORCE" MEANS THE EQUITY DIVERSITY AND INCLUSION  
13 TASK FORCE ESTABLISHED THROUGH THE PARTNERSHIP AGREEMENT.

14           (b) THE TASK FORCE SHALL CONTRACT FOR A STUDY ASSESSING  
15 PAY EQUITY FOR EMPLOYEES IN THE STATE PERSONNEL SYSTEM. IN  
16 ADDITION TO ANY OTHER REQUIREMENT SET BY THE STATE PERSONNEL  
17 DIRECTOR, THE TASK FORCE, OR THE PARTNERSHIP AGREEMENT, THE  
18 STUDY MUST:

19           (I) EXAMINE AND EVALUATE PAY INEQUITIES SPECIFIC TO GENDER,  
20 RACE, AND OTHER PROTECTED CLASSES; AND

21           (II) PROVIDE RECOMMENDATIONS TO ALLEVIATE PAY INEQUITIES.

22           (c) THE STUDY MUST BE CONDUCTED, AND A FINAL REPORT  
23 PREPARED, BY A VENDOR INDEPENDENT OF THE DEPARTMENT OF

1 PERSONNEL THAT IS SELECTED THROUGH A COMPETITIVE SOLICITATION  
2 PROCESS IN ACCORDANCE WITH THIS SUBSECTION (11). ALL STATE  
3 ENTITIES WITH EMPLOYEES IN THE STATE PERSONNEL SYSTEM SHALL  
4 COOPERATE FULLY WITH THE DEPARTMENT AND THE VENDOR ENGAGED TO  
5 CONDUCT THE STUDY.

6 (d) THE STUDY AND FINAL REPORT SETTING FORTH THE STUDY'S  
7 GOALS, METHODOLOGIES, FINDINGS, AND RECOMMENDATIONS MUST BE  
8 COMPLETED BY SEPTEMBER 30, 2022. NO LATER THAN THIRTY DAYS  
9 AFTER COMPLETING THE STUDY AND FINAL REPORT, THE STATE PERSONNEL  
10 DIRECTOR SHALL PROVIDE A COPY OF THE FINAL REPORT TO THE MEMBERS  
11 OF THE GENERAL ASSEMBLY, THE GOVERNOR, AND THE EXECUTIVE  
12 DIRECTOR OF COLORADO WORKERS FOR INNOVATIVE AND NEW  
13 SOLUTIONS (WINS), A CERTIFIED EMPLOYEE ORGANIZATION AS DEFINED  
14 IN SECTION 24-50-1102 (1).

15 (e) THIS SUBSECTION (11) IS REPEALED, EFFECTIVE JANUARY 1,  
16 2025.

17 **SECTION 2. Appropriation.** For the 2021-22 state fiscal year,  
18 \$500,000 is appropriated to the department of personnel for use by the  
19 division of human resources. This appropriation is from the general fund.  
20 To implement this act, the division may use this appropriation for  
21 consulting services expenses in personal services related to the pay equity  
22 study. Any money appropriated in this section not expended prior to July  
23 1, 2022, is further appropriated to the division for the 2022-23 state fiscal  
24 year for the same purpose.

25 **SECTION 3. Safety clause.** The general assembly hereby finds,  
26 determines, and declares that this act is necessary for the immediate  
27 preservation of the public peace, health, or safety.