SECOND REPORT
OF THE
COLORADO STATE OFFICIALS' COMPENSATION COMMISSION

RESEARCH PUBLICATION NO. 222
COLORADO LEGISLATIVE COUNCIL
DECEMBER, 1976

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Research Publication No. 222
Colorado Legislative Council
December, 1976

Letter of Transmittal

December 14, 1976

Honorable Richard D. Lamm, Governor
Honorable Edward E. Pringle, Chief Justice,
Colorado Supreme Court
Honorable Ronald H. Strahle, Speaker of the House
of Representatives, 51st General Assembly
Honorable Fred E. Anderson, President of the
Senate, 51st General Assembly.

Pursuant to the provisions of Senate Bill 169, 1975 session of the Colorado General Assembly, your Colorado State Officials' Compensation Commission herewith submits its second report. The next report of the Commission is due in January, 1979.

Members of the Commission were appointed to two- and four-year terms by the Governor, the Chief Justice of the Supreme Court, the Speaker of the House, and the President of the Senate. Commission officers are elected by the members for two-year terms. Commission members, respective appointing authorities, and terms of office follow:

Member	Appointing Authority	Expiration of Term
Chester M. Alter, Chairman	Chief Justice of the Supreme Court	July 1, 1979
John A. Love, Vice-Chairman	President of the Senate	July 1, 1977
Mark A. Hogan, Secretary	Speaker of the House	July 1, 1977
Arnold Alperstein	Chief Justice of the Supreme Court	July 1, 1977
Senator Richard H. Plock, Jr.	President of the Senate	July 1, 1977
Representative Wellington E. Webb	Speaker of the House	July 1, 1977
Laird Campbell	Governor	July 1, 1977
Karl E. Eitel	Governor	July 1, 1977
Emmett H. Heitler	Governor	July 1, 1979

The first report of the Commission was prepared under severe time constraints. The recommendations of the Commission were limited to the salaries of elected state executive officers, members of the General Assembly, justices and judges of the state court system, district attorneys, and full-time boards and commissions. Not all of the salary recommendations were fully implemented. Those salary proposals have been reaffirmed in this report of the Commission.

Following the 1976 legislative session, four meetings were held by the Commission in the areas of judicial retirement and retirement of selected state officials, compensation of part-time boards and commissions, and standardization of subsistence and incidental expenses. Considerable testimony was given to the commission relating to these matters, and the commission also directed a survey of various boards and commissions, which was conducted in cooperation with the Department of Regulatory Agencies. The survey was helpful in identifying workloads of various part-time boards.

In considering the recommendations contained in this report, the Commission emphasizes that retirement systems involve extremely complex interrelationships relating to variations in annuity options, methods of funding, vesting periods, life expectancy, survivor benefits, etc. The Commission does not have the expertise, resources, or actuarial competence to develop a model comprehensive retirement program for the judiciary. Thus, this report does not provide answers to all the questions that must be considered in any revision of the judicial retirement program. Rather, the Commission believes that its role is to formulate reasonable goals and standards deemed essential for an adequate retirement annuity for members of the judiciary. The report outlines those objectives.

With regard to per diem compensation for part-time boards and commissions and travel and subsistence expenses of state officials, the Commission also viewed its primary purpose as proposing basic standards for consideration by both the General Assembly and the executive branch of government.

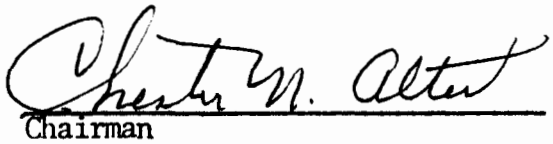
The Commission would like to express its appreciation for the technical assistance provided by Harry O. Lawson, State Court Administrator; Joseph P. Natale, Assistant Secretary, Public Employees' Retirement Association; Dan S. Whittemore, State Controller; Raul Rodriguez and Linda Lazzerino, Department of Regulatory Agencies. The Commission also thanks the Colorado District Judges' Association for submitting a retirement proposal and and to the many members and staffs of various boards and commissions who provided background information in response to a questionnaire prepared at the request of the Commission. The staff services provided by Dave Morrissey and

Carmine Iadarola of the Legislative Council Staff were exceptional. All requests for information and data were promptly and efficiently met.

Respectfully submitted,

Chester M. Alter, Chairman
John A. Love, Vice-Chairman
Mark A. Hogan, Secretary
Arnold Alperstein
Sen. Richard H. Plock, Jr.
Rep. Wellington E. Webb
Laird Campbell
Karl E. Eitel
Emmett H. Heitler

BY



Chairman
December 14, 1976

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I. SALARY RECOMMENDATIONS REAFFIRMED

Commission Findings

In the 1976 session, the Colorado General Assembly partially implemented the salary recommendations made by the State Officials' Compensation Commission. The commission is pleased that salaries for members of the General Assembly were fully implemented in accordance with its recommendations.

District attorney salaries are funded by both state and county government. The salary set by statute is a minimum salary and counties may elect to add to this salary. The commission applauds the action of many county commissioners and officials of the City and County of Denver to raise district attorney salaries to levels commensurate with the recommendations of the Commission. Again, the commission suggests that the General Assembly give consideration to 100 percent state support for district attorney salaries.

Executive salaries. Salaries of elected officials of the executive branch of state government could not be considered during the 1976 session because those salaries were not placed on the Governor's Agenda. Also, recommendations of the Commission regarding salaries and compensation of full-time boards and commissions were not fully implemented by the General Assembly. The salaries of elected state executive officials have not been increased since January, 1971. Since that time, Colorado has experienced "double-digit" inflation. Salary levels of certain appointed officials are beginning to surpass the salary of Colorado's Chief Executive. Employees within the personnel system also have received substantial adjustments during this period.

Judicial salaries. The recommendations of the Commission concerning judicial salaries were not fully implemented by the General Assembly. The Commission is concerned that appointees to the judiciary often are asked to make a commitment to service in the judiciary that, in many instances, means a lowered standard of living. The Commission believes that most Coloradoans do not want highly qualified members of the legal profession to reject state service simply because salaries are not sufficient to attract experienced and skilled professionals.

Limitation on salary adjustments during terms of office. The Colorado Constitution prohibits an elected official from receiving an increase in salary during his term of office. The earliest date for revision of the salaries of elected executive officials is January, 1979. The Commission urges that legislation be considered in the 1977 session, the so-called "long session". The "budget" session (an election year) requires that salaries of elected executive officials must be placed on the Governor's Agenda. If salaries for elected executives are not adjusted prior to the commencement of terms beginning in January of 1979, it will be 1983 before an adjustment may take place.

In accordance with the statute establishing the State Officials' Compensation Commission, the commission is not called upon to report on salaries until the 1979 session.

Commission Recommendations

Salaries: The Commission again urges implementation of the following salaries:

Office	Present Salary	Effective Date	Recommended Salary	Earliest Date of Implementation
ELECTED EXECUTIVES				
Governor	$40,000	January, 1971	$60,000	January, 1979
Lt. Governor	35,000	January, 1971	36,000	January, 1979
Attorney General	32,500	January, 1975	40,000	January, 1979
Secretary of State	25,000	January, 1975	29,000	January, 1979
State Treasurer	25,000	January, 1975	31,000	January, 1979
DISTRICT ATTORNEYS	-- 1/	January, 1977	37,500	January, 1981
BOARDS AND COMMISSIONS				
Industrial Commission	27,100	July, 1976	30,000	July, 1977
Land Board	22,160	July, 1976	24,000	July, 1977
Parole Board				
Chairman	31,000	July, 1976	33,000	July, 1977
Members	29,500	July, 1976	31,500	July, 1977
Public Utilities Commission	33,000	July, 1976	40,000	July, 1977
JUDICIAL				
Supreme Court				
Chief Justice	42,500	July, 1976	53,000	July, 1977
Associates	40,000	July, 1976	50,000	July, 1977

1/ Present salary depends upon local contributions. The statutory minimum is $29,000.

Court of Appeals				
Chief Justice	37,500	July, 1976	46,000	July, 1977
Judges	37,000	July, 1976	45,000	July, 1977
District Court Judges	33,000	July, 1976	42,500	July, 1977
Denver Juvenile Court	33,000	July, 1976	42,500	July, 1977
Denver Probate Court	33,000	July, 1976	42,500	July, 1977
Denver Superior Court	33,000	July, 1976	42,500	July, 1977
County Courts				
Class A	30,000	July, 1976	35,000	July, 1977
Class B	30,000	July, 1976	35,000	July, 1977
Class C & D: (may engage in private practice)				
Otero	19,050	July, 1976	22,225	July, 1977
Douglas, Fremont, La Plata, Logan, Las Animas, Morgan, Montrose, and Summit	18,000	July, 1976	21,000	July, 1977
Alamosa, Chaffee, Eagle, Garfield, Gunnison, Huerfano, Lake, Montezuma, Pitkin, Prowers, and Rio Grande	15,500	July, 1976	17,500	July, 1977
Delta	14,100	July, 1976	16,450	July, 1977
Baca, Bent, Conejos, Elbert, Grand, Kit Carson, Lincoln, Moffat, Routt, and Yuma	12,000	July, 1976	14,000	July, 1977
Sedgwick, Saguache, Costilla, and San Miguel	9,750	July, 1976	11,375	July, 1977
Archuleta, Cheyenne, Gilpin, Kiowa, Park, Rio Blanco, Teller, and Washington	9,000	July, 1976	10,500	July, 1977

Dolores	8,400	July, 1976	9,800	July, 1977
Custer, Crowley, Jackson, Mineral, Ouray, Phillips, and San Juan	7,500	July, 1976	8,750	July, 1977
Hinsdale	3,000	July, 1976	3,500	July, 1977

II. JUDICIAL RETIREMENT

Commission Findings

Historically, many members of the General Assembly have tended to associate the judicial retirement system with that of other state employees. Special benefit provisions were made, however, in recognition of a judge who had been elected for a ten-year term to permit him to retire at age 65 with an annuity equivalent to 40 percent of his final average salary. 1/ For a judge with 16 years of service, the basic annuity rate would be 50 percent of his final average salary. Judges are no longer elected, and these provisions are not available to a judge entering service after July 1, 1973. A major difference between the judges' program and that for other state employees is the basic state contribution rate. For most employees, the state contribution rate is 10.64 percent and for judges the state contribution rate is 12 percent. A judge contributes 7.0 percent of salary and the average state employee, 7.75 percent.

Appendix A contains a brief comparison of retirement plans for judges and state employees. In general there are more similarities than differences between the plans. In some respects the judges' plan is even weaker than that for state employees. For example, in redetermining an annuity because of changes in the cost of living, the maximum increase for judges is 1.5 percent, compared to 3 percent for state employees.

Comparison of career patterns. The Commission believes that too much emphasis has been placed on standardizing Colorado retirement programs. The circumstances of members entering the judiciary are far different from those of other state employees. A career civil servant may enter state government in his late twenties and complete twenty

1/ Final average salary means the average of the highest monthly salary received during any five consecutive years of service within the 10 years immediately preceding retirement.

years of service before a judge even begins service with the judiciary. The career employee has the opportunity to progress from an entry level position to higher employment classifications. He does not give up anything when entering state service. For long periods of service, a state employee may receive an annuity benefit of 70% of his final average salary.

In contrast, a judge enters state service at the height of his career and therefore has fewer years to establish a basic retirement annuity. For many of these individuals, private practice is more lucrative.

The Commission is concerned that the variation in career patterns between judges and other employees necessitates a substantially different approach in the two retirement programs. It is for this reason that the Commission has outlined fundamental changes rather than strongly advocating modifications of the present program, even though it is recognized that some improvement in the present judicial retirement plan as suggested by the Colorado District Judges' Association would provide immediate but limited benefit.

H.B. 1577, 1975 Session. The General Assembly considered legislation in 1975 that would have permitted judicial retirement benefits to accrue at the rate of 3.0 percent per year. This plan would have provided a basic retirement benefit, after twenty years, of 60 percent of current salary. A substantial increase in benefits to the spouse also was provided under the bill. The Public Employees' Retirement Association (PERA) estimated that H.B. 1577 would have required a 21.1 percent increase in payroll costs for the judiciary, assuming a 40-year amortization period.

To improve judicial retirement, greater effort must be made in program funding. H.B. 1577 proposed that a system of "cash-flow" funding be introduced to alleviate the immediate fiscal impact of a retirement program funded on a purely accrual basis. Adoption of a modified "cash-flow" system would mean that some time in the future the General Assembly would have to make annual appropriations in support of retired judges. The federal judiciary and a number of states utilize some form of "cash flow" to finance judicial retirement. In at least six states, judges do not contribute to the judicial retirement system: Louisiana, Maine, Nevada, New Jersey, Rhode Island, and Wyoming. 1/ Other states with low contribution rates in relation to benefits include:

1/ State Court Systems Revised 1976, Council of State Governments.

Judicial Retirement in States
with Low Individual Contribution
Rates in Relation to Retirement Benefits 1/

State	Percent of Salary: Basic Annuity	Percent of Salary: Judges Contribution
Alabama	75%	4.5%
Arizona	67	7.0
Connecticut	67	5.0
Delaware	60	$500 per year
Idaho	50	4.0
Iowa	50	4.0
Kentucky	100	3.0
Oklahoma	75	5.0
Tennessee	75	8.0
Virginia	75	5.0
West Virginia	75	6.0

Judicial Retirement in Neighboring States. An examination of judicial retirement systems in neighboring states suggests that the majority provide annuity benefits with a higher percentage of salary than Colorado's basic benefit of 50 percent of final average salary for twenty years of service. A resume of benefits for states adjoining Colorado reveals: 2/

State	Percent of Salary: Basic Annuity	Percent of Salary: Judge's Contribution
Arizona	67%	7.0%
Kansas	65	6.0
Nebraska	65 3/	6.0
New Mexico	75	10.0
Oklahoma	75	5.0 4/
Utah	50 5/	6.0
Wyoming	50	none

1/ State Court Systems Revised 1976, Council of State Governments, Table 7, and a survey of state statutes.
2/ Survey of state statutes.
3/ Including social security benefits.
4/ 8% contribution if judge elects survivor's benefit option.
5/ Benefit is reduced by monthly social security payment.

Commission Recommendations

Goals for Colorado's judicial retirement system. The Commission believes that Colorado's judicial retirement system is in need of a major overhaul, especially since Colorado ranks near the bottom among the 50 states when both contribution rates and retirement benefits are considered. The Commission recommends that the following principles should be incorporated into any legislation revising the retirement program for judges in Colorado:

Item	Recommendation
1. Independence of a judicial plan:	1. The issue of judicial retirement should be considered independently of the basic PERA program for state employees. An adequate retirement system for judges requires a substantially greater effort on the part of the state than would be expected for other career employees.
2. Method of finance:	2. (A) Contributory plan. (B) Incorporate, to some degree, the concept of financing the judicial retirement system on a "cash-flow" basis. 1/
3. Minimum vesting period:	3. Five years.
4. Part-time service following retirement:	4. Should not be a condition for, or the basis of, an adequate retirement annuity.
5. Basic benefit schedule at age 65 with 20 years of service:	5. 60-75 percent of a sitting judge's salary.
6. Optional annuity plans allowing higher benefits for surviving spouse:	6. Minimum annuity for a retired judge and spouse should not be less than 50 percent of a sitting judge's salary.
7. Minimum annuity for a surviving spouse:	7. 37.5 percent of a sitting judge's salary.
8. Amortization period: 2/	8. 40 years. 2/

1/ The system would not be dependent on an accrual basis of funding.
2/ The amoritization period would depend on the funding concept adopted.

III. PER DIEM FOR PART-TIME BOARDS AND COMMISSIONS

Commission Findings

The citizens of Colorado are serving in important capacities for state government on a number of part-time boards and commissions: (a) governing institutions of higher education; (b) supervising the administration of certain state services; (c) regulating public or private activities; (d) licensing professions and occupations; and (e) making quasi-judicial decisions. Many citizens serving on such boards do not receive any compensation for their services, with the exception of certain incidental expenses. For other boards, per diem is minimal, ranging from $10 to $35 per day. A management and efficiency report found that the most common per diem rate is $25 per day. This would be equivalent to an annual salary of $6,500. The Commission does not believe that this is an adequate level of compensation for the many professional persons and other citizens who take time from their own occupations to serve state government. Finally, the commission found little, if any, relationship between levels of compensation and workloads of the various boards.

Responses to questionnaire. The Legislative Council staff sent a questionnaire to various boards and commissions requesting information on their activities. Responses to the questionnaire have been tabulated and are presented in Appendix B -- Tables I through V. Briefly, the attached tables reveal a wide variation in board activities and a lack of correlation between workloads and per diem compensation.

The Board of Regents of the University of Colorado is elected. The Regents have extensive responsibility and held numerous meetings in fiscal 1976, but the Regents do not receive any per diem. Fewer formal meetings were held by other governing boards of higher education. Per diem has not been provided by statute for the governing boards of any of the universities.

The State Personnel Board receives a per diem of $75 per day. Most other boards overseeing state agencies do not receive any per diem. Major regulatory boards involved in environmental protection are compensated for the most part; however, regulatory boards that are servicing a single industry generally do not receive per diem (see Table III).

The majority of boards involved in occupational licensing receive a daily per diem. The per diem for the medical and dental boards is $50 per day. For other occupational licensing boards, per diem is as low as $10 per day -- the Real Estate Commission and the Examining Board of Plumbers.

Commission Recommendations

The Commission believes that board or commission membership and its attendant duties should not impose an undue financial hardship and that such service should not be limited to more affluent persons. The Commission believes that these objectives may best be achieved through establishment of a reasonable, uniform daily per diem. The Commission recommends a standard per diem of $50 per day for citizen members of boards and commissions that have been established by the State Constitution or the Colorado Revised Statutes, provided the following conditions are met:

1. A member is not a full-time public employee;

2. A board or commission governs an institution of higher education; supervises the administration of a state agency or has rule-making authority; regulates one or more private or public activities; licenses a profession or occupation; or has quasi-judicial powers;

3. The board is not limited to an advisory capacity only;

4. Boards subject to the provisions of the "Sunset Law" must have completed the review procedures required by this act; and

5. The statutory rate for daily per diem established for a board prior to January 1, 1977, is $50 per day or less.

IV. UNIFORMITY IN THE PROVISION OF MEALS, LODGING, AND OTHER INCIDENTAL EXPENSES

Commission Findings

There is a great deal of inconsistency in the statutes with regard to the expenses of state officials. In view of its recommendations to strengthen the salary structure of state officials and to provide a reasonable per diem for members of part-time boards and commissions, the Commission believes there is greater need for uniformity and control of subsistence and incidental expenses. There is concern, however, that the fiscal rules of the State Controller are not realistic. Steps must be taken to ensure that standards promulgated by the State Controller are reasonable, appropriate, and applicable to elective and appointed state officials. The State Controller must revise expense standards on a regular basis in order to keep current with existing conditions.

Commission Recommendations

The Commission recommends that expenses of state officials should be based on necessary expenditures incurred while in the performance of state duties and functions and should be subject to the fiscal rules promulgated by the State Controller. This recommendation is conditioned on the implementation of the salary levels recommended for state officials, including adoption of the proposed per diem for part-time boards and commissions.

V. RETIREMENT OPTION FOR ELECTED EXECUTIVE OFFICIALS AND APPOINTEES OF THE GOVERNOR

Commission Findings

Elected officials of the executive branch of state government and other key appointed officials may serve state government for such short periods of time that they do not qualify for the minimum five-year vesting period necessary to be eligible for PERA benefits. Persons failing to qualify for the five-year vesting requirement are penalized in three ways:

1) They are ineligible to participate in the federal government's Individual Retirement Account Program (IRA);

2) They do not receive interest on contributions made to the state retirement program (these individuals are, of course, eligible for a refund); and

3) They cannot establish Social Security retirement credits while participating in state service.

Federal law permits an individual to take an income tax deduction for the amount of cash paid during the year into an individual retirement account, individual retirement annuity, or a retirement bond, unless the individual was an "...active participant in ... a plan established for its employees by the United States, by a State or political division thereof, or by an agency or instrumentality of any of the foregoing, or (b) amounts were contributed by his employer for an annuity contract described in section 403 (b) (Emphasis added) his rights in such contract are nonforfeitable)." 1/ (Emphasis added.)

1/ 26 United States Code Annotated 219.

Commission Recommendations

5.

The members of the Colorado General Assembly may exercise an option not to come under the provisions of PERA. The Commission believes that key officials of the Executive Branch should be given a similar opportunity to establish retirement credits under the IRA program. This recommendation is limited in scope and would not impact on the Public Employees Retirement Association program.

Appendix A

PUBLIC EMPLOYEES' RETIREMENT ASSOCIATION
COMPARISON OF JUDGES AND STATE
EMPLOYEE PLANS

Item	Judges	State Employees
State contribution rate	12.0% of salary	10.64% of salary
Member's contribution	7.0% of salary	7.75% of salary
Minimum vesting period	5 years	Same
When eligible for basic retirement benefits	Age 65--at least 5 years of service (reduced benefits available at age 60) 2/	Same
	Age 60--20 years of service (reduced benefits available at age 55) 2/	Same
	Not applicable	Age 55--30 years of service
	Not applicable	Below age 55--35 years of service
Basic benefit schedule 1/	Age 60 with 20 years of service or more--50% of final average salary (FAS), plus 1% FAS for each year in excess of 20 years 1/	Same
	Age 65 with 5 years of service or more--2.5% of final average salary times the years of service	Same
Special benefit schedule	Not available	30 years of service at age 55--50% FAS, plus 1.0% FAS for each year in excess of 20 years

Item	Judges	State Employees
Special benefit schedule (contd)	Not available	35 years of service--50% FAS, plus 1.0% FAS for each year in excess of 20 years
	Judges entering service prior to July 1, 1973: a) 16 years or more service provides 50% of FAS b) 10 years or more service provides 40% of FAS	Not available
Early retirement at reduced annuity	Must be 55 and have 20 years of service--A 6% reduction in the basic annuity rate for each year of retirement prior to age 60	Same
	Must be age 60 and have 5 years of service--A 6% reduction in basic annuity rate for each year of retirement prior to age 65	Same
Disability retirement		
a) Minimum years of service	No minimum	5 years
b) Basic benefit	Annuity entitlement payable at age 65, including service credit for service performed and credit for the period of time spent on the disability.	Same benefit, except annuity shall not exceed 50% FAS, unless service performed prior to the disability is in excess of 20 years
Optional forms of annuities	1. A single life annuity payable for the life of the primary annuitant only 3/	Same
	2. A reduced joint life annuity--benefits are	Same

Item		Judges	State Employees
Optional forms of annuities (contd.)		reduced by one-half with the death of the primary annuitant	
	3.	A reduced joint life annuity--benefit remains the same with the death of either spouse	Same
	4.	A reduced joint life annuity--benefits reduced by one-half with the death of either spouse	Same
Survivor benefits --death of annuity prior to retirement 4/	A. 1.	Spouse with two children--50% FAS	Same--minimum $250 per month
	2.	Spouse and one child --40% FAS	Same--minimum $250 per month
	3.	Children but no spouse or spouse remarries 3 children--50% FAS 2 children--40% FAS 1 child --25% FAS	Same--minimum $250 per month for 3 children or more or $100 for one child $200 for two children
	B.	Survivors guaranteed an amount equal to the total of accumulated deductions paid by the annuitant	Same
Redetermination of annuities--inflation		Increase annuity by a maximum of 1.5% per year	Increase annuity by a maximum of 3.0% per year

Footnotes on next page.

Footnotes

1/ FAS--final average salary means the average of the highest monthly salary received during any period of five consecutive years of service. For judges, this period is limited to the 10 years immediately preceding retirement.

2/ See early retirement benefits.

3/ Death benefit is the difference between the amount paid into the retirement fund by the annuitant and the amount withdrawn in benefits.

4/ Minimum service of one year for monthly benefits.

APPENDIX B

ACTIVITIES OF BOARDS AND COMMISSIONS

Questionnaire Responses

Table I

GOVERNING BOARDS OF HIGHER EDUCATION

Board or Commission	(1) No. of Members	(2) Daily Per Diem	(3) No. of Meetings FY 76[a]	(4) Avg. Time Spent in Mtg. (Days)	Percent of Time Spent by Boards (5) Policy & Rule Making	(6) Admin.	(7) Quasi Judic.	(8) Exam-Prep. & Supervision	Total Expenses FY 75-76 (9) Total Per Diem	(10) Meals & Lodging	(11) Travel
C.U. Board of Regents	9	$ 0	52	3/4	--%	--%	--%	--%	$ 0	$3,150	$6,000
School of Mines, Board of Trustees	8	0	11	1/2	--	--	--	--	0	0	0
Auraria Higher Education Center	8	0	15	1/3	20%	80%	0%	0	0	0	0
State Board of Agriculture	10[b]	20[c]	10	1 1/2	100	0	0	0	3,467[c]	1,914	3,815
Board of Trustees for the U. of Northern Colorado	8	0	8	3/4	80	20	0	0	0	1,708	2,331
Trustees of State Colleges	7	0	15	2	100	--	0	0	0	2,412	5,019
State Board for Community Colleges and Occupational Education	9	30	14	2	40	15	15	25	5,250	3,566	2,710
Denver Area Council for Community Colleges	5	20	15	1/2	0	80	20	0	1,200	215	700
[illegible]rgan [illegible]nity College	5	20	14	1/4	40	60	0	0	1,320	0	222
El Paso Community College Council	5	20	11	1/4	80	20	0	0	1,440	135	402
Trinidad State Junior College Council	5	20	13	1/2	5	0	0	95	1,083	1,057	1,096

a/ This figure indicates the number of meetings of the full board. Many boards are divided into sub-committees. Substantial numbers of hours of work were reported by this category. For example, the Board of Regents reported the following:

Meetings	Per Year	Regents Involved	Total Annual Hours
Auraria Board	11	1	55
CCHE Advisory Comm.	11	1	77
Audit Committee	6	3	72
Awards Committee	2	3	24
City/University Coordinating Comm.	10	3	90
Executive Evaluation Committee	4	3	36
University Improvement Corporation	10	3	120
University Investment Committee	6	2	36
C.U. Foundation Board	2	1	18
Ad Hoc Review Comm.	4	2	32
Ad Hoc Medical Center Committee	12	3	108
Other			
Additional time spent by Chairman reviewing Meeting Agenda, telephone calls, etc.	11	1	110

b/ Two members are advisory.

c/ Per diem rate negotiated with State Controller.

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Questionnaire Responses

Table II

BOARDS INVOLVED IN SUPERVISION OR ADMINISTRATION OF GOVERNMENTAL SERVICES

Board or Commission	(1) No. of Members	(2) Indiv. Daily Per Diem	(3) No. of Mtgs. FY 76	(4) Avg. Time Spent in Mtg. (Days)[a]	Percent of Time Spent by Boards (5) Rule Making	(6) Admin.	(7) Quasi-Judic.	(8) Other	Total Expenses FY 75-76 (9) Total Per Diem	(10) Meals & Lodging	(11) Travel
State Agriculture Comm.	9	$ 0	10	1	40%	10%	0%	50%	$ 0	$4,476[b]	$4,518
Housing Finance Auth.	9	0	11	3/4	--	10	40	50	0	700	1,800
Highway Commission	9	0	9	1	1	99	--	--	0	6,525	4,129
State Board of Health	9	0	16	1	55	20	25	--	0	--- $5,969 ---	
Wildlife Commission	8	0	8	3	50	0	0	50	0	6,659	7,548
State Personnel Board	5	75	46	1/2	20	20	60	0	17,250	69	208
Council on Criminal Justice	25	0	11	2	5	--	--	90	0	3,530	2,819
State Board of Education	5	0	27	1	40	40	5	15	0	3,004	5,218
Board of Parks and Outdoor Recreation	5	0	12	2	90	10	--	--	----------	$6,075	----------
State Board of Social Services	9	0	15	1	75	--	--	25	0	--- $4,668 ---	
Commission on Higher Education	9	30	11	1	5	10	80	--	4,040	550	2,450
Health Planning Council	39	0	12	1/2	2	3	95	0	0	1,153	3,620

a/ In addition, members spend time on board-related activities outside of regular committee meetings. For example, the following boards reported specific figures:

Agricultural Commission, 2 days/month; State Board of Education, 3 days/month; Commission on Higher Education, 1 1/2 days/month; Personnel Board, 4 days/month; Wildlife Commission, 3 days/month.

b/ Total per diem is combined lodging and meals. "The Commission can receive actual reimbursement...but choose same rate as state employees, which is less. Few outside meetings are paid for, as most travel is at personnel expense because of dual role with private industry, etc."

Table III

BOARDS REGULATING INDUSTRY

Board or Commission	(1) No. of Members	(2) Indiv. Daily Per Diem	(3) No. of Mtgs. FY 76	(4) Avg. Time Spent in Mtg. (Days)[a]	Percent of Time Spent by Boards (5) Rule Making	(6) Admin.	(7) Quasi-Judic.	(8) Exam-Prep. & Supervision	Total Expenses FY 75-76 (9) Total Per Diem	(10) Meals & Lodging	(11) Travel
Air Pollution Control Comm.	9	$40[b]	29	1	40%	20%	20%	20%	$ 6,440	----- $9,928[d] -----	
Board of Assessment Appeals	3	100[c]	81	1	0	0	100	0	22,700	$1,423	$ 542
Civil Rights Commission	7	0	12	1	50	50	0	0	0	991	2,506
Consumer Credit Commission	3	30	3	1/2	-------- Policy making 100% --------				90	32	200
Land Use Commission	9	0	21	1	10	40	50	0	0	899	2,605
Water Quality Control Comm.	11	40[b]	14	3/4	25	50	10	--	5,340	1,259	1,891
Ground Water Commission	12	0	1	1	0	0	100	--	25	374	908
Air Pollution Variance Board	9	40[b]	24	1	--	--	--	--	7,200	-- [d]	-- [d]
State Athletic Commission	3	0	1	3/4	50	25	25	0	0	0	480
Oil & Gas Conservation Comm.	5	0	10	1/2	5	0	95	0	0	1,112	1,908
Banking Board	7	35[e]	12	2	2	18	80	0	3,780	2,971	1,631
Brand Inspection	5	0	12	1	2	15[f]	2	5	0	737	1,138
Collection Agency	3	25	3	1	0	10	90	0	125	21	18
Colorado Racing Commission	3	0	14	1	15	50	15	20	0	--	--
Board of Examiners of Institutions for Aged Persons	9	0	3	1/2	25	25	50	0	0	0	0
Passenger Tram	6	0	7	1	--	--	--	--	--	--	--

a/ The following was reported as additional time spent on board related activities: Air Pollution Control, 1 1/2 day/month; Consumer Credit Commission, 2 days/year; Land Use Commission, 1-2 hours/day; Banking Board, 5 hours/month; Athletic Commission, 10-12 hours/weekly; Oil and Gas Conservation Commission, 6 days/year; Colorado Racing Commission, 5 days/month; State Board of Pharmacy, 1.25 days/month.

b/ Not to exceed $1,200 per year.

c/ Compensation rate set by Governor

d/ Includes expenditures for Air Pollution Variance Board and Air Pollution Control Commission.

e/ Not to exceed $1,500 per year.

f/ 76% of time spent on a variety of supervisory decisions.

Questionnaire Responses

Table IV

OCCUPATIONAL LICENSING

Board or Commission And No. of Members		(1) Indiv. Daily Per Diem	(2) No. of Indiv. Licensed	(3) No. of Mtgs. FY 76	(4) Avg. Time Spent in Meeting (Days)[1]	Percent of Time Spent by Boards (5) Rule Making	(6) Admin.	(7) Quasi-Judic.[2]	(8) Exam-Prep. & Super-vision	(9) No. of Licenses Suspended (S) Revoked (R)	(10) No. Cease, Desist Actions	Total Expenses FY 75-76 (11) Per Diem	(12) Meals and Lodging	(13) Travel
Chiropractic	(5)	$35	--	15	1	10%	10%	10%	70%	--	4-6	$ --	$ --	--
Barber	(3)	30	3,100	14	3/4	10	5	60	25	0	40-50	720	0	0
Dental	(5)	50	3,967	6	1 1/4	10	15	25	25	1	6	4,850	1,815	900
Electrical	(9)	25	6,800	14	1	10	70	10	5	2	5	--	--	--
Medical	(7)	50	9,100	10	--	5	10	80	5	1(R)	0	3,570	2,265	1,982
Nursing	(9)	35	23,000	8	2	20	10	35	10	14	30	2,520	983	1,919
Podiatry[3]	(5)	30	116	6	1	5	5	15	75	0	0	950	188	221
Practical Nursing	(5)	0	8,000	5	1 1/2	10	25[4]	15	15	2	3	0	948	984
Social Workers	(7)	0	400-500	10	1/2	80	5	15	--	0	0	--	--	--
Veterinary	(5)	35	3,003	6	1	25	25	25	25	--	--	3,205	--$1,637	--
Engineers & Land Surveyors	(7)	0	13,801	7	1	0	10	80	10	1(S)	13	0	1,720	2,685
Abstractors Board of Examiners	(3)	10	300	3	1/2	2	13	35	50	1	1	--	--	--
Accountancy Board	(3)	25	3,340	23	1	0	5	65	30	3	--	1,600	--	--
Board of Examiners of Architects	(5)	0	2,000	10	1/2	15	50	25	10	0	0	0	--	--
Sanitarians	(5)	0	280	3	1/2	0	5	70	25	8	0	--	--	--
Board of Examiners of Nursing Home Administrators	(9)	0	325	8	3/4	10	30	35	25	0	0	0	--	--
Physical Therapy	(3)	0	--	4	2 1/2	--	--	--	--	--	--	0	--	--
Plumbers	(5)	10	3,000	--	1 1/4	10	10	40	40	0	0	--	--	--
Psychologist	(5)	30	337	12	1/2	--	--	--	--	0	10	--	--	--
Pharmacy	(5)	25	3,621	8	2 1/2	10	20	50	20	0	6	--	--	--
Real Estate Comm.	(3)	10	32,000	12	1 1/2	5	2	90	3	0	50	--	--	--

1/ The following boards spent time on board-related activities outside the regular meeting structure: Chiropractic, 1 day/month; Dentist, several hours/month; Nursing, 1/4 day/month; Podiatry, 1 day/month; Practical Nurses, 1/2 day/month; Architects, 17 days/month; Accountancy, 3 days/month; Abstractors, 1 day/month; Nursing Home Administrators, 58 hours/month; Medical Board, 2 days/month; Plumbers, 5 days/month; Sanitarians, 1/2 day/month; Landscape Architects, 2 days/month.

2/ Quasi-judicial includes licensing, review, and revocation.

3/ The Podiatry Board is an advisory board to the State Medical Board.

4/ The Practical Nursing Board spends an additional 35% of its time on school accreditation.

Table V

MISCELLANEOUS BOARDS AND/OR COMMISSIONS

Board or Commission	(1) No. of Members	(2) Indiv. Daily Per Diem	(3) No. of Mtgs., FY 76	(4) Avg. Time Spent in Mtg. (Days) 1/	Percent of Time Spent by Boards (5) Rule Making	(6) Admin.	(7) Quasi-Judic. 2/	(8) Exam-Prep. & Supervision	Total Expenses FY 75-76 (9) Per Diem	(10) Meals & Lodging	(11) Travel
Soil Conservation Board	9	$ 0	5	1-2	0%	100%	0%	0%	$ 0	$1,042	$1,234
Water Conservation Board	13	0	6	1 1/2	10	10 3/	0	0	0	756	1,542
Coal Mine Officials, Board of Examiners	5	25 5/	7	1	15	5	20	60	380	210	357
State Board of Housing	7	0	10	1/2	20	5 4/	0	0	0	---	$4,120 ----
Colorado Commission on Aging	11	0	10	3/4	--	--	--	--	---------	$3,437	----------
Council on the Arts and Humanities	11	0	12	1	--	--	--	--	0	--	1,566
Clemency Advisory Board	7	0	14	1 1/4	5	0	95	0	0	----	$1,750 ----
Colo. Comm. on the Status of Women	50	0	4	1	0	100	0	0	0	21,338	0

1/ Several boards reported on time spent on board-related activities outside of regular committee meetings: Soil Conservation Board, 15%; Water Conservation Board, 1 day/month; Board of Housing, 4-5 hours per/month.

2/ Quasi-judicial includes licensing, review, and revocation.

3/ The Water Conservation Board spent 80% of its agenda on "project construction, minimum stream flow designation".

4/ The State Board of Housing spent 45% of its time reviewing state housing grant proposals and 30% on local and federal housing activities.

5/ The coal mine engineer receives a per diem of $30 per day.