



2023 Legislative Issue Form

To propose a CCI legislative issue, please complete this form.

Feel free to use more than one page and include any supplemental materials.

1.) **Contact Information** (of person bringing forth issue):

- **Name:** Carrie Geitner
- **Title:** Commissioner
- **County:** El Paso
- **Phone Number:** 719-520-6412
- **E-Mail Address:** CarrieGeitner@elpasoco.com

2.) **Issue/Problem to be addressed** (What is the problem this legislation is seeking to solve?)

- The current consensus regarding the Equal Pay Act is that it requires an employer to post a job notification on their website for an employee getting a promotion in an existing role or class of job.
- We suggest removing this requirement so employees can receive incremental promotions from one tier of their existing job to another without requiring the notification.

3.) **Background on this Issue/Problem** (How did this come to be? Why are you seeking a legislative remedy?)

- Senate Bill 19-085: Equal Pay for Equal Work Act was passed during the 2019 General Assembly session and created new provisions regarding transparency in wages and promotions.
- El Paso County feels that the notification requirement for promotions places extra administrative burden on HR and is unnecessary for those who are moving to a different role in same class.

4.) **Proposed Solution/Legislative Remedy to this issue.**

- The legislative remedy for this issue would be the elimination of the need for an employer to announce, post, or make known promotion opportunities for employees moving up in a job class. New positions or vacated positions would still be subject to notification requirements.

5.) **Have you explored a non-legislative solution to this problem?**

- A legislative fix is the only way to address this issue.

6.) **Statutory Citation to be modified AND proposed/revised language (The Colorado Revised Statute is available for free at [this link](#), by selecting “Colorado Revised Statutes”).**

- 8-5-201. Employment opportunities - opportunities for promotion or advancement - pay rates in job listings.
 - ~~AN EMPLOYER SHALL MAKE REASONABLE EFFORTS TO ANNOUNCE, POST, OR OTHERWISE MAKE KNOWN ALL OPPORTUNITIES FOR PROMOTION TO ALL CURRENT EMPLOYEES ON THE SAME CALENDAR DAY AND PRIOR TO MAKING A PROMOTION DECISION.~~

7.) **Relationship of this issue to County Commissioner’s roles and/or authorities.**

- County Commissioners appoint a County Administrator, who is responsible to administer

8.) **Has this proposal been approved by the Board of County Commissioners?**

- Yes. Each Commissioner is supportive of this proposal.

9.) **List any potential Proponents/Opponents & their perspective; indicate any groups/individuals with whom you have already discussed this issue.**

- Proponents include the Board of County Commissioners, the county’s Human Resources Executive Director, as well as the County Attorney’s Office

Please submit this completed form to Katie First at kfirst@ccionline.org

By Friday, July 8.



- Opponents -Unknown

10.) **Have you visited with your legislator(s) about this proposal? What was their reaction? Are members of your delegation likely to sponsor, support, or oppose this proposal?**

- We have not visited with our legislator(s) on this proposal but feel that it would have the support of most of our local delegation.

11.) **Anticipated Fiscal Impact (to counties, state, other stakeholders, etc.).**

- Cost savings to counties for the effort of having to post the notification online.

12.) **Please list the local subject matter experts CCI staff can follow-up with for more information on this proposal.**

- Ryan Parsell, El Paso County Government Affairs Executive Director
- Xavier Frost, El Paso County HR & Risk Management Executive Director
- Nate Whitney, El Paso County Assistant County Attorney

13.) **If your county is submitting multiple issue forms, please rank each issue.**

- **High**

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By Friday, July 8.**