



## STATEMENT OF BASIS AND PURPOSE

The State Personnel Director's Administrative Procedures ("Procedures") are found at 4 CCR 801-1.

The purpose for this rulemaking is to modify rule 4 CCR 801-1, Chapter 1 - Organization, Responsibilities, Ethics, Payroll Deductions, and Definitions; Chapter 3 - Compensation; Chapter 4 - Employment and Status; and Chapter 5 - Time Off. The State Personnel Director is promulgating these rules pursuant to the passage of SB 20-205 the Healthy Family and Workplaces Act (HFWA), HB20-1415 the Public Health Emergency Whistleblower Law (PHEW), SB 19-085 Equal Pay for Equal Work Act, and HB 20-1153 the Colorado Partnership for Quality Jobs and Services Act. Certain of these rules are also being promulgated to clarify organization and to comport with contemporary practices.

The general basis of the State Personnel Director in exercising her rulemaking authority is granted under one or more of the following: 24-33.5-701 et seq, C.R.S., HB 20-1415, HB 20-1153, SB 19-085, SB 20-205, and/or Article XII of the Colorado Constitution.

The State Personnel Director finds, as required by §24-4-103(4)(b), C.R.S., that the need for the rulemaking exists; the proper constitutional and/or statutory authority exists for the rules; to the extent practicable, the rules are clearly and simply stated so that their meaning will be understood by anyone who is required to comply with the rules; the rules do not conflict with other provisions of the law; and any duplication or overlapping of the rules, if there is any, has been explained.

These rules, if adopted on or before November 10, 2020, will be effective on January 1, 2021.

Dated this 30th day of September, 2020

A handwritten signature in blue ink that reads "Kara Veitch".

---

Kara Veitch, State Personnel Director  
Department of Personnel & Administration