APS JUSTIFICATION

Policy Title: Exemptions from the State Personnel System

APS Number: 5022  APS Functional Area: HUMAN RESOURCES

Date Submitted: November 1, 2017
Proposed Action: Revision
Brief Description: Comply with state law C.R.S. 24-50-135
Desired Effective Date: January 1, 2018
Responsible University Officer: Vice President, Employee and Information Services
Responsible Office: Vice President, Employee and Information Services
Policy Contact: Vice President, Employee and Information Services
Last Reviewed/Updated: January 1, 2018
Applies to: University staff

Reason for Policy: To comply with state law C.R.S. 24-50-135.

I. REASON FOR PROPOSED ACTION

Due for periodic review. Removal of “the president provides guidance for determining which positions shall be exempt” and changing to allow campus and system HR to be the designated offices.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW:

CHRO

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? Yes
   1. If no, please explain.
   2. If yes, what is your plan to get the legal review? To make sure this is in line with state law.

B. Date legal review completed:

C. Person completing legal review:

IV. FISCAL REVIEW Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? If yes, please explain: No