

Department of Personnel &

Administration

SMART Act Hearing

Joint Business Affairs & Labor Committee

January 14, 2026



COLORADO
Department of Personnel
& Administration

Mission and Vision

Mission

Enable the success of State government through efficiency, collaboration, and innovation

Vision

To create a Colorado for All by enabling the consistent and seamless delivery of quality government services



DPA Supports State Government

DPA provides essential centralized services & support in three vital areas

Authority

DPA provides central authority by creating rules, policies, & technical guidance to State government

Services

DPA provides central services needed for government to function efficiently and effectively

Programs

DPA provides central programs offered as valuable services to Colorado residents and State employees



DPA Organizational Chart

FY 2025-26 Summary of Funding

Total funds: \$302,610,382

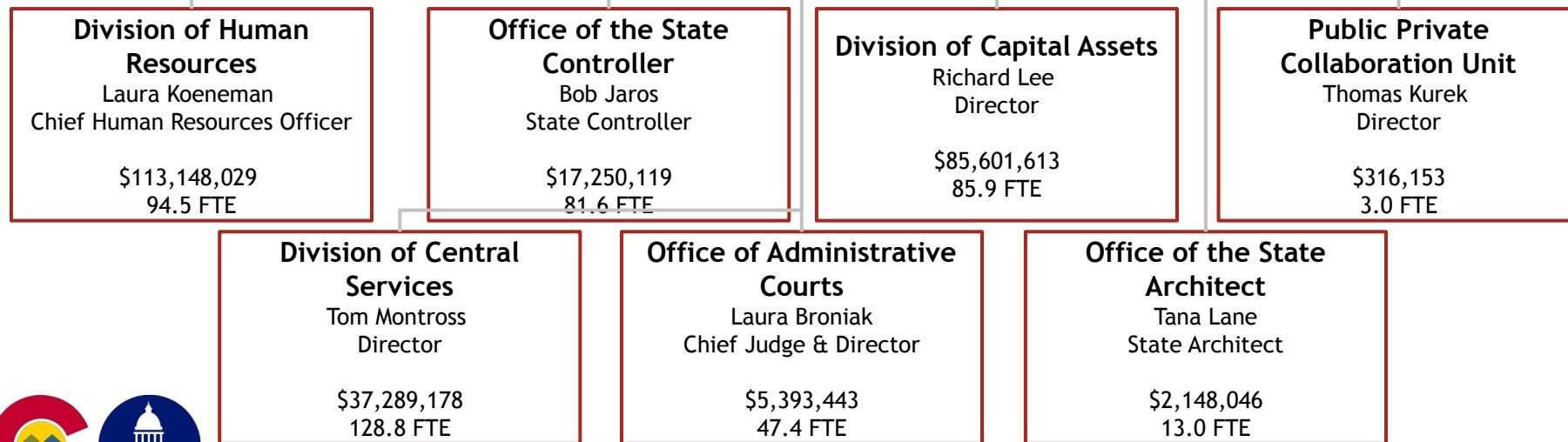
General funds: \$35,163,407

Cash funds: \$ 27,286,866

Reappropriated funds: \$240,160,109

Federal Funds: \$0

Total FTE: 495.9



See [Appendix A](#) for textual version

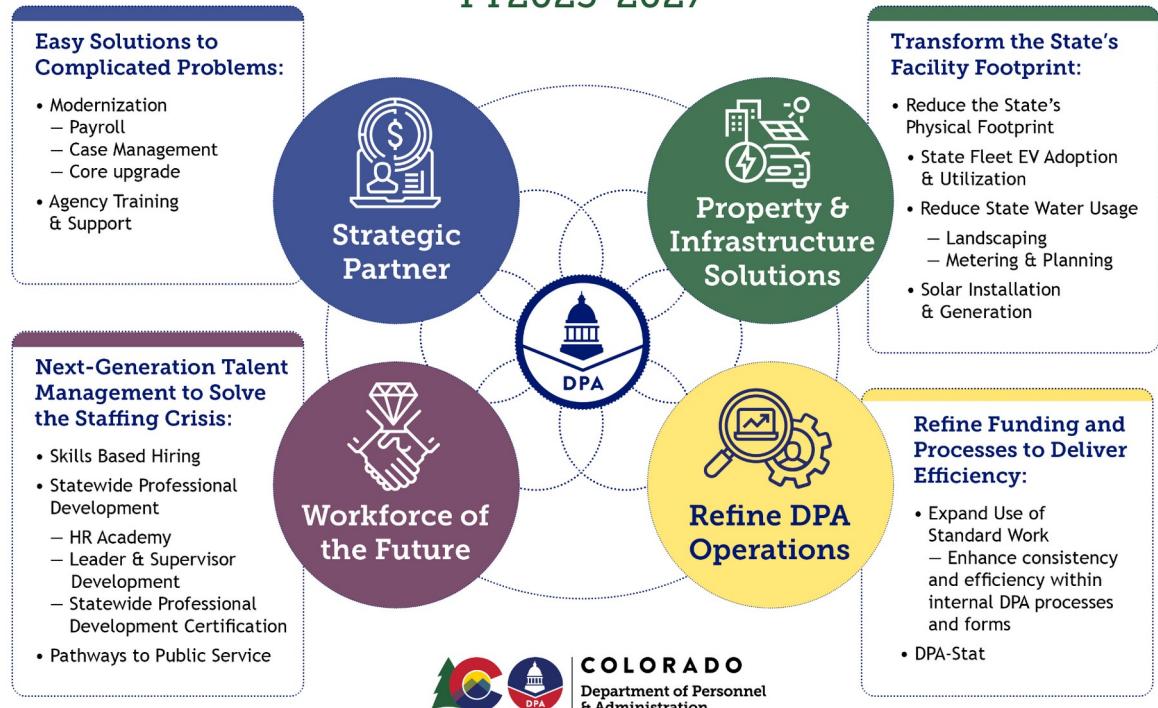


DPA Transformational Priorities

A text-based version of this graphic is available at [DPA Transformational Priorities & Initiatives](#).

DPA Transformational Priorities & Initiatives

FY2023-2027



COLORADO
Department of Personnel & Administration

DPA Vision

To create a Colorado for all by enabling the consistent and seamless delivery of quality government services.

Mission

Enabling the success of state government through efficiency, collaboration, and innovation.

Core Values

Inclusivity • Service • Teamwork • Integrity
Responsiveness • Transparency

DPA Performance Management

- Monthly reporting on WIG progress to the Governor's Dashboard
- Monthly DPA-Stat meetings for each division
- DPA work plan tracker updated and reviewed biweekly

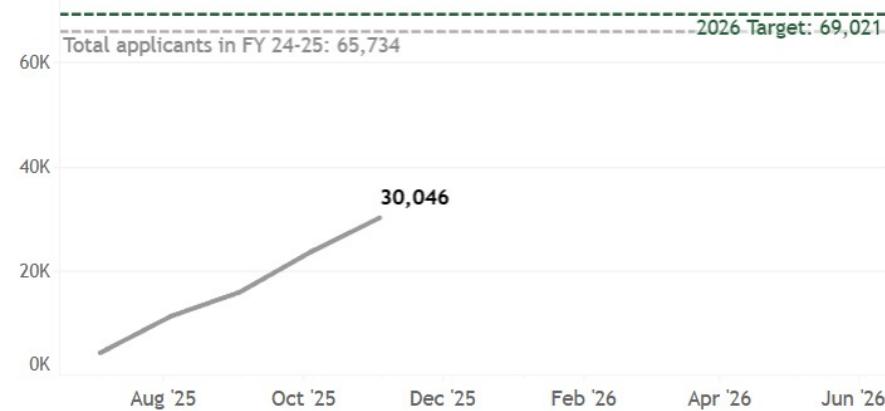


DPA FY 2025-26 Wildly Important Goals (WIGs)

Workforce of the Future: Increase the number of STAR (Skilled Through Alternative Routes) applicants to skills-based eligible job postings by 5% or 3,287 applicants— from 65,734 applicants to 69,021 applicants – between July 1, 2025, and June 30, 2026

Context: Successful completion of this goal will help to ensure the State complies with executive order D 2022 015 to retain and recruit a diverse, talented workforce that reflects the community it serves. Additionally, the State will continue to increase its non-discriminatory practices and provide equitable opportunities for employment and advancement in all State departments, programs, services, and worksites.

Per Executive Order D 2025 099, the State has a hiring freeze between August 27, 2025 - December 31, 2025. Some exemptions are in place for this freeze that may allow for progress on this goal, however, limited data is expected until January 2026.



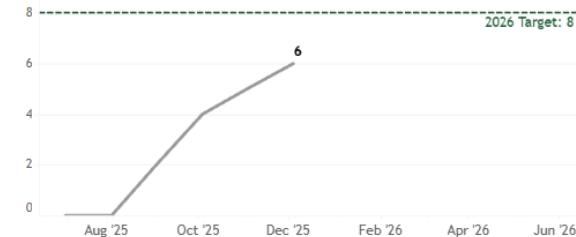
How DPA will accomplish the WIGs

The Department of Personnel & Administration will pursue and track completion of the following strategies to achieve this goal. (Details at [Governor's Dashboard - DPA](#).)

- Hiring Training for Appointing Authorities
- Workforce of the Future Pilot
- Career Informational Events

Hiring Training for Appointing Authorities	
By September 2025, develop and implement training for Appointing Authorities on fair and compliant hiring processes.	Complete as of September 2025
Key Project Milestones:	
Design training by July 31, 2025.	Complete as of September 2025
Pilot training by August 31, 2025.	Complete as of September 2025
Implement training by September 30, 2025.	Complete as of September 2025

Workforce of the Future Pilot	
Design a targeted recruitment for two in-demand roles, HR Specialist I and Accountant I, by June 30, 2026.	In Progress as of December 2025
Key Project Milestones:	
Conduct current partner landscape analysis by September 30, 2025.	Complete as of September 2025
Develop guides and resources to support applicants (external) by December 31, 2025.	In Progress as of December 2025
Establish a community of practice (CoP) for NeoGov users by March 31, 2026.	In Progress as of December 2025
Develop supplemental question guides, job posting templates, and interview guides by June 30, 2026.	Not Started as of December 2025

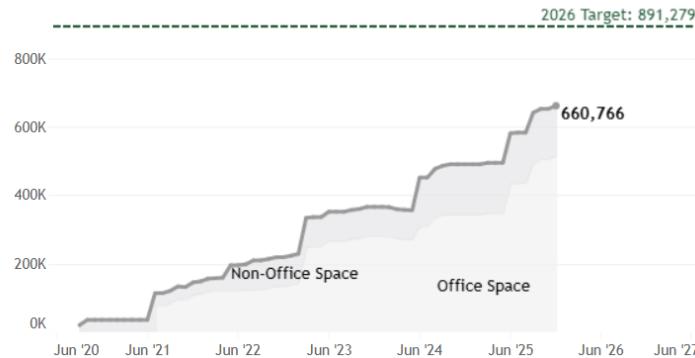
Career Informational Events											
Increase targeted outreach (career fairs) to STAR talent pools (e.g. high school, workforce centers, organizations focused on reentry to the workforce, etc.) from 4 events per year to 8 events per year by June 30, 2026.	2026 Target: 8										
 <table><thead><tr><th>Month</th><th>Events</th></tr></thead><tbody><tr><td>Aug '25</td><td>0</td></tr><tr><td>Oct '25</td><td>4</td></tr><tr><td>Dec '25</td><td>6</td></tr><tr><td>Jun '26</td><td>8</td></tr></tbody></table>	Month	Events	Aug '25	0	Oct '25	4	Dec '25	6	Jun '26	8	2026 Target: 8
Month	Events										
Aug '25	0										
Oct '25	4										
Dec '25	6										
Jun '26	8										



DPA FY 2025-26 Wildly Important Goals (WIGs)

Reduce the State's Physical Footprint: Reduce our Footprint by June 30, 2027, maximize efficient use of the State's physical footprint by decreasing State leased and owned space by a total of at least 1M square footage reduction since January 2019.

Reduce our Footprint by June 30, 2027, maximize efficient use of the State's physical footprint by decreasing State leased and owned space by a total of at least 1M square footage reduction since January 2019.



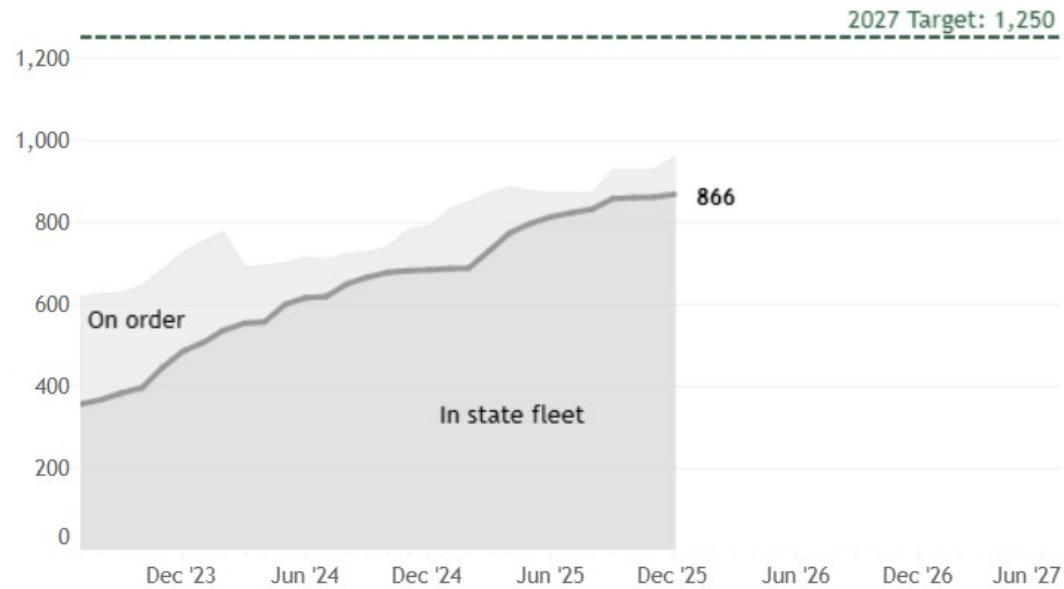
Context: Successful completion of this goal will allow the State of Colorado to utilize its space more efficiently by reducing leased space, repurposing state-owned space, and providing shared regional space for State agencies. Estimated cost savings for office space reduction are \$19 per square foot.



DPA FY 2025-26 Wildly Important Goals (WIGs)

Greening Government: Increase the number of electric vehicles in the State fleet to 1,250 by 2027.

Context: Successful completion of this goal will showcase the State as a leader in electric vehicle adoption, saving thousands of CO2 pounds per electric vehicle per year, thereby reducing greenhouse gas emissions from the State's fleet of vehicles. Electric vehicles provide an average 30% reduction per mile in greenhouse gas emissions over gasoline-powered vehicles.



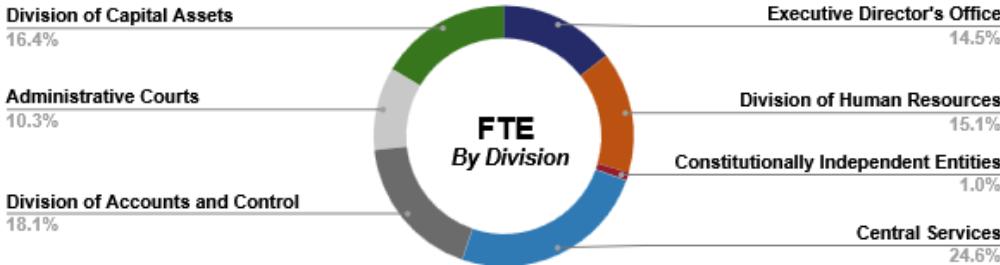
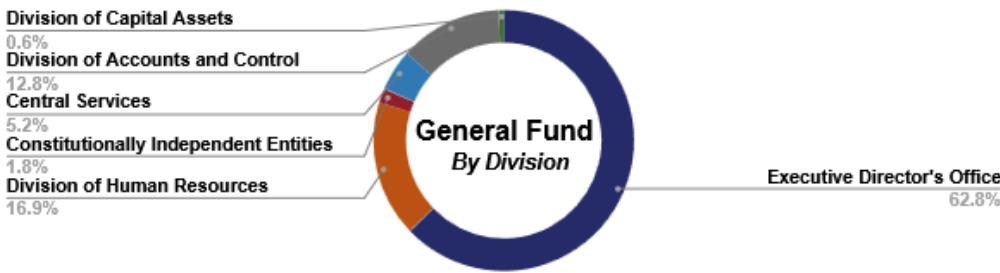
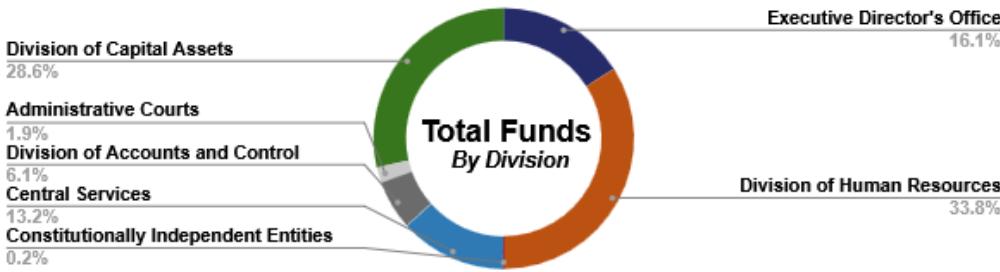
DPA FY 2026-27 Budget Request

FY 2026-27 Budget Request Snapshot

FY 2026-27 Total Funds: \$313M

FY 2026-27 General Fund: \$41M

FY 2026-27 FTE: 522.8



See [Appendix B](#) for textual version



DPA Prioritized FY 2026-27 Operating Budget Requests

DPA's Top Three FY 2026-27 Budget Requests:

Prioritized Request	FTE (FY27)	General Fund (FY27)	Cash Funds (FY27)	Reappropriated Funds (FY27)
R-01 CORE Payroll Staffing	9	\$0	\$0	\$1,122,250
R-02 OAC Medicaid Staffing	6.2	\$0	\$0	\$722,970
R-03 CORE Continuous Improvement	3.9	\$0	\$0	\$836,049

Legislative Agenda

The Department respectfully requests the General Assembly consider legislation on the following:

- Pathways to State Service:

- Codifying and extending the practice of Skills-Based Hiring in partnership with the Department of Labor & Employment, the Workforce Development Council, the Department of Higher Education, Department of Education, the Community College System, and Institutions of Higher Education.



Regulatory Agenda

Anticipated Rulemakings for DPA:

- Administrative Courts - General Services procedural rules
- Administrative Courts - Workers' Compensation procedural rules
- Human Resources - Chapter 3 - Compensation rules
- State Controller - Technical updates to State Fiscal Rules



Colorado for All

In accordance with the Governor's Executive Order 2020 175, the Department has implemented the following efforts:

- Skills-Based Hiring format for all eligible announcements, mandatory training for all hiring managers/supervisors
- Community Partnerships - Mi Casa, Emily Griffith, etc.
- Implemented several Work-Based Learning programs
- Digital Accessibility updates to websites and ongoing archives work



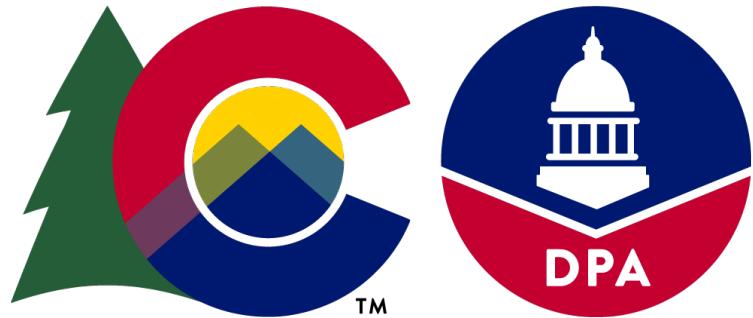
Public-Private Partnership Collaboration Unit Update

The P3 Unit leads the transformation of unused & underutilized State real estate into valuable assets. Uses include behavioral health, affordable housing, child care services, broadband, and renewable energy.

Key Projects completed and undertaken by the P3 Unit this past year include:

- **Lakewood Complex (In Progress):** Approx. 200 Affordable/Attainable Housing Units, 1 Childcare Facility, & 2 In-Home Childcare Centers
- **Durango Property (In Progress):** Approx. 150-300 Affordable/Attainable Housing Units
- **Golden Range Redevelopment (In Progress):** Approx. 300-400 Affordable/Attainable Housing Units
- **DOC project (Completed):** Mental Health and Broadband expansion at Limon & Sterling
- **Governor's Mansion Parking Lot (In Progress):** Approx. 65 Affordable/Attainable Housing Units





Thank you!