

DEPARTMENT OF REGULATORY AGENCIES
FY 2025-26 JOINT BUDGET COMMITTEE HEARING AGENDA

Wednesday, December 18, 2024

3:30 pm – 4:30 pm

3:30-3:35 Introductions and Opening Comments

Presenter: Patty Salazar, Executive Director

Slides 3-7

3:35-3:40 Common Questions

Main Presenters:

Patty Salazar, Executive Director

Justin Lippard, DORA Budget Director

Topics:

Question 1: Page 1, Questions 1 in the packet, Slides 9

3:40-4:00 General Factors Driving the Budget

Patty Salazar, Executive Director

Justin Lippard, DORA Budget Director

Topics:

Question 2: Page 1, Questions 2 in the packet, Slides 10

Question 3: Page 3, Questions 3 in the packet, Slides 10-14

Question 4: Page 3-4, Questions 4 in the packet, Slides 15

4:00-4:30 Budget Reductions Issue

Patty Salazar, Executive Director

Justin Lippard, DORA Budget Director

Topics:

- Question 5: Page 4, Questions 5 in the packet, Slides 16
- Question 6: Page 4, Questions 6 in the packet, Slides N/A
- Question 7: Page 5-6, Questions 7 in the packet, Slides 17

DEPARTMENT OF REGULATORY AGENCIES
FY 2025-26 JOINT BUDGET COMMITTEE HEARING

Wednesday, December 18, 2024

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COMMON QUESTIONS FOR DISCUSSION AT DEPARTMENT HEARINGS

- 1 Please describe any budget requests that replace one-time General Fund or ARPA-funded programs with ongoing appropriations, including the following information:
 - a. Original fund source (General Fund, ARPA, other), amount, and FTE;
 - b. Original program time frame;
 - c. Original authorization (budget decision, legislation, other);
 - d. Requested ongoing fund source, amount, and FTE; and
 - e. Requested time frame (one-time extension or ongoing).

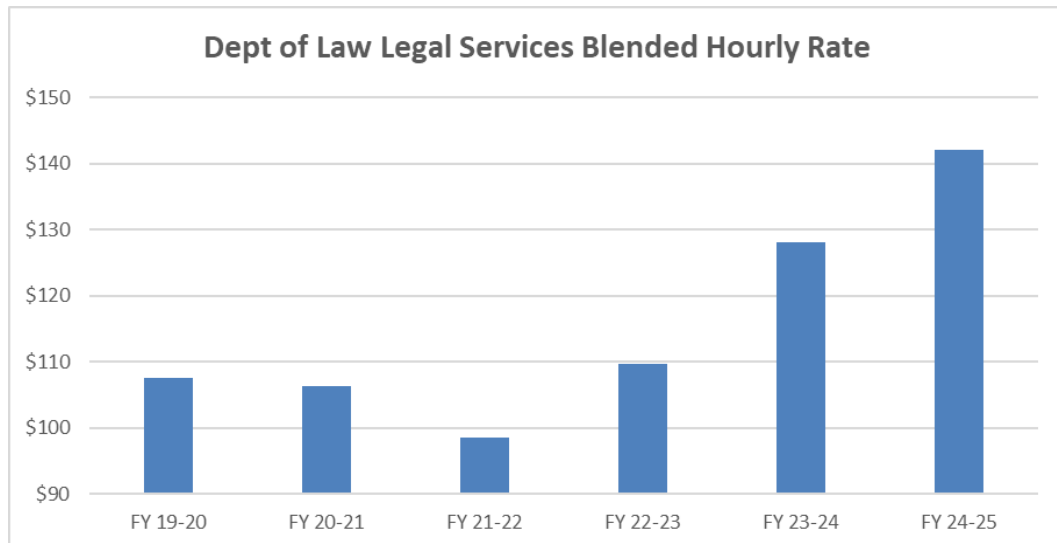
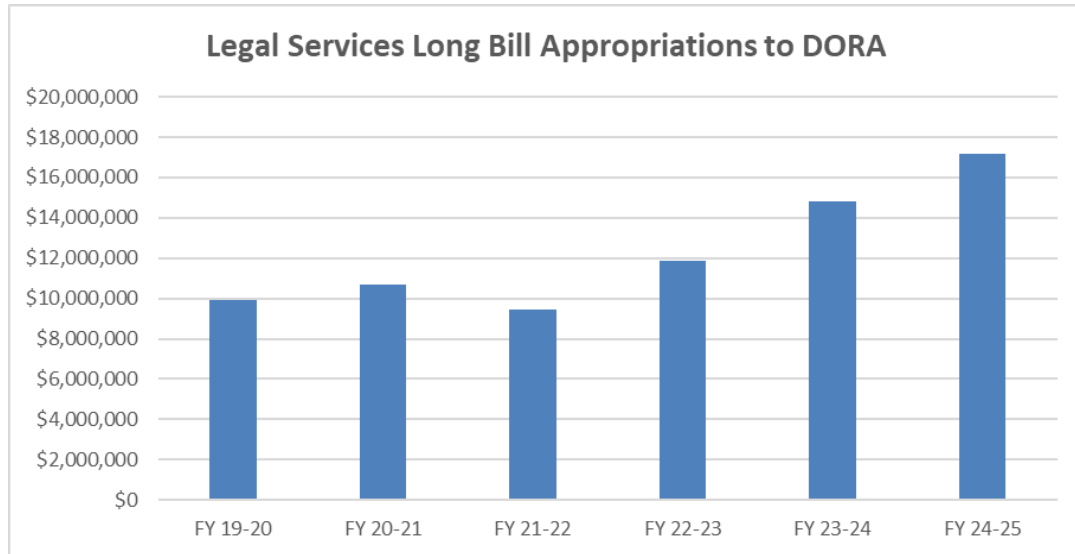
Response: The Department has no such funds or budget requests.

GENERAL FACTORS DRIVING THE BUDGET

- 2 *[Rep. Taggart]* On legal services, has the Department done or is the Department doing some kind of forensic audit to identify whether there are drivers of this magnitude of legal expenses so that the General Assembly could clean them up?

Response: The Department is statutorily required to use the Department of Law for attorney services and does not directly control the level of appropriations made to the Department of Law for this purpose, nor does it have statutory authority to audit Department of Law expenditures. The JBC common policy is that the Department of Law must receive 100% of any legal appropriation, regardless of the work performed. The JBC Staff analyst for this Department is in charge of funding recommendations, which prevents DORA from having any role in determining this budget.

Concerning the significant increases in the legal budget increases in the rate for legal services are a major factor. For the same work, legal rate increases have increased from \$107.60 per hour in FY 19-20 to \$142.09 per hour in FY 24-25. This can be seen in the following two tables:



As a secondary factor, new legislation passed by the General Assembly has added approximately \$2.4 million in new legal appropriations since FY 20-21. This has also contributed to the increase in legal appropriations to DORA.

Worth noting, the Department, via its initiative, has, over the years, formalized processes to expedite settlements of regulatory matters that would otherwise require legal hours spent in the Department of Law. During FY 23-24, the Division of Professions and Occupations attempted to expedite settlement within board-defined parameters of 1,150 disciplinary matters across virtually all its licensing boards, issues that would otherwise require the expenditure of legal services at much higher costs. Of these, **865 were successfully settled, avoiding an estimated 8,650 legal hours (10 hours per matter, which is conservative), which equates to \$1,229,078 in avoided legal expenditures.**

- 3 *[Sen. Bridges]* Why is legal services the number one cost, and why is it increasing so much?

Response: The Department is required by statute to use the Department of Law for any legal services, and the Department's mission is to regulate over 1.1 million licensees (1/5th of the State's population). Meeting our statutory obligation to take regulatory action against a regulated entity or a licensed individual while ensuring due process can be a reasonably lengthy process requiring legal work via mediations, settlements, administrative law proceedings, and even, ultimately, litigation. For this reason, DORA represents one out of every three legal hours in the State and 35% of the Department of Law's total budget for providing legal services to state agencies. As noted above, rate increases requested by the Department of Law and approved by JBC are the primary driver of cost increases to DORA, as well as new legislation that creates new regulations or that expands or alters our regulatory authority requires the expenditure of legal resources for such things as rulemaking and enforcement.

- 4 *[Sen. Bridges]* Looking at S.B. 23-291 (table at the bottom of page 7), what are these 5.8 FTE and \$1.3 million in additional appropriations doing? How are these resources being used to carry out the purposes of the bill?

Response: SB23-291 changed many areas of the PUC's and UCA's work to achieve the bill's objective of improving energy affordability. This has resulted in several rulemakings, conducting studies, and a new pilot program to connect low-income Coloradans with bill assistance programs and hiring additional staff.

The PUC had three significant rulemakings: Proceedings No. 24R-0192G, 24R-0410E, and 24R-0168EG. However, This does not include ongoing adjudicatory work to ensure compliance with SB291 requirements—including reviewing and approving annual rate trend reports and tariff filings (including eliminating gas line extension construction allowances) and ensuring each rate case filing adheres to SB291. Rulemaking requires the combined contributions of the PUC's advisory staff, administrative law judges, administrative and legal assistants, and communications staff. The PUC was allocated 3.3 additional FTE and one temporary (one-year) FTE to support SB291's implementation.

The Commission has hired two advisors and an additional Administrative Law Judge to assist in SB291 work and increased workload across the PUC. An Affordability Program Manager was hired in 2024. The Commission is currently working to hire an additional Marketing and Communications Specialist and an additional economist—both of which will support SB291-related efforts. Lastly, the Commission has hired temporary employees to help staff heating season programs such as the Utility Bill Help program described below.

Comparably, the UCA has participated in the four significant rulemakings: 23R-0408EG Temporary Rules for Implementation, 24R-0410E Utility/ Customer Fuel Costs, 24R-0192G Financial Incentives, 24R-0168EG Prohibited Costs. These rulemakings account for Sections 2,3,4, and 5. In addition, the UCA has advocated for Section 2 and Section 3

implementation in two rate cases: 24AL-0275E (Black Hills Electric) and 24AL-0049G (Public Service Company of Colorado). The Commission has ordered outcomes consistent with the UCA's advocacy and the sponsor's expressed intent of the bill.

Additional UCA proceedings with SB23-291 components:

23AL-0579G Atmos elimination of construction allowance
23AL-0631G BH elimination of construction allowance
23AL-0635G CNG elimination of construction allowance
23AL-0636G PSCo elimination of construction allowance
23M-0464EG Customer connections and disconnections
23A-0392EG PSCo clean heat plan
24D-0074G CNG 11-mile natural gas pipeline

The UCA has posted a job announcement for three FTE (Rate/ Financial Analyst III) to conduct the activities outlined in SB23-291. The announcement closes on December 18, 2024 with an anticipated hire date of March 1, 2025. The one-time appropriation of \$23,285 for associated operating expenses was allocated and spent.

BUDGET REDUCTIONS ISSUE

- 5 *[Sen. Bridges]* Please address whether transfers of interest (Statewide R1) would make sense for Department cash funds. Is there a policy reason that the Department's cash funds were not included in Statewide R1?

Response: The Department is unaware of any policy reason why Department cash funds were excluded from the proposal. However, the amount of interest retained in Department cash funds is significantly smaller than the funds identified, which may be a contributing factor.

- 6 *[Rep. Sirota]* Please address the significant reversions that are shown in the table on page 16, especially for the PUC, the Office of Utility Consumer Advocate, the Division of Professions and Occupations, and other divisions with significant reversions.

Response: First and foremost, *each dollar of DORA's budget is supported via a fee charged to a regulated individual or entity.* For this reason, a critical component of the Department's fiscal management is that the budget is not spent simply because it is there. The Department has often reported to the Committee over the years its philosophy that *there is no difference between General Funds and cash funds, with respect to the fact that what is being spent is money obtained directly from consumers and residents.* It is fair to say that the need to keep fee revenue as low as possible is not a new issue for the Department but something that is continually sought each and every year.

In addition to this philosophy, several factors routinely drive reversions, and this is certainly true for DORA as well:

- **New legislation has created very sharp increases in spending authority, which takes time to appear in longer-term spending patterns.** During the last four legislative sessions, the General Assembly has enacted 80 separate special bills appropriating almost \$15.1 million and 81 FTE. This has affected PUC, UCA, and DPO. Additionally, ballot measures such as regulation of natural medicines have added to the Department's regulatory scope.
- **Limitations on revenue have sometimes prevented spending available budget.** For instance, a statutory cap exists on fixed utility revenue for the Public Utilities Commission, which required legislative remedy via SB 21-272. This has primarily affected PUC.
- **Unique skill sets can make it difficult to recruit for specialized positions.** New legislative mandates for entities such as PUC have required very specialized skills with it becoming necessary seek to recruit out-of-state for certain positions. This has primarily affected PUC.
- **Last and most significantly, the Department does not routinely seek to create extra positions to consume as much budget as possible. This is visible in the actual FTE use reported in the budget request across fiscal years, which shows the Department consistently filling staff at a level that is within FTE appropriations. Given the nature of fee revenue to the Department, expenditures are not structured to hit a maximum spending target.** This is true for all divisions across the Department.

In summary, reversions of cash fund authority result from a philosophy that does not prioritize maximum spending for its own sake. If there is interest in any further information in any particular area, the department can provide additional information as needed and will work with the JBC staff to provide it.

7 Please respond to JBC staff's additional options for General Fund relief.

Response: The Department understands and appreciates the State budget situation and remains more than open to providing the JBC Staff with any and all information to make informed recommendations on funding for FY 25-26 appropriations and beyond. The Department understands and supports the role of the JBC Staff in making tough recommendations and the spirit of the JBC Staff proposals.

The Department has two specific areas of feedback:

Action to Limit Revenue Proceeds from Appropriations Change. First, concerning the issue of limiting revenue, the Department is not supportive of any legal requirement or special bill to reduce revenue by a certain amount or percentage for two clear and understandable reasons:

1. First, existing statute already requires the Department to match revenue to spending; as such, budget reductions will automatically drive reduced revenue.
2. Multiple-year license cycles do not enable the Department to logistically comply with immediate revenue directives -- much of the revenue we receive this year,

for instance, comes from fees that were charged over the last several years -- in some cases back in FY 21-22. So, it is not logistically possible to comply with explicit targets or directives on revenue for a given fiscal year.

Because the General Assembly creates revenue impacts when it makes appropriations, changes to appropriations are the only way to accomplish revenue changes. The Department understands that the JBC Staff will make recommendations for appropriations levels that reflect the realities of the State budget situation.

Cash Fund Transfers. Second, concerning the proposal to take fund balance from the Excess Indirects Recovery Cash Fund, the Department believes this resource will likely be required (in whole or in part) in response to ongoing efforts to target small fund balances in its cash funds. As such, the Department pledges to continuously work with the JBC analyst to identify an amount that can be safely taken without undue consequence.

Department of Regulatory Agencies JBC Hearing

Joint Budget Committee
December 18, 2024



COLORADO
Department of
Regulatory Agencies

Department Overview



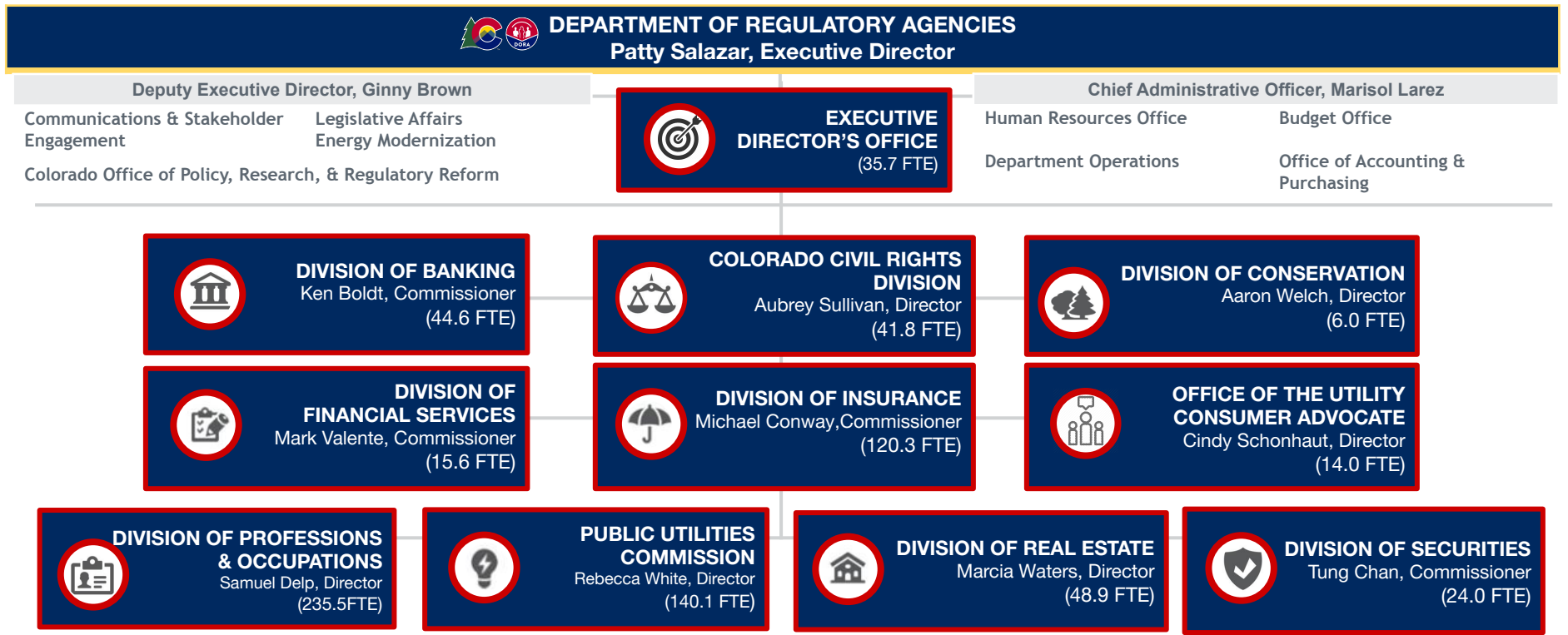
COLORADO
Department of
Regulatory Agencies

DORA Mission & Vision

The **Department of Regulatory Agencies** (DORA) is dedicated to **preserving the integrity of the marketplace** and is committed to promoting **a fair and competitive business environment** in Colorado.

Consumer protection is our mission.

DORA Organizational Chart



DORA By The Numbers

- **726.5** FTE
- **\$144.8 M** Budget (FY 24-25)
- More than **50** Boards, Commissions and Advisory Committees
- **50+** Regulatory programs
- **1,180,938** individual licensees
- **82,063** regulated business and institutions

What DORA Regulates

Financial Services



Accounting Firms
Broker-Dealer Firms
Broker-Dealer Sales
Representatives
Certified Public Accountants
Investment Adviser Firms
Investment Adviser
Representatives
Money Transmitters
Mortgage Broker-Dealers
Mortgage Loan Originators
State-Chartered Savings & Loans
State-Chartered Commercial

Banks

Insurance

Insurance Agents/Brokers
Insurance Companies

Real Estate, Buildings & Repair



Appraisers
Architects
Electricians
Engineers
Homeowners Associations (via HOA
Information and Resource Center)
Land Surveyors
Landscape Architects
Plumbers
Radon Professionals
Real Estate Brokers
Title Insurance Agents/Agencies

Cosmetology

Barbers
Barber/Cosmetology Shops
Cosmetologists
Estheticians
Hair Stylists

Nail Technicians

Healthcare & Wellness

Acupuncturists
Addiction Counselors
Athletic Trainers
Audiologists
Chiropractors
Dental Hygienists
Dentists
Direct-entry Midwives
Hearing Aid Providers
Marriage and Family Therapists
Massage Therapists
Natural Medicine Facilitators
Naturopathic Doctors
Nurses and Nurse Aides
Nursing Home Administrators
Occupational Therapists
Optometrists
Pharmacists and Pharmacies
Physical Therapy
Physicians (all types)
Physician Assistants
Professional Counselors
Psychiatric Technicians
Psychologists
Respiratory Therapists
Speech Language Pathologists
Social Workers
Surgical Assistants/Surgical Technologists
Veterinarians and Veterinary Technicians

Transportation



Children's Activity and Charter Buses, Limousines,
Off-road Charters, Moving Companies (household
goods), Non-consensual Towing, Passenger
Tramways, Shuttles, Taxis and Transportation
Network Companies (TNC's)
Public Highway Railroad Crossings
Rail Fixed Guideway (RFG)



Utilities

Investor-owned electric, gas,
steam and water, some
telecommunications services

Other

Bail Bonds/Bail Bonds Agents
Combative Sports
Conservation Easement Holders
Conservation Easement Tax Credits
Funeral Homes, Crematories
Medicare Assistance - home of State Health
Insurance Assistance Program (SHIP)
Medicare Assistance - Senior Medicare Patrol (SMP)
Outfitters
Enforce anti-discrimination laws



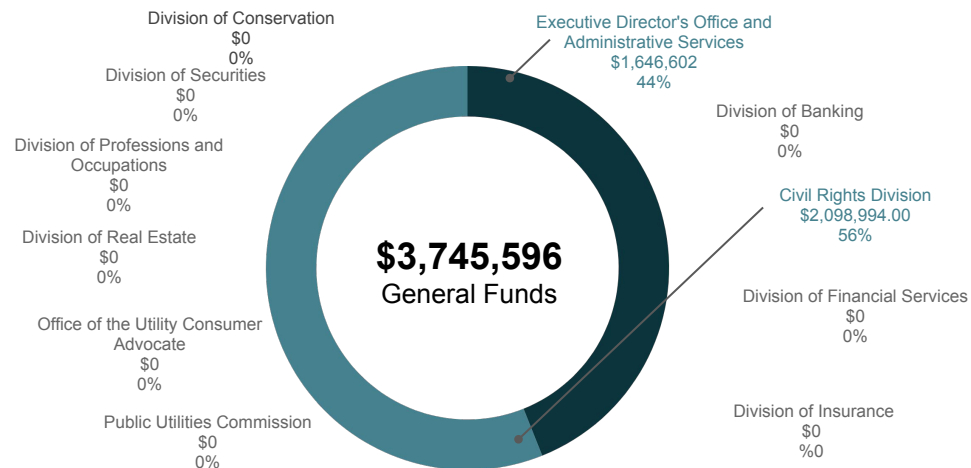
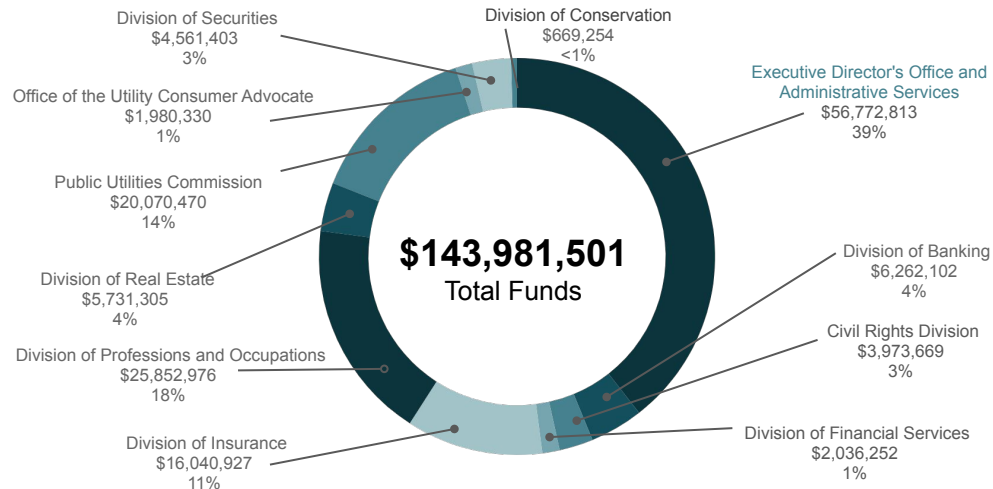
DORA FY 2025-26 Budget Request

FY 2025-26 Budget Snapshot

FY 2025-26 Total Funds: \$143.9M

FY 2025-26 General Fund: \$3.7M

FY 2025-26 FTE: 730.6



Responses to Questions



COLORADO
Department of
Regulatory Agencies

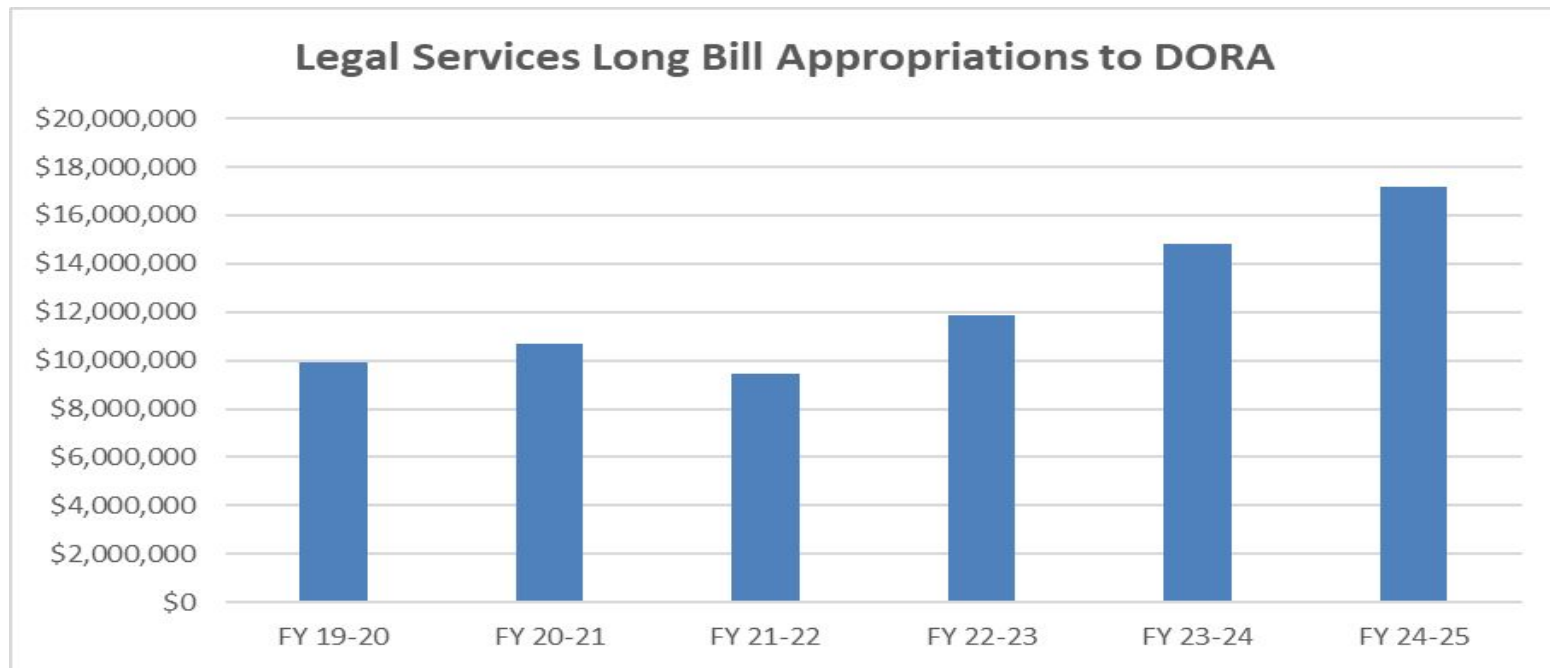
Common Questions

The Department has no such funds or budget requests related to replacing one time General Fund or ARPA funded programs.

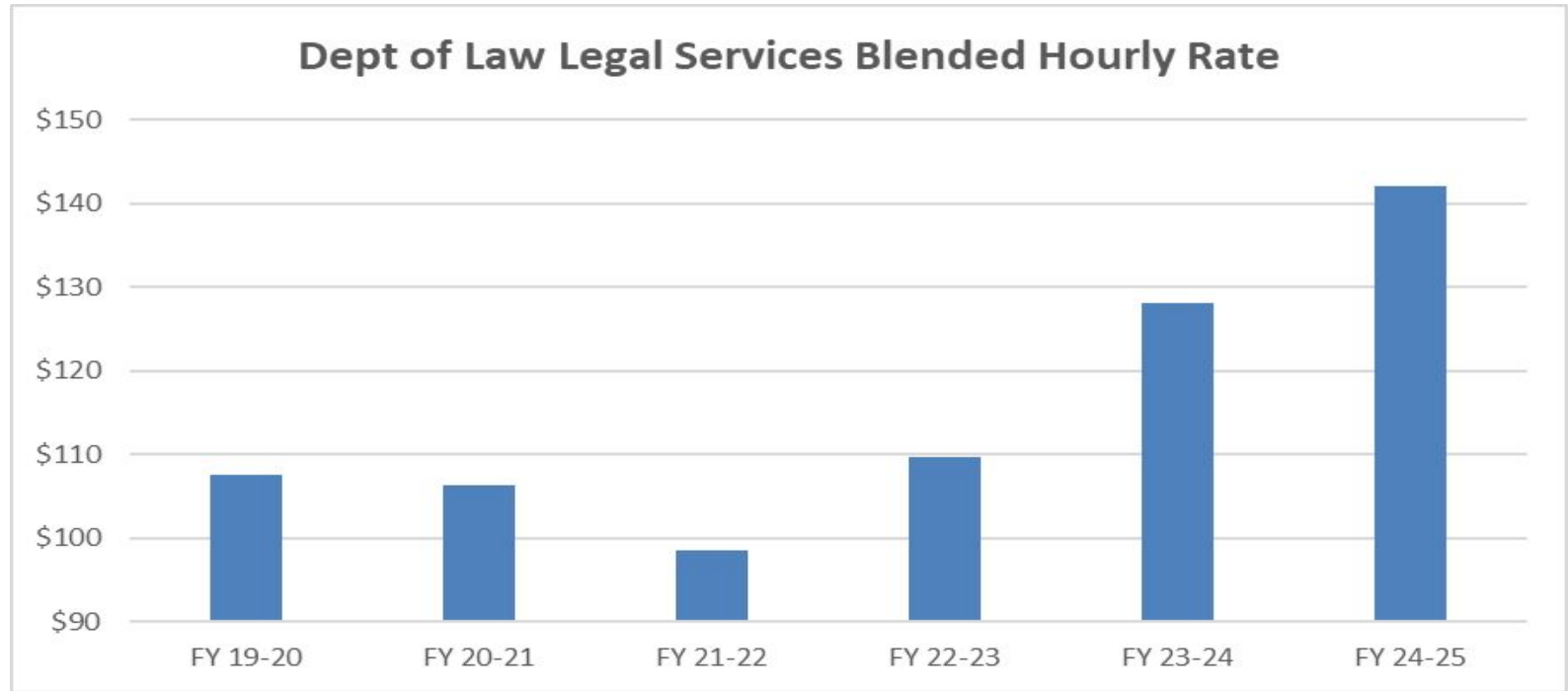
General Factors Driving the Budget

- Statutory Requirements
 - Appropriations
 - Audit
 - JBC Common policy

Legal Services



Legal Services



Expedited Settlements

1,150 disciplinary matters for all licensing boards:

- 865 or 75% settled
- 8,650 legal hours or \$1.2M in legal costs avoided

Legal Services continued

- Statutory Requires Dept of Law for legal services
- Mission to regulate 1.1M licensees (1/5th of the state's population)
- Due process - mediations, administrative law proceedings and litigation
- 35% of the Department of Law's total budget
- Rate increases for Department of Law
- New legislation

SB 23-291, Utility Regulation

- Rulemakings
 - PUC has had three significant rulemakings
 - UCA has had four significant rulemakings along with multiple others
- New staff
 - PUC FTE and temporary staff
 - UCA FTE and one-time appropriation
- PUC Studies
- PUC Pilot Program: Coloradans with bill assistance program

Budget Reductions Issues

- a. Transfers of interest (R1)
- b. Reversions
 - i. New legislation
 - ii. Limitations on revenue
 - iii. Specialized positions
 - iv. FTE Appropriations

General Fund Relief

1. Limit Revenue Proceeds from Appropriations Change
 - a. Existing statute
 - b. Multi year license cycles
2. Cash Fund Transfers

Closing



COLORADO
Department of
Regulatory Agencies

DEPARTMENT OF REGULATORY AGENCIES

FY 2025-26 Joint Budget Committee Hearing

WRITTEN RESPONSES ONLY

Common Questions: Please retain the numbering in order to maintain consistent labeling across departments.

1 Provide a list of any legislation with a fiscal impact that the Department has: (a) not implemented, (b) partially implemented, or (c) missed statutory deadlines. Please specifically describe the implementation of ongoing funding established through legislation in the last two legislative sessions. Explain why the Department has not implemented, has only partially implemented, or has missed deadlines for the legislation on this list. Please explain any problems the Department is having implementing any legislation and any suggestions you have to modify legislation.

Response: No Department bills from the 2023 and 2024 legislative sessions being implemented have missed statutory deadlines. The following table provides bills that are in the process of being implemented and have not missed any statutory deadlines, e.g., rulemaking pending, etc. If additional information is needed on any of the bills, please contact the Department.

Bill No.	Title	Status
HB24-1047	Veterinarian Technician Scope of Practice	Meeting Statutory Obligations
SB24-010	Dental Compact	Meeting Statutory Obligations
SB24-018	Physician Assistant Compact	Meeting Statutory Obligations
SB24-115	Mental Health Professional Practice Requirements	Meeting Statutory Obligations

Bill No.	Title	Status
SB24-173	Regulate Mortuary Science Professionals	Meeting Statutory Obligations
HB24-1335	Sunset Continue Mortuary Science Code Regulation	Meeting Statutory Obligations
HB24-1254	Sunset Regulation of Non-Transplant Tissue Banks	Meeting Statutory Obligations
HB24-1002	Social Work Licensure Compact	Meeting Statutory Obligations
HB24-1329	Sunset Architects, Engineers, and Land Surveyors	Meeting Statutory Obligations
HB24-1344	Sunset Plumbing Board	Meeting Statutory Obligations
HB24-1004	Ex-Offenders Practice in Regulated Occupations	Meeting Statutory Obligations
HB24-1111	Adopt Cosmetology Compact	Meeting Statutory Obligations
HB24-1153	Physician Continuing Education Requirements	Meeting Statutory Obligations
HB24-1262	Maternal Health Midwives	Meeting Statutory Obligations
HB24-1327	Sunset Physical Therapists	Meeting Statutory Obligations
HB24-1045	Treatment for Substance Use Disorders	Meeting Statutory Obligations
HB24-1342	Test Accommodations for Persons with Disabilities	Meeting Statutory Obligations
HB24-1371	More Uniform Local Massage Facilities	Meeting Statutory Obligations
SB24-047	Prevention of Substance Use Disorders	Meeting Statutory Obligations
SB24-141	Out of State Telehealth Providers	Meeting Statutory Obligations
SB23-290	Natural Medicine Regulation and Legalization	Meeting Statutory Obligations
SB23-189	Increasing Access to Reproductive Health Care	Meeting Statutory Obligations

Bill No.	Title	Status
HB23-1288	Fair Access to Insurance Requirements Plan	Meeting Statutory Obligations
HB23-1201	Prescription Drug Benefits Contract Term Requirements	Meeting Statutory Obligations
HB24-1108	Insurance Commissioner Study Insurance Market	Meeting Statutory Obligations
HB24-1149	Prior Authorization Requirements Alternatives	Meeting Statutory Obligations
HB24-1315	Study on Remediation of Property Damaged by Fire	Meeting Statutory Obligations
HB24-1382	Insurance Coverage Pediatric Neuropsychiatric Syndrome	Meeting Statutory Obligations
HB24-1440	Property & Casualty Insurance Documents and Forms	Meeting Statutory Obligations
SB24-073	Maximum Number of Employees to Qualify as Small Employer	Meeting Statutory Obligations
SB24-080	Transparency in Health-Care Coverage	Meeting Statutory Obligations
SB24-175	Improving Perinatal Health Outcomes	Meeting Statutory Obligations
HB24-1030	Railroad Safety	Meeting Statutory Obligations
HB24-1051	Towing Carrier Regulation	Meeting Statutory Obligations
HB24-1234	Sunset of High Cost Support Mechanism	Meeting Statutory Obligations
HB24-1336	Sunset Broadband Deployment	Meeting Statutory Obligations
HB24-1370	Reduce Cost of Natural Gas	Meeting Statutory Obligations
SB24-139	911 Enterprise	Meeting Statutory Obligations
SB24-207	Access to Distributed Generation	Meeting Statutory Obligations
SB24-214	Implement State Climate Goals	Meeting Statutory Obligations

Bill No.	Title	Status
SB24-218	Modernize Energy Distribution Systems	Meeting Statutory Obligations
HB23-1252	Thermal Energy	Meeting Statutory Obligations
HB23-1281	Advance Use of Clean Hydrogen	Meeting Statutory Obligations
SB23-291	Utility Regulation (Affordability)	Meeting Statutory Obligations
SB23-292	Labor Requirements For Energy Sector Construction	Meeting Statutory Obligations
HB24-1328	Sunset Continue Money Transmitter Regulation	Meeting Statutory Obligations

2 Describe General Fund appropriation reductions made in the Department for budget balancing purposes in 2020, and whether the appropriation has been restored with General Fund or another fund source through budget actions or legislation.

Response: No 2020 General Fund appropriation reductions were requested by the Department and no restorations have been requested or received.

Questions to Add

WRITTEN-ONLY QUESTIONS

3 Please provide the most current information possible. For all line items with FTE, please show:

- a the number of allocated FTE each job classification in that line item
- b the number of active FTE for each of those job classifications
- c the number of vacant FTE for each of those job classifications
- d the vacancy rate for each of those job classifications

Use the attached Template C to populate these data. Please return the data in editable Excel format.

Response: State agencies cannot track the history of an appropriated position, therefore cannot provide detail on a position's job class relative to its original allocation. Template C has been attached that summarizes: 1) current filled positions by job class, and 2) vacant positions relative to the legislative appropriation and the intended job classes for such positions.

4 Please provide the same information as Question #5 for FYs 2022-23 and FY 2023-24. Use the attached Template C to populate these data. Please return the data in editable Excel.

Response: This can only be done at a moment in time, therefore state agencies are reporting this data as of June 30 of each of the fiscal years requested. A template has been attached that summarizes this requested information similar to question 3 (and not question 5 as noted above, which appears to be a typo).

5 For FYs 2022-23 and 2023-24, please provide, in editable Excel format, department-wide spending totals for each of the following object codes, by fund source.

- a Object Code 1130: Statutory Personnel & Payroll System Overtime Wages
- b Object Code 1131: Statutory Personnel & Payroll System Shift Diff. Wages
- c Object Code 1140: Statutory Personnel & Payroll System Annual Leave Payments
- d Object Code 1141: Statutory Personnel & Payroll System Sick Leave Payments
- e Object Code 1340: Employee Cash Incentive Awards
- f Object Code 1350: Employee Non-Cash Incentive Award
- g Object Code 1370: Employee Commission Incentive Pay
- h Object Codes 1510, 1511, 1512: Health, Life, and Dental Insurance
- i Object Code 1524: PERA – AED
- j Object Code 1525: PERA - SAED
- k Object Code 1531: Higher Education Tuition reimbursement

Response: The Department of Personnel and Administration is providing a statewide report listing this information by Department. If any further information is required or needed, please contact the Department.

6 For the latest month for which the data are available, please provide, in editable Excel format, department-wide FY 2024-25 year-to-date spending totals for each of the following object codes, by fund source.

- a Object Code 1130: Statutory Personnel & Payroll System Overtime Wages
- b Object Code 1131: Statutory Personnel & Payroll System Shift Diff. Wages
- c Object Code 1140: Statutory Personnel & Payroll System Annual Leave Payments
- d Object Code 1141: Statutory Personnel & Payroll System Sick Leave Payments
- e Object Code 1340: Employee Cash Incentive Awards
- f Object Code 1350: Employee Non-Cash Incentive Award
- g Object Code 1370: Employee Commission Incentive Pay
- h Object Codes 1510, 1511, 1512: Health, Life, and Dental Insurance
- i Object Code 1524: PERA – AED
- j Object Code 1525: PERA-SAED
- k Object Code 1531: Higher Education Tuition reimbursement

Response: The most recent month's expense by object code is not useful data as departments adjust the information through the end of the fiscal year via JVs for revised allocations, POTS adjustments, correcting entries, etc. Therefore, no data will be provided.

7 For FYs 2022-23 and 2023-24, please provide department-wide spending totals for each of the following object codes, by fund source.

- a Object Code 1100: Total Contract Services (Purchased Personal Services)
- b Object Code 1210: Contractual Employee Regular Part-Time Wages
- c Object Code 1211: Contractual Employee Regular Full-Time Wages
- d Object Code 1131: Statutory Personnel & Payroll System Shift Diff. Wages
- e Object Code 1240: Contractual Employee Annual Leave Payments
- f Object Code 1622: Contractual Employee PERA
- g Object Code 1624: Contractual Employee Pera AED

- h Object Code 1625: Contractual Employee Pera - Supplemental AED
- i Object Code 1910: Personal Services – Temporary
- j Object Code 1920: Personal Services – Professional
- k Object Code 1940: Personal Services – Medical Services
- l Object Code 1950: Personal Services - Other State Departments
- m Object Code 1960: Personal Services – Information Technology

Response: The Department of Personnel and Administration is providing a statewide report listing this information by Department. If any further information is required or needed, please contact the Department.

8 Please provide a table showing both allocated and actual FTE for each Division within the Department from FY 2018-19 through FY 2023-24.

Response: A template has been attached that summarizes this requested information, which is compiled from the Department's most recent budget submissions and also includes expenditures and reversions which had been requested in prior years.

9 Please discuss how the Department would absorb base personal services reductions of the following amounts: 1.0 percent, 3.0 percent, and 5.0 percent. How would those reductions impact the departments operations and core mission?

Response: The Department is willing to provide analysis of information around proposed program cuts and the associated FTE impact of those reductions. As noted in the Department's JBC hearing, the Department understands and appreciates the State budget situation and remains more than open to providing the JBC Staff with any and all information to make informed recommendations on funding for FY 25-26 appropriations and beyond. The Department understands and supports the role of the JBC Staff in making tough recommendations and the spirit of the JBC Staff proposals.

With specific regard to cuts proposed at the JBC briefing, taking \$6.4 million in cuts using reverted budget authority as context -- but identified based on a 5% calculation of *total* revenue to certain cash funds in FY 24 (which fluctuates annually based on fee schedules and fund balances) -- amounts to significantly more than a '5%' reduction to actionable lines like Personal Services because the calculated amount includes a great deal of costs beyond Personal Services. For instance, including \$17 million in Legal Services and \$8 million in OIT payments alone would constitute almost 20% of the Department's budget and as such almost

20% of the Department's revenue footprint -- which means that a 5% cut based on *total* revenue if applied only to Department Personal Services is a much bigger reduction. To further elaborate on a \$6.4 million reduction, this figure would remove 100% of any possible reversion and place the Department in immediate risk of reduced regulation, separations, etc. Worth noting further, recommended cuts based on reverted budget authority do not affect cash fund revenue at DORA -- fees support division *costs* (*i.e. actual expenditures*) including central appropriations that are allocated to them, and not simply the Division's Long Bill appropriation.

Having said that, the Department is proposing via OSPB budget and revenue actions that will significantly reduce personal services (at a rate that exceeds 5%) as well as statutory fund balance transfers that will provide FY 25-26 benefit to the state budget in an amount that is equivalent to almost 100% of its General Fund appropriations. More generally speaking, reductions to personal services without corresponding reductions in statutory requirements can result in reduced capability to regulate, and as a result, reduced regulation and service to consumers. In approximate terms, a 1% reduction would roughly translate to the reduction of 7 FTE, a 3% reduction would mean the reduction of 22 FTE, and a 5% reduction would mean the reduction of 36 FTE. While it is not possible to be more specific given that such reductions might be targeted at specific areas or across-the-board, it is fair to say that the Department would pursue the following strategies to absorb such reductions were they to occur:

- Ceasing to fill vacancies as they occur;
- Not acting to fill newly appropriated positions;
- Reducing contract spending where possible;
- Managing central appropriations to shift resources to areas of urgent regulatory need;
- Identifying programs and requirements for potential legislative repeal.

10 Describe steps the Department is taking to reduce operating expenditures for FY 2025-26.

Response: The Executive Branch's plan for reducing operating expenditures is reflected in the November 1, 2024 budget request. With respect to the Department, two 1.0% base reductions totaling \$166k were requested for the Colorado Civil Rights Division and the Division of Insurance. Further discussions are underway with respect to recommendations made at the Department's JBC Briefing, with information forthcoming to be delivered to JBC Staff in early January concerning significant further reductions proposed by the Department. As stated above, the Department is proposing budget and revenue actions that will significantly reduce personal services (at a rate that exceeds 5%) as well as statutory fund balance transfers that will provide FY 25-26 benefit to the state budget in an amount that is equivalent to almost 80% of General Fund appropriations requested for FY 25-26.

11 For each operating expenses line item in FY 2023-24, provide a table showing the total appropriation for FY 2023-24 and the total actual expenditures at the end of the third quarter of FY 2023-24.

Response: The Department of Personnel and Administration is providing a statewide report listing this information by Department. If any further information is required or needed, please contact the Department.

12 Please provide an overview of the department's service efforts. In your response, describe the following:

- a Populations served by the Department
- b The target populations of the Department's services
- c Number of people served by the Department
- d Outcomes measured by the Department
- e Present and future strategies for collecting customer experience data

Response: The Department of Regulatory Agencies (DORA) is dedicated to preserving the integrity of the marketplace and is committed to promoting a fair and competitive business environment in Colorado. Consumer protection is our mission -- meaning that the population served by the Department is all consumers and citizens of the State, as well as approximately 1.1 million licensee professionals and over 80,000 regulated business and institutions across over 50 regulatory programs.

Our job is to ensure that individuals and businesses who provide Colorado with professional services are doing so ethically and responsibly. Whether it's boards setting professional standards for licensing, making sure that utilities companies are charging their customers fair rates, or investigating reports of securities fraud, each and every one of the Department's employees contributes daily to ensuring that Coloradans are able to trust those who provide them with services.

Outcomes measured by the Department (which occur at the Department and Division level) are related to strategic policy initiatives in the areas of 1) protecting consumers through effective enforcement; 2) enhancing education and outreach; and 3) operational improvements to better serve stakeholders. The importance of having comprehensive measures across the scope of regulatory activities that apply from the standpoint of service to consumers *and* professionals alike cannot be overstated -- the very mission of the Department involves a balance of, and service to, these constituencies comprehensively.

For more specific information, the following sources are available:

- Annual performance reports for state agencies can be found at: <https://operations.colorado.gov/performance-management/departments>
- The Governor's Dashboard can be found at <https://dashboard.colorado.gov/>

Current strategies across the department for collecting customer experience data include surveys, feedback forms, post-interaction surveys, website analytics, social media monitoring, and regular evaluation of customer support interactions, while future strategies will likely focus on identifying advanced analytics and enhanced feedback collection to gain deeper insights into customer behavior and sentiment across all touchpoints.

13 For each TABOR non-exempt cash fund, provide the following information

- a The amount in the cash fund
- b Total amount of revenue in the fund that would not be transferred
- c Detailed explanation of why the fund should not be sunset
- d Statutory reference of the fund creation, specific uses, and legislative history of changes to the fund
- e Every program funded by the fund
- f Explanation of how fees to the fund are set and a history of fee changes
- g The number of people provided service by the programs funded through the cash fund
- h Any additional information necessary to ensure the Joint Budget Committee can make an informed decision.

Response: Much of this information can be found in the Department budget submission (Schedule 9), most specifically items A, B, D, and E. *(Please note on these items: For most recent actual balances, the statutory reference for the fund, and descriptive information on program(s) supported by the fund, the Schedule 9 is the best source for this information. However, complete legislative histories of changes to regulation are not customarily included in the Schedule 9 but can be found at the Department's website (<https://coprrr.colorado.gov/>). Last, OSPB has provided staff with other tools to review cash funds to provide the committee with additional information.)*

With respect to item C, the Department makes no representation whether a fund or program should be sunset because it administers the statutory Sunset process via the Colorado Office of Research and Regulatory Reform (COPRR), and all such recommendations are made publicly to the General Assembly in accordance with statute. Independent comments or recommendations would conflict with this statutory duty of the Department.

With respect to item F, the Department sets hundreds of fees on a continual basis, and fees are statutorily required to be based on appropriations and subject to the direct and indirect costs of a program, such that revenue approximates expenditures. While it is

not possible to concisely represent a fee history, the Department is including its most recent summary of prior and estimated future fees in an attached template (this information is a snapshot in time and updated information for any particular program can be provided upon request).

With respect to item G, the following table sets forth the approximate number of licensees by cash fund, however, it should be noted that the Department's consumer protection regulatory mission applies to all Colorado consumers and citizens which is over 6 million, and is not simply a service to the licensed population:

Fund Name	June 30, 2024 Fund Balance	Total Revenues FY 23-24	Approximate Population
Conservation Easements Cash Fund	134,111	564,150	37 organizations, approximately 50 credit certificate applicants
Public Utilities Commission Fixed Utility Fund	42,276	20,862,427	Over 50 Utilities
Public Utilities Commission Motor Carrier Fund	46,411	2,383,435	2,800 Carriers, 6,300 vehicles
Highway Crossing Fund	834,971	296,829	n/a
Division of Professions and Occupations Cash Fund	9,360,023	23,838,512	516k active licensees
Prescription Drug Monitoring Fund	2,096,419	1,044,589	Approximately 40k prescriptive authority licensees
Viatical Settlements Cash Fund	151,762	9,160	n/a
Disabled Telephone Users Fund	813,727	4,176,355	n/a
Telecommunications Utility Fund	20,863	1,150,093	Over 200 Utilities
Real Estate Cash Fund	736,276	8,641,994	Approximately 70k licensees
Division of Securities Cash Fund	955,704	6,624,507	Approximately 267k licensees
Colorado High Cost Administration Fund	63,065	173,600	n/a
Consumer Outreach and Education Fund	16,241	175,076	n/a
Division of Banking Cash Fund	349,281	7,038,318	Approximately 200
Financial Services Cash Fund	300,959	2,000,217	Approximately 50
Indirect Cost Excess Recovery Fund	1,668,215	360,159	n/a
Moving Outreach Fund	6,151	3,141	n/a
Division of Insurance Cash	3	20,865,965	Approximately 263k licensees
Transportation Network Company Fund	43,329	333,500	3 carriers
	17,639,787	100,542,027	

With respect to item H, the following discussion applies. If this question and its response is being used to identify potential cash balances to transfer, the Department is communicating with the JBC analyst about the potential for that and does not recommend arbitrary transfers or reductions given the drastic and immediate financial consequences that can occur as a result of the Department's multi-year license cycles

and prior efforts to reduce fees to manage fund balance. Very often, fees are set above or below *annual* costs in order to rectify fund balance issues in accordance with statute and over a professional license cycle spanning multiple state fiscal years -- meaning that fund balances fluctuate. More specifically, an amount that appears to be 'available' in year 1 might be the only thing preventing deficit in year 2 or year 3, for instance. For this reason it is important to make inquiries about any specific fund or balance, so that the Department can share forecasting information in order that recommendations do not have unintended consequences and are explained accurately to decision makers.

Last, at the Department's JBC hearing the Department clarified that existing statute requires the Department to match revenue to spending. Multiple-year license cycles do not enable the Department to logistically comply with immediate revenue directives (in the form of a specific reduction target or percent, for instance), nor immediately replace any transferred fund balance. Because the General Assembly creates revenue impacts when it makes appropriations, changes to appropriations are the best and only way to accomplish revenue changes in a manner that comports with the timing of licensure periods.

Current Department	Division	Sub- Subdivisio subdivisi n on		Line Item	Job Classification	Allocated FTE	Active	Vacancie	Vacancy
							FTE	s	Rate
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	EXECUTIVE DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	DEPUTY EXECUTIVE DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	LEGISLATIVE LIAISON	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HR DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PUBLIC INFORMATION OFFICER	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ANALYST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ANALYST IV	4.0	4.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	BUDGET ANALYST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	BUDGET ANALYST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	CONTROLLER	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES I	3.7	4.0	-0.3	-8.1%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PURCHASING AGENT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	TECHNICIAN IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	Subtotal	35.7	36.0	-0.3	-0.8%
Regulatory Agencies	Conservation	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Regulatory Agencies	Conservation	n/a	n/a	Personal Services	Compliance Specialist III	5.0	2.0	3.0	60.0%
						6.0	3.0	3.0	50.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	ADMINISTRATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	AUDITOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	8.0	8.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	9.0	9.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	9.6	8.0	1.6	16.7%

Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	6.0	6.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	TECHNICIAN IV	2.0	2.0	0.0	0.0%
Subtotal						44.6	43.0	1.6	3.6%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMIN ASSISTANT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR V	4.0	4.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	COMPL INVESTIGATOR I	13.8	15.0	-1.2	-8.7%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	COMPL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	LEGAL ASSISTANT I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	TECHNICIAN IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	TECHNICIAN V	1.0	1.0	0.0	0.0%
Subtotal						41.8	43.0	-1.2	-2.9%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	8.6	7.0	1.6	18.6%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	2.0	2.0	0.0	0.0%
Subtotal						15.6	14.0	1.6	10.3%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	NON-CLASSIFIED	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMIN ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMINISTRATOR III	5.0	5.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ANALYST III	1.0	1.0	0.0	0.0%

Regulatory Agencies	Insurance	n/a	n/a	Personal Services	AUDITOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	AUDITOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	6.0	6.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	7.0	7.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	MKTG & COMM SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	MKTG & COMM SPEC V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	5.0	5.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	6.0	6.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST II	27.3	23.0	4.3	15.8%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	12.0	8.0	4.0	33.3%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	6.0	6.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	STATISTICAL ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	STATISTICAL ANALYST II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TEMPORARY AIDE	1.0	1.0	0.0	0.0%
Subtotal						120.3	112.0	8.3	6.9%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN LAW JUDGE II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN LAW JUDGE III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMINISTRATOR III	2.0	1.0	1.0	50.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMINISTRATOR V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST II	2.0	1.0	1.0	50.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST V	6.0	5.0	1.0	16.7%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST VI	7.0	6.0	1.0	14.3%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST I	3.0	3.0	0.0	0.0%

Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	5.0	5.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CONTRACT ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	7.0	6.0	1.0	14.3%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	DATA MANAGEMENT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENGINEER-IN-TRAINING III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC II	6.0	5.0	1.0	16.7%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	HEARINGS REPORTER	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	LEGAL ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	LEGAL ASSISTANT II	2.0	1.0	1.0	50.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MANAGEMENT	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MKTG & COMM SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	0.0	1.0	100.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MKTG & COMM SPEC V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	Non-Classified	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER II	5.0	3.0	2.0	40.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER III	8.0	5.0	3.0	37.5%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	20.1	15.0	5.1	25.4%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	16.0	12.0	4.0	25.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	SCINT PRGMR/ANLST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	TEMPORARY AIDE	2.0	1.0	1.0	50.0%
Subtotal						140.1	117.0	23.1	16.5%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	2.0	0.0	2.0	100.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	3.0	2.0	1.0	33.3%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	6.0	4.0	2.0	33.3%

Subtotal						14.0	9.0	5.0	35.7%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMIN ASSISTANT III	5.9	5.0	0.9	15.3%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMINISTRATOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMINISTRATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	BUDGET ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	5.0	5.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	MKTG & COMM SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	OFFICE MANAGER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	POLICY ADVISOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	TECHNICIAN IV	3.0	3.0	0.0	0.0%
Subtotal						48.9	47.0	1.9	3.9%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ACCOUNTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ACCOUNTING TECHNICIAN III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMIN ASSISTANT II	13.0	10.0	3.0	23.1%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMIN ASSISTANT III	14.0	10.0	4.0	28.6%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR V	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST VI	1.0	0.0	1.0	100.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	BUDGET ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CONTRACT ADMINISTRATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	18.0	13.0	5.0	27.8%

Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	DATA MANAGEMENT III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR II	34.0	32.0	2.0	5.9%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR III	10.0	10.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	LTC OPERATIONS II	5.0	5.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	MANAGEMENT	4.0	3.0	1.0	25.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	OFFICE MANAGER I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PHARMACIST II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PHARMACIST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	POLICY ADVISOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	5.0	5.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT I	2.0	0.0	2.0	100.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	10.0	10.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN III	44.5	36.0	8.5	19.1%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN IV	22.0	17.0	5.0	22.7%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN V	13.0	10.0	3.0	23.1%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TEMPORARY AIDE	1.0	1.0	0.0	0.0%
Subtotal						235.5	201.0	34.5	14.6%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	ADMIN ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	AUDITOR III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	AUDITOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR IV	4.0	4.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	MKTG & COMM SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Subtotal						24.0	23.0	1.0	4.2%

June 2023		Subdivisi	subdi	Line Item	Job Classification	Allocated	Active	Vacancy	
Department	Division	on	vision			FTE	FTE	Vacancies	Rate
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR I	1.0	0.0	1.0	100.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ANALYST III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ANALYST IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	BUDGET & POLICY ANLST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	BUDGET ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	CONTROLLER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	DEPUTY EXECUTIVE DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	EXECUTIVE DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HR DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	LEGISLATIVE LIAISON	1.0	0.0	1.0	100.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PUBLIC INFORMATION OFFICER	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PURCHASING AGENT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	TECHNICIAN IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	TEMPORARY AIDE	1.4	2.0	-0.6	-42.9%
Subtotal						35.4	34.0	1.4	4.0%
Regulatory Agencies	Conservation	n/a	n/a	Personal Services	Compliance Specialist III	4.8	1.0	3.8	79.2%
Regulatory Agencies	Conservation	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Subtotal						5.8	2.0	3.8	65.5%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	ADMINISTRATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	AUDITOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	8.0	6.0	2.0	25.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	9.0	7.0	2.0	22.2%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER INT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	5.0	5.0	0.0	0.0%

Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	OFFICE MANAGER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	TECHNICIAN IV	1.0	1.0	0.0	0.0%
Subtotal						40.0	36.0	4.0	10.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMIN ASSISTANT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR V	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	COMPL INVESTIGATOR I	12.0	14.0	-2.0	-16.7%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	COMPL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	LEGAL ASSISTANT I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	TECHNICIAN IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	TECHNICIAN V	1.0	1.0	0.0	0.0%
Subtotal						37.0	39.0	-2.0	-5.4%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	7.6	5.0	2.6	34.2%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Subtotal						15.6	13.0	2.6	16.7%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMIN ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%

Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMINISTRATOR III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ANALYST VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	AUDITOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	AUDITOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	7.0	7.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	MKTG & COMM SPEC V	1.0	1.0	0.0	0.0%
NON-CLASSIFIED - INSURANCE									
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	COMMISSIONER	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	5.0	5.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROJECT MANAGER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST II	27.6	23.0	4.6	16.7%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	10.0	8.0	2.0	20.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	8.0	8.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	STATISTICAL ANALYST I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	STATISTICAL ANALYST II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN IV	1.0	1.0	0.0	0.0%
Subtotal						110.6	103.0	7.6	6.9%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ACTUARY III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN ASSISTANT III	6.0	6.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN LAW JUDGE II	4.0	4.0	0.0	0.0%

Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN LAW JUDGE III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMINISTRATOR III	2.0	1.0	1.0	50.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMINISTRATOR V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST V	4.0	4.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST VI	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CONTRACT ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	6.0	5.0	1.0	16.7%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	DATA MANAGEMENT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENGINEER-IN-TRAINING III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC II	6.0	6.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	HEARINGS REPORTER	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	LEGAL ASSISTANT I	2.0	1.0	1.0	50.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	LEGAL ASSISTANT II	2.0	1.0	1.0	50.0%

Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MANAGEMENT	3.0	2.0	1.0	33.3%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MKTG & COMM SPEC V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER III	7.0	5.0	2.0	28.6%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROJECT COORDINATOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROJECT MANAGER II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PUC COMMISSIONER	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	6.0	5.0	1.0	16.7%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	15.1	12.0	3.1	20.5%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	12.0	12.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	TEMPORARY AIDE	3.0	3.0	0.0	0.0%
					Subtotal	121.1	110.0	11.1	9.2%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	3.0	2.0	1.0	33.3%

Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	5.0	4.0	1.0	20.0%
					Subtotal	11.0	9.0	2.0	18.2%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMIN ASSISTANT III	5.0	5.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMINISTRATOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMINISTRATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	BUDGET ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	5.9	5.0	0.9	15.3%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	MKTG & COMM SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	OFFICE MANAGER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	POLICY ADVISOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	TECHNICIAN IV	3.0	3.0	0.0	0.0%
					Subtotal	48.9	48.0	0.9	1.8%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ACCOUNTING TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ACCOUNTING TECHNICIAN IV	1.0	0.0	1.0	100.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMIN ASSISTANT II	11.0	9.0	2.0	18.2%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMIN ASSISTANT III	15.0	12.0	3.0	20.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR V	2.0	2.0	0.0	0.0%

Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST IV	1.0	0.0	1.0	100.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST VI	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	BUDGET ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CONTRACT ADMINISTRATORIII	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	18.0	14.0	4.0	22.2%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR INT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	DATA MANAGEMENT III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR II	29.0	29.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR III	13.0	13.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	LTC OPERATIONS II	6.0	6.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	MANAGEMENT	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	1.0	0.0	0.0%

Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	OFFICE MANAGER I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PHARMACIST II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PHARMACIST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	POLICY ADVISOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	12.0	12.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN III	26.0	26.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN IV	22.0	19.0	3.0	13.6%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN V	12.5	11.0	1.5	12.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TEMPORARY AIDE	2.0	2.0	0.0	0.0%
Subtotal						218.5	202.0	16.5	7.6%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	ADMIN ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	AUDITOR III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	AUDITOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	2.0	3.0	-1.0	-50.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%

Regulatory Agencies	Securities	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
					Subtotal	24.0	25.0	-1.0	-4.2%

June 2024		Sub-		Line Item	Job Classification	Allocat ed FTE	Active FTE	Vacanci es	Vacancy Rate
Department	Division	vision	subdi vision						
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ACCOUNTANT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ADMINISTRATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ANALYST III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	ANALYST IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	BUDGET & POLICY ANLST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	BUDGET & POLICY ANLST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	CONTROLLER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	DATA MANAGEMENT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	DEPT EXECUTIVE DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	DEPT LEGISLATIVE LIAISON	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	DEPUTY DEPARTMENT HEAD	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES DIRECTOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES SPEC I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES SPEC III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	HUMAN RESOURCES SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PUBLIC INFO OFFICER	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	PURCHASING AGENT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Executive Director's Office	n/a	n/a	Personal Services	TECHNICIAN IV	1.7	3.0	-1.3	-76.5%
Subtotal						35.7	37.0	-1.3	-3.6%
Regulatory Agencies	Conservation	n/a	n/a	Personal Services	Compliance Specialist III	5	2	2.8	58.3%
Regulatory Agencies	Conservation	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Subtotal						5.8	3.0	2.8	48.3%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	ADMINISTRATOR V	1	1	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	AUDITOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	8.0	8.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	8.0	8.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	6.0	8.0	-2.0	-33.3%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	5.0	5.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER V	2.0	2.0	0.0	0.0%

Regulatory Agencies	Banking	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Regulatory Agencies	Banking	n/a	n/a	Personal Services	TECHNICIAN IV	2.0	2.0	0.0	0.0%
Subtotal						40.0	42.0	-2.0	-5.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMIN ASSISTANT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	ADMINISTRATOR V	4.0	4.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	COMPL INVESTIGATOR I	13.8	15.0	-1.2	-8.7%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	COMPL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	LEGAL ASSISTANT I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	TECHNICIAN IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Civil Rights	n/a	n/a	Personal Services	TECHNICIAN V	1.0	1.0	0.0	0.0%
Subtotal						40.8	42.0	-1.2	-2.9%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	7.6	6.0	1.6	21.1%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Financial Services	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Subtotal						15.6	14.0	1.6	10.3%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ACTUARY IV	1.0	0.0	1.0	100.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMIN ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMIN ASSISTANT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMINISTRATOR III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ADMINISTRATOR IV	1.0	1.0	0.0	0.0%

Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ANALYST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ANALYST III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	ANALYST VI	1.0	0.0	1.0	100.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	AUDITOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	AUDITOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	DIRECTOR BOARDS & COMMIS	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	7.0	7.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	MKTG & COMM SPEC V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR III	4.0	4.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	POLICY ADVISOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	5.0	5.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	5.0	5.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANLYST I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANLYST II	25.0	22.0	3.0	12.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANLYST III	9.0	8.0	1.0	11.1%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANLYST IV	8.0	8.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	RATE/FINANCIAL ANLYST V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	STATISTICAL ANALYST I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	STATISTICAL ANALYST II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TECHNICIAN V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Insurance	n/a	n/a	Personal Services	TEMPORARY AIDE	1.0	0.0	1.0	100.0%
Subtotal						115.0	108.0	7.0	6.1%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN ASSISTANT III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN LAW JUDGE II	5.0	5.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMIN LAW JUDGE III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMINISTRATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ADMINISTRATOR V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST V	4.0	4.0	0.0	0.0%

Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ANALYST VI	4.0	4.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	2.0	1.0	1.0	50.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST III	5.0	3.0	2.0	40.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CONTRACT ADMINISTRATOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	7.0	6.0	1.0	14.3%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	2.8	0.0	2.8	100.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	DATA MANAGEMENT IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENGINEER-IN-TRAINING III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC II	6.0	6.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	ENVIRON PROTECT SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	HEARINGS REPORTER	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	LEGAL ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MANAGEMENT	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	MKTG & COMM SPEC V	1.0	0.0	1.0	100.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER II	4.0	3.0	1.0	25.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER III	6.0	4.0	2.0	33.3%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PROJECT COORDINATOR	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	PUC COMMISSIONER	3.0	3.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	7.0	6.0	1.0	14.3%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	18.0	15.0	3.0	16.7%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	14.0	10.0	4.0	28.6%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	SCINT PRGMR/ANLST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	2.0	2.0	0.0	0.0%
Regulatory Agencies	Public Utilities Commission	n/a	n/a	Personal Services	TEMPORARY AIDE	3.0	3.0	0.0	0.0%
Subtotal						128.8	110.0	18.8	14.6%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST III	2.0	0.0	2.0	100.0%

Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST IV	3.0	2.0	1.0	33.3%
Regulatory Agencies	Utility Consumer Advocate	n/a	n/a	Personal Services	RATE/FINANCIAL ANALYST V	5.5	4.0	1.5	27.3%
Subtotal						13.5	9.0	4.5	33.3%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMIN ASSISTANT III	5.9	5.0	0.9	15.3%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMINISTRATOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	ADMINISTRATOR V	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	BUDGET ANALYST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR I	1.0	0.0	1.0	100.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPL INVESTIGATOR II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	5.0	5.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR IV	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	4.0	4.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	MANAGEMENT	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	MKTG & COMM SPEC III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	OFFICE MANAGER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	POLICY ADVISOR VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	TECHNICIAN III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Real Estate	n/a	n/a	Personal Services	TECHNICIAN IV	3.0	3.0	0.0	0.0%
Subtotal						48.9	46.0	2.9	5.9%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ACCOUNTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ACCOUNTING TECHNICIAN III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMIN ASSISTANT II	8.0	8.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMIN ASSISTANT III	13.0	13.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR V	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST V	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	BUDGET ANALYST I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST II	1.0	1.0	0.0	0.0%

Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	COMPLIANCE SPECIALIST IV	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CONTRACT ADMINISTRATORIII	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	17.0	15.0	2.0	11.8%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	DATA MANAGEMENT III	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	DATA MANAGEMENT VI	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ADMINISTRATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR II	32.0	32.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	INSPECTOR III	10.0	10.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	LEGAL ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	LTC OPERATIONS II	6.0	6.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	MANAGEMENT	4.0	4.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	MKTG & COMM SPEC IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	OFFICE MANAGER I	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PHARMACIST II	3.0	3.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PHARMACIST III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	POLICY ADVISOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	POLICY ADVISOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROFESSIONAL ENGINEER III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT II	14.0	14.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	2.0	2.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN III	35.0	35.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN IV	24.6	22.0	2.6	10.6%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TECHNICIAN V	10.0	10.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	ANALYST IV	1.0	0.0	1.0	100.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	PROJECT MANAGER I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Professions and Occupations	n/a	n/a	Personal Services	TEMPORARY AIDE	3.0	2.0	1.0	33.3%
Subtotal						227.6	220.0	7.6	3.3%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	ADMIN ASSISTANT II	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	AUDITOR III	1.0	0.0	1.0	100.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	AUDITOR IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR II	4.0	3.0	1.0	25.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	CRIMINAL INVESTIGATOR III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER I	4.0	4.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER II	4.0	2.0	2.0	50.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER III	2.0	2.0	0.0	0.0%

Regulatory Agencies	Securities	n/a	n/a	Personal Services	FIN/CREDIT EXAMINER IV	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	MKTG & COMM SPEC I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	PROGRAM ASSISTANT I	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	PROGRAM MANAGEMENT III	1.0	1.0	0.0	0.0%
Regulatory Agencies	Securities	n/a	n/a	Personal Services	SENIOR EXECUTIVE SERVICE	1.0	1.0	0.0	0.0%
Subtotal						24.0	20.0	4.0	16.7%

DORA 25-26 Hearing Follow-up Questions

Committee Questions:

Sen. Amabile: RE: SB 23-290 Natural Medicine Regulation and Legalization, what is the current estimate of potential registered sellers? Will the fees be able to realistically recoup the money spent to create the market? How has this played out in Oregon?

Here is a bit of information about Oregon and their program (which as discussed below is different than the Colorado program):

Oregon Psilocybin Services (OPS) publishes a weekly report on license applications. The most recent report showed OPS has issued:

- 206 Facilitator Licenses
- 21 Service Center Licenses
- 7 Manufacturer Licenses
- 2 Laboratory Licenses
- 418 Worker Permits
- 24 Training Programs have received OPS curriculum approval

For DPO, there is an estimate of facilitators of 125 facilitators in the first year and 250 in the second year in the fiscal note (SB23-290). The estimated volume for training programs in the fiscal note (SB24-198) was anticipated to be relatively low, and it's worth noting that the analyst estimated there would be a single training center license in year one. To date, DPO has approved 11 training facilities and is reviewing 5 additional applications. This revenue from these programs will contribute to the sustainability of the overall program. With respect to recouping money, as we mentioned at the hearing, regulatory costs must necessarily be adjusted to reflect the financial realities of revenue for a new and unknown population such as this program, and we do not presently expect to be requesting any form of subsidy due to insufficient revenue.

There are notable discrepancies between the Oregon law and what Colorado voters passed with Prop 122, however. Oregon's OPS has oversight of all of the above listed licenses, approvals, and permits. In contrast, the Colorado Department of Revenue (DOR) and DORA/DPO share the responsibility for the program in Colorado. DPO has oversight of facilitators and training programs while DOR licenses Healing Centers and has responsibility for the regulation of the product. Our understanding is that Oregon did have some initial funding challenges they needed to address, but the regulatory structure is different and is not something we anticipate within DORA/DPO.

Sen. Kirkmeyer/Amabile: Please submit an update of the current and estimated ongoing costs associated with litigation re: SB21-175 Prescription Drug Affordability Board. Please update on what drugs have begun the process and what drugs are upcoming.

Amgen filed suit against the PDAB, PDAB Members, Commissioner Conway, and AG Weiser in federal district court. To date, the total cost of defending the litigation against these parties has been \$153,979.78. Those costs have been primarily associated with preparing and arguing on motions for summary judgment; the motions were argued in October 2024. At this time, we are unable to estimate the ongoing costs with the litigation as those costs are dependent on the court's decision on the summary judgment motions.

Regarding the progress of the PDAB Board's drug review, in 2023, the Board approved a list of 604 drugs that met the thresholds outlined in the law and therefore were eligible for an affordability review. The Board determined which of the 604 drugs to select for affordability review by applying 19 data requirements (referred to as selection criteria) listed in the statute (10-16-1406(2), C.R.S.) to those 604 drugs. After extensive public comment, input from the Advisory Council, and with the support of two experts from the Skaggs School of Pharmacy who led the Board in a multicriteria decision making exercise to rank and weight selection, the Board narrowed the 604 drugs by setting thresholds that aligned with their priorities of number of patients impacted, change in WAC, and patient spending.

On August 4, 2023, the Board adopted resolutions to select the following five (5) drugs for affordability review:

- Trikafta
- Genvoya
- Enbrel
- Stelara
- Cosentyx

The affordability reviews for each of these drugs has been completed. Each affordability review contained 15 statutorily set criteria for the Board to consider in determining whether the use of a prescription drug was unaffordable to Colorado consumers. Each review involved extensive data analysis as well as input from patients, caregivers, providers, consumer groups, individuals with scientific and medical training, industry, and other experts. Feedback was obtained through surveys as well as at 14 drug specific stakeholder meetings. Those reports run anywhere from 200 pages (Genvoya) to almost 600 pages (Trikafta).

Although there are currently 7 states with PDABs, Colorado's PDAB is the first PDAB in the country to complete any affordability reviews.

Based on the Board's review of the reports and considering feedback from the community at large over multiple Board meetings, the Board voted that two drugs, Trikafta and Genvoya, were not unaffordable for Coloradans. That concluded the process for those drugs.

Again, based on the Board's review of the reports and considering feedback from the community at large over multiple Board meetings, the Board voted that three drugs, Enbrel, Stelara, and Cosentyx, were unaffordable for Coloradans.

As a result of the Board's decisions, Enbrel, Stelara, and Cosentyx are eligible for an upper payment limit (UPL), which is established via the Board's rulemaking process. The Board has said it plans to hold at least three UPL rulemaking hearings for each prescription drug. Enbrel's first UPL rulemaking hearing will begin in January 2025; it is anticipated that the rulemaking hearings for Stelara and Cosentyx will begin later in 2025.

Board staff anticipate that the number of prescription drugs that will be eligible for the next round of affordability reviews will likely be in the 600 range, similar to the first round of affordability reviews.

Analyst Requests:

Please delineate the estimated contribution from each cash fund for the following long bill lines. If it makes sense and happens proportionally, if there is one estimate for the percentage of each line's funding source (ex. all lines get 1% from _____, 5% from _____), that would be great.

We're happy to respond further on this in a discussion so that we can get at exactly what you're asking -- if this is related to letternoting VSCF into "estimated" amounts for all centrally appropriated lines for instance, the most recent actual year's spending by fund could be used as a default and we can definitely help with this.

Professions and Occupations	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Accountant	Licensed through initial application / exam, with outside vendor.				
Accounting Firm	Licensed through initial application / exam, with outside vendor.				
Acupuncturist	\$ 150	\$ 150	\$ 150	\$ 36	\$ 36
Addiction Counselor	\$ 45	\$ 210	\$ 210	\$ 210	\$ 210
Addiction Counselor Candidate	\$ 45	\$ 50	\$ 50	\$ 50	\$ 50
Addiction Counselor Specialist	n/a	\$ 180	\$ 180	\$ 180	\$ 180
Addiction Counselor Technician	n/a	\$ 150	\$ 150	\$ 150	\$ 150
Anesthesia Assistant	\$ 100	\$ 80	\$ 80	\$ 10	\$ 10
Architect	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Athletic Trainers	\$ 100	\$ 55	\$ 55	\$ 11	\$ 11
Audiologists	\$ 145.00	\$ 95.00	\$ 95.00	\$ 95	\$ 95
Barber	Licensed through initial application / exam, with outside vendor.				
Barber Shop	\$ 35	\$ 35	\$ 75	\$ 75	\$ 35
Boxing Officials	\$ 100	\$ 100	\$ 100	\$ 200	\$ 80
Boxing Promoter	\$ 250	\$ 250	\$ 250	\$ 500	\$ 200
Chiropractors	\$ 250	\$ 250	\$ 250	\$ 370	\$ 370
Clinical Social Worker	\$ 45	\$ 124	\$ 124	\$ 62	\$ 62
Corners	\$ 50	\$ 50	\$ 50	\$ 100	\$ 40
Cosmetologist	Licensed through initial application / exam, with outside vendor.				
Counselors Professional	\$ 45	\$ 175	\$ 174	\$ 174	\$ 174
Counselors Professional Candidate	\$ 15	\$ 50	\$ 50	\$ 50	\$ 50
Counselors Professional (Provisional)	\$ 45	\$ 132	\$ 132	\$ 132	\$ 132
Crematorium	\$ 400	\$ 300	\$ 300	\$ 300	\$ 2,100
Dentist	\$ 360	\$ 328	\$ 328	\$ 430	\$ 430
Dentist Academic	\$ 325	\$ 296	\$ 296	\$ 388	\$ 388
Dental Hygienist	\$ 160	\$ 146	\$ 146	\$ 191	\$ 191
Dental Therapist	n/a	n/a	n/a	\$ 150	\$ 150
Drug Wholesaler In-State	\$ 480	\$ 480	\$ 480	\$ 480	\$ 674
Drug Wholesaler Out-of-State	\$ 480	\$ 480	\$ 480	\$ 480	\$ 674
Electrical Contractor	\$ 210	\$ 275	\$ 275	\$ 275	\$ 275
Electrician Apprentice	\$ 30	\$ 40	\$ 40	\$ 40	\$ 40
Electrician Journeyman	\$ 120	\$ 155	\$ 155	\$ 155	\$ 155
Electrician Master	\$ 140	\$ 180	\$ 180	\$ 180	\$ 180
Electrician Residential	\$ 100	\$ 130	\$ 130	\$ 130	\$ 130
Engineer Professional	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Esthetician	Licensed through initial application / exam, with outside vendor.				
Funeral Homes	\$ 400	\$ 300	\$ 300	\$ 300	\$ 2,100
Hairstylist	Licensed through initial application / exam, with outside vendor.				
Hearing Aid Provider	\$ 476	\$ 10	\$ 10	\$ 70	\$ 70

Professions and Occupations	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Accountant (two-year)	\$ 73	\$ 38	\$ 38	\$ 62	\$ 62
Accounting Firm (three-year)	\$ 165	\$ 87	\$ 87	\$ 141	\$ 141
Acupuncturist (two-year)	\$ 191	\$ 61	\$ 61	\$ 14	\$ 14
Addiction Counselor (two-year)	\$ 86	\$ 160	\$ 160	\$ -	\$ -
Addiction Counselor Candidate (no-renewal)	n/a	n/a	n/a	n/a	n/a
Addiction Counselor Specialist (two-year)	n/a	\$ 130	\$ 130	\$ -	\$ -
Addiction Counselor Technician (two-year)	n/a	\$ 100	\$ 100	\$ -	\$ -
Anesthesia Assistant	\$ 5	\$ 3	\$ 3	\$ 3	\$ 3
Architect (two-year)	\$ 90	\$ 86	\$ 64	\$ 77	\$ 77
Athletic Trainers	\$ 41	\$ 22	\$ 22	\$ 4	\$ 4
Audiologists (two-year)	\$ 110	\$ 72	\$ 72	\$ 72	\$ 72
Barber (two year)	\$ 26	\$ 26	\$ 26	\$ 26	\$ 26
Barber Shops (two-year)	\$ 58	\$ 58	\$ 58	\$ 58	\$ 58
Boxing Official (one-year)	\$ 70	\$ 35	\$ 70	\$ 70	\$ 28
Boxing Promoter (one-year)	\$ 250	\$ 125	\$ 250	\$ 250	\$ 100
Chiropractor (two year)	\$ 95	\$ 95	\$ 95	\$ 140	\$ 140
Clinical Social Worker (two-year)	\$ 113	\$ 74	\$ 74	\$ -	\$ -
Corner	\$ 55	\$ 55	\$ 110	\$ 100	\$ 40
Cosmetologist (two-year)	\$ 50	\$ 50	\$ 50	\$ 50	\$ 58
Counselor Professional (two-year)	\$ 150	\$ 124	\$ 124	\$ -	\$ -
Counselor Professional Candidate (no-renewal)	n/a	n/a	n/a	n/a	n/a
Counselor Provisional Professional (two-year)	\$ 99	\$ 82	\$ 82	\$ -	\$ -
Crematorium	\$ 176	\$ 132	\$ 132	\$ 10	\$ 1,750
Dentist (two-year)	\$ 333	\$ 303	\$ 303	\$ 396	\$ 396
Dentist Academic (two-year)	\$ 243	\$ 221	\$ 221	\$ 288	\$ 288
Dental Hygienist (two-year)	\$ 75	\$ 69	\$ 69	\$ 90	\$ 90
Dental Therapist (two-year)	n/a	n/a	n/a	n/a	n/a
Drug Wholesaler In-State (two-year)	\$ 459	\$ 527	\$ 459	\$ 459	\$ 645
Drug Wholesaler Out-of-State (two-year)	\$ 459	\$ 527	\$ 459	\$ 459	\$ 645
Electrical Contractor (three-year)	\$ 263	\$ 263	\$ 263	\$ 229	\$ 229
Electrician Apprentice	Original license issued until Journeyman or Master reached.				
Electrician Journeyman (three-year)	\$ 150	\$ 150	\$ 150	\$ 130	\$ 130
Electrician Master (three-year)	\$ 175	\$ 175	\$ 175	\$ 152	\$ 152
Electrician Residential (three-year)	\$ 125	\$ 125	\$ 125	\$ 109	\$ 109
Engineer Professional (two-year)	\$ 90	\$ 64	\$ 64	\$ 56	\$ 56
Esthetician (two year)	\$ 26	\$ 26	\$ 26	\$ 26	\$ 26
Funeral Homes	\$ 176	\$ 132	\$ 132	\$ 10	\$ 1,750
Hairstylist (two-year)	\$ 26	\$ 26	\$ 26	\$ 26	\$ 26
Hearing Aid Provider (two-year)	\$ 232	\$ 10	\$ 10	\$ 70	\$ 70

Original/Surcharge License Fees

Hearing Aid Provider Apprentice	\$ 25	\$ 5	\$ 5	\$ 18	\$ 18
Land Surveyor Professional	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Landscape Architect	\$ 225	\$ 375	\$ 375	\$ 199	\$ 404
Marriage & Family Candidate	\$ 110	\$ 50	\$ 50	\$ 37	\$ 37
Marriage & Family Therapists	\$ 220	\$ 190	\$ 190	\$ 139	\$ 139
Marriage & Family Provisional Manicurist	\$ 75	\$ 120	\$ 120	\$ 88	\$ 88
Massage Therapist	\$ 200	\$ 270	\$ 270	\$ 157	\$ 290
Midwives	\$ 450	\$ 1,000	\$ 450	\$ 450	\$ 486
Medication Aide	Licensed through initial application / exam, with outside vendor.				
Naturopathic Doctors	\$ 600	\$ 600	\$ 600	\$ 400	\$ 720
Nurse Certified Midwife	n/a	n/a	n/a	n/a	\$ 300
Nurse Certified Midwife w/Prescriptive Authority	n/a	n/a	n/a	n/a	\$ 325
Nurse Practical	\$ 150	\$ 150	\$ 56	\$ 56	\$ 165
Nurse Registered	\$ 80	\$ 80	\$ 30	\$ 30	\$ 165
Nurse Aide	Licensed through initial application / exam, with outside vendor.				
Nursing Home Administrators	\$ 250	\$ 250	\$ 165	\$ 165	\$ 165
Occupational Therapists	\$ 80	\$ 80	\$ 40	\$ 40	\$ 62
Occupational Therapists Assistants	\$ 47	\$ 47	\$ 24	\$ 24	\$ 37
Occupational Therapists Assistants Provisional	n/a	n/a	\$ 8	\$ 8	\$ 9
Occupational Therapists Provisional	n/a	n/a	\$ 8	\$ 8	\$ 9
Optometrist	\$ 200	\$ 180	\$ 180	\$ 30	\$ 30
Other Pharmacy Outlet	\$ 160	\$ 160	\$ 160	\$ 160	\$ 225
Outfitters	\$ 195	\$ 98	\$ 107	\$ 107	\$ 107
Participants	\$ 50	\$ 50	\$ 50	\$ 100	\$ 40
Passenger Tramway Construction Fees, see below					
Conveyors	\$ 615	\$ 550	\$ 374	\$ 748	\$ 748
Detachable	\$ 2,860	\$ 2,570	\$ 1,748	\$ 3,496	\$ 3,496
Fixed Grip	\$ 1,625	\$ 1,460	\$ 993	\$ 1,986	\$ 1,986
Funicular	\$ 2,525	\$ 2,270	\$ 1,544	\$ 3,088	\$ 3,088
Inclined Elevator	\$ 850	\$ 950	\$ 578	\$ 1,156	\$ 1,156
Reversible	\$ 2,525	\$ 2,270	\$ 1,544	\$ 3,088	\$ 3,088
Surface Lift	\$ 850	\$ 950	\$ 578	\$ 1,156	\$ 1,156
Tow	\$ 550	\$ 615	\$ 374	\$ 748	\$ 748
Modifications	\$ 135	\$ 120	\$ 82	\$ 164	\$ 164
Pharmacist	\$ 207	\$ 207	\$ 207	\$ 207	\$ 207
Pharmacy MOUD Prescribing Authority	n/a	n/a	n/a	n/a	\$ 50
Pharmacy Technician	\$ 61	\$ 22	\$ 22	\$ 22	\$ 22
Physical Therapy	\$ 100	\$ 100	\$ 66	\$ 66	\$ 78
Physical Therapy Assistant	\$ 57	\$ 57	\$ 38	\$ 38	\$ 45
Physical Therapy Assistant Inactive (no original)					
Physical Therapy Inactive (no original)					
Physician	\$ 275	\$ 275	\$ 173	\$ 173	\$ 282
Physician Assistant	\$ 100	\$ 80	\$ 80	\$ 10	\$ 10
Plumber Contractor	\$ 210	\$ 210	\$ 126	\$ 126	\$ 126
Plumber Journeyman	\$ 120	\$ 120	\$ 72	\$ 72	\$ 72
Plumber Master	\$ 140	\$ 140	\$ 84	\$ 84	\$ 84
Plumber Residential	\$ 100	\$ 100	\$ 60	\$ 60	\$ 60
Prescription Drug Outlet In-state	\$ 480	\$ 480	\$ 480	\$ 480	\$ 480
Prescription Drug Outlet Out-of-state	\$ 480	\$ 480	\$ 480	\$ 480	\$ 674
Prescription Drug Manufacturer	\$ 480	\$ 542	\$ 480	\$ 480	\$ 674
Prescription Drug Outlet Specialized	\$ 160	\$ 160	\$ 160	\$ 160	\$ 225
Podiatrist	\$ 400	\$ 400	\$ 304	\$ 304	\$ 410
Podiatrist Volunteer	\$ 15	\$ 50	\$ 38	\$ 38	\$ 51
Private Investigator	\$ 10	\$ -	\$ -	\$ -	\$ -
Psychiatric Technician	\$ 15	\$ 15	\$ 56	\$ 56	\$ 120
Psychologists	\$ 45	\$ 250	\$ 250	\$ 38	\$ 38
Psychologists (Provisional)	n/a	\$ 112	\$ 112	\$ 8	\$ 8
Psychologists Candidate	\$ 15	\$ 50	\$ 50	\$ 8	\$ 8
Psychologists Prescribing	n/a	n/a	n/a	n/a	\$ 19
Psychotherapists Registered	\$ 225	n/a	n/a	n/a	n/a
Radon Measurement	\$ 435	\$ 435	\$ 435	\$ 435	\$ 435
Radon Mitigation	\$ 435	\$ 435	\$ 435	\$ 435	\$ 435
Respiratory Therapists	\$ 85	\$ 21	\$ 85	\$ 85	\$ 85
Social Worker	\$ 45	\$ 124	\$ 124	\$ 62	\$ 62
Social Worker (Provisional)	n/a	\$ 118	\$ 118	\$ 59	\$ 59
Social Worker Candidate	\$ 15	\$ 50	\$ 50	\$ 25	\$ 25
Speech Language Pathologist	\$ 145	\$ 73	\$ 10	\$ 10	\$ 115
Speech Language Pathologist Provisional	\$ 15	\$ 8	\$ 3	\$ 3	\$ 16
Surgical Technologists and Assistants	\$ 35	\$ 5	\$ 5	\$ 31	\$ 31
Telepharmacy	n/a	n/a	n/a	\$ 160	\$ 160
Veterinarian	\$ 210	\$ 110	\$ 110	\$ 110	\$ 183

Renewal Fees

Hearing Aid Provider Apprentice (two-year)	\$ 30	\$ 5	\$ 13	\$ 20	\$ 20
Land Surveyor Professional (two-year)	\$ 90	\$ 64	\$ 64	\$ 56	\$ 56
Landscape Architect (two-year)	\$ 175	\$ 290	\$ 290	\$ 154	\$ 312
Marriage & Family Candidate (no renewal)	n/a	n/a	n/a	n/a	n/a
Marriage & Family Therapist (two-year)	\$ 161	\$ 140	\$ 140	\$ -	\$ -
Marriage & Family Provisional (two-year)	\$ 81	\$ 70	\$ 70	\$ -	\$ -
Manicurist (two-year)	\$ 26	\$ 26	\$ 26	\$ 26	\$ 26
Massage Therapist (two-year)	\$ 77	\$ 104	\$ 104	\$ 60	\$ 112
Midwife (one-year)	\$ 295	\$ 400	\$ 295	\$ 295	\$ 319
Medication Aide	\$ 35	\$ -	\$ -	\$ -	\$ 39
Naturopathic Doctors	\$ 150	\$ 150	\$ 150	\$ 100	\$ 180
Nurse Certified Midwife (two-year)	n/a	n/a	n/a	n/a	n/a
Nurse Certified Midwife w/Prescriptive Authority	n/a	n/a	n/a	n/a	n/a
Nurse Practical (two-year)	\$ 68	\$ 68	\$ -	\$ -	\$ 74
Nurse Registered (two-year/half renew yearly)	\$ 95	\$ 95	\$ -	\$ -	\$ 102
Nurse Aide (two-year)	\$ 36	\$ -	\$ -	\$ -	\$ 50
Nursing Home Administrator (one-year)	\$ 160	\$ 128	\$ 85	\$ 85	\$ 85
Occupational Therapists (two-year)	\$ 65	\$ 65	\$ 32	\$ 32	\$ 50
Occupational Therapists Assistants (two-year)	\$ 24	\$ 24	\$ 12	\$ 12	\$ 18
Occupational Therapists Inactive (two-year)	n/a	n/a	\$ 32	\$ 32	\$ 35
Occupational Therapists Assistants Inactive (two-year)	n/a	n/a	\$ 12	\$ 12	\$ 13
Optometrist (two-year)	\$ 202	\$ 180	\$ 180	\$ 30	\$ 30
Other Pharmacy Outlet (two-year)	\$ 201	\$ 231	\$ 201	\$ 201	\$ 283
Outfitter (one-year)	\$ 195	\$ 97	\$ 107	\$ 107	\$ 107
Participants	\$ 110	\$ 110	\$ 110	\$ 100	\$ 40
Passenger Tramway Renewal Fees (one-year), see below					
Conveyors	\$ 778	\$ 700	\$ 952	\$ 952	\$ 952
Detachable	\$ 1,420	\$ 1,278	\$ 1,738	\$ 1,738	\$ 1,738
Fixed Grip	\$ 1,129	\$ 1,016	\$ 1,382	\$ 1,382	\$ 1,382
Funicular	\$ 1,125	\$ 1,013	\$ 1,378	\$ 1,378	\$ 1,378
Inclined Elevator	\$ 902	\$ 812	\$ 1,104	\$ 1,104	\$ 1,104
Reversible	\$ 1,121	\$ 1,009	\$ 1,372	\$ 1,372	\$ 1,372
Surface Lift	\$ 898	\$ 808	\$ 1,098	\$ 1,098	\$ 1,098
Tow	\$ 775	\$ 698	\$ 475	\$ 950	\$ 950
Modifications	All Modifications pay same fee (listed as original fee).				
Pharmacist (two-year)	\$ 138	\$ 158	\$ 138	\$ 138	\$ 138
Pharmacy MOUD Prescribing Authority (two-year)	n/a	n/a	n/a	n/a	n/a
Pharmacy Technician (two-year)	\$ 16	\$ 16	\$ 16	\$ 16	\$ 16
Physical Therapy (two-year)	\$ 74	\$ 74	\$ 48	\$ 48	\$ 56
Physical Therapy Assistants (two-year)	\$ 14	\$ 14	\$ 10	\$ 10	\$ 12
Physical Therapy Assistants Inactive (two-year)	n/a	n/a	\$ 10	\$ 10	\$ 8
Physical Therapy Inactive (two-year)	n/a	n/a	\$ 48	\$ 48	\$ 56
Physician (two-year)	\$ 238	\$ 238	\$ 150	\$ 150	\$ 244
Physician Asst (two-year)	\$ 5	\$ 3	\$ 3	\$ 3	\$ 3
Plumber Contractor (two-year)	\$ 210	\$ 210	\$ 126	\$ 126	\$ 126
Plumber Journeyman (two-year)	\$ 120	\$ 120	\$ 72	\$ 72	\$ 72
Plumber Master (two-year)	\$ 140	\$ 140	\$ 84	\$ 84	\$ 84
Plumber Residential (two-year)	\$ 100	\$ 100	\$ 60	\$ 60	\$ 60
Prescription Drug Outlet In-state (two-year)	\$ 459	\$ 527	\$ 459	\$ 459	\$ 459
Prescription Drug Outlet Out-of-State (two-year)	\$ 459	\$ 527	\$ 459	\$ 459	\$ 459
Prescription Drug Manufacturer	\$ 459	\$ 527	\$ 459	\$ 459	\$ 645
Prescription Drug Outlet Specialized	\$ 201	\$ 231	\$ 201	\$ 201	\$ 283
Podiatrist (one-year)	\$ 500	\$ 325	\$ 247	\$ 247	\$ 333
Podiatrist Volunteer (one-year)	\$ 30	\$ 20	\$ 15	\$ 15	\$ 20
Private Investigator I/II	\$ -	\$ -	\$ -	\$ -	\$ -
Psychiatric Tech (two-year)	\$ 15	\$ 15	\$ 0	\$ 0	\$ 150
Psychologist (two-year)	\$ 275	\$ 200	\$ 200	\$ -	\$ -
Provisional Psychologist (two-year)	\$ 84	\$ 62	\$ 62	\$ -	\$ -
Psychologists Candidate (no-renewal)	n/a	n/a	n/a	n/a	n/a
Psychologists Prescribing (two-year)	n/a	n/a	n/a	n/a	n/a
Psychotherapists Registered (two-year)	\$ 185	\$ 262	\$ 262	\$ -	\$ -
Radon Measurement (one-year)	n/a	n/a	n/a	\$ 20	\$ 20
Radon Mitigation (one-year)	n/a	n/a	n/a	\$ 20	\$ 20
Respiratory Therapist (two-year)	\$ 20	\$ 5	\$ 20	\$ 20	\$ 33
Social Worker	\$ 113	\$ 74	\$ 74	\$ -	\$ -
Social Worker (Provisional)	n/a	\$ 68	\$ 68	\$ -	\$ -
Social Worker Candidate (no-renewal)	n/a	n/a	n/a	n/a	n/a
Speech Language Pathologist	\$ 7	\$ 3	\$ 3	\$ 3	\$ 8
Speech Language Pathologist Provisional (no-renewal)	n/a	n/a	n/a	n/a	n/a
Surgical Technologists and Assistants	\$ 57	\$ 5	\$ 10	\$ 31	\$ 31
Telepharmacy (two-year)			n/a	n/a	\$ 160
Veterinarian (two-year)	\$ 147	\$ 77	\$ 77	\$ 77	\$ 127

Original/Surcharge License Fees

Veterinarian Academic	\$	190	\$	100	\$	100	\$	100	\$	166
Veterinarian Technician	n/a		n/a		\$	90	\$	90	\$	90
Veterinarian Technician Provisional	n/a		n/a		\$	82	\$	82	\$	82

Real Estate	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Ad Valorem Appraiser (previously Registered)	\$ 134	\$ 5	\$ 5	\$ 276	\$ 237
Appraisal Management Company	\$ 1,936	\$ 5	\$ 5	\$ 4,000	\$ 3,440
Broker	\$ 200	\$ 5	\$ 5	\$ 485	\$ 417
Certified General Appraiser	\$ 200	\$ 5	\$ 5	\$ 420	\$ 361
Certified Residential Appraiser	\$ 200	\$ 5	\$ 7	\$ 420	\$ 361
Community Assn Managers	\$ 100	\$ 75	\$ 5	\$ 75	\$ 75
Homeowners Associations	\$ 30	\$ 30	\$ 30	\$ 44	\$ 45
Licensed Appraiser	\$ 200	\$ 5	\$ 5	\$ 420	\$ 361
Mortgage Brokers	\$ 25	\$ 1	\$ 48	\$ 48	\$ 48
Mortgage Companies	\$ 100	\$ 5	\$ 110	\$ 110	\$ 110
Subdivision	\$ 1,450	\$ 5	\$ 5	\$ 3,000	\$ 1,290

Securities	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
CRD Broker-Dealer	\$ 98	\$ 18	\$ 59	\$ 85	\$ 65
Colorado Broker Dealer	\$ 98	\$ 18	\$ 59	\$ 85	\$ 65
CRD Representative	\$ 24	\$ 5	\$ 16	\$ 20	\$ 14
Colorado Representative	\$ 24	\$ 5	\$ 16	\$ 20	\$ 14
Investment Advisor Firm	\$ 98	\$ 18	\$ 59	\$ 85	\$ 65
Investment Advisor Representative	\$ 24	\$ 5	\$ 16	\$ 20	\$ 14

Renewal Fees

Veterinarian Academic (two-year)	\$	100	\$	50	\$	50	\$	50	\$	84
Veterinarian Technician (two-year)	n/a		n/a		n/a		n/a		\$	64
Veterinarian Technician Provisional (no-renewal)	n/a		n/a		n/a		n/a		n/a	

Real Estate	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Ad Valorem Appraiser	\$ 130	\$ 5	\$ 5	\$ 268	\$ 268
Appraisal Management Company	\$ 2,481	\$ 5	\$ 15	\$ 1,707	\$ 1,707
Broker	\$ 180	\$ 5	\$ 5	\$ 384	\$ 384
Certified General Appraiser	\$ 138	\$ 5	\$ 5	\$ 278	\$ 278
Certified Residential Appraiser	\$ 138	\$ 5	\$ 5	\$ 278	\$ 278
Community Assn Managers	\$ 105	\$ 5	\$ 5	n/a	n/a
Homeowners Association	\$ 35	\$ 27	\$ 27	\$ 40	\$ 41
Licensed Appraiser	\$ 138	\$ 5	\$ 199	\$ 278	\$ 278
Mortgage Brokers	\$ 48	\$ 1	\$ 48	\$ 48	\$ 48
Mortgage Companies	\$ 103	\$ 5	\$ 110	\$ 110	\$ 110
Subdivision	\$ 473	\$ 5	\$ 672	\$ 977	\$ 977

Securities	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
CRD Broker-Dealer	\$ 69	\$ 69	\$ 59	\$ 85	\$ 65
Colorado Broker-Dealer	\$ 69	\$ 69	\$ 59	\$ 85	\$ 65
CRD Representative	\$ 17	\$ 17	\$ 16	\$ 20	\$ 14
Colorado Representative	\$ 17	\$ 17	\$ 16	\$ 20	\$ 14
Investment Advisor Firm	\$ 69	\$ 69	\$ 59	\$ 85	\$ 65
Investment Advisor Representative	\$ 17	\$ 17	\$ 16	\$ 20	\$ 14