

## Salary Tier Categorization Changes

### What to Consider

Under the current salary framework, dropping a salary tier is something a county might consider if its budget is particularly tight, and/or if the [biannual CPI changes](#) outpace the county's own inflation changes or budget needs. A county may also move up a salary tier to increase pay for its elected officials beyond that of the biannual CPI changes. Notably, neither change in tier affects any elected county officer *currently* in office during their entire term of office; the change will only take place for newly elected officers.

An alternate (or additional) option for counties interested in moving down a salary tier is outlined in C.R.S. 30-2-102(3), which allows an elected county officer to elect to receive 50% of the salary otherwise provided. Unlike a tier change, this change in salary may take place *during* the term of an officer who is already in office. However, it is not particularly flexible: Statute does not currently allow for salary elections other than 50% or 100%.<sup>1</sup>

### Details

- ✓ Contact your state legislators to request they run a bill on your behalf. Keep in mind that the bill must pass and go into effect *prior* to the election of the officials to which the bill is intended to apply. Most counties tend to begin this process in late summer and throughout the months leading up to legislative session in January, but a senator or representative may sometimes be willing to pull a late bill if needed. Alternatively, if another county is already pursuing similar legislation, you can request to be added to that piece of legislation instead (this is common practice). You are always welcome to check in with CCI staff to see whether they know of other counties pursuing such legislation.
  - Examples of Salary Increases: [SB24-138](#), [HB23-1139](#), [HB18-1242](#)
  - Examples of Salary Decreases: [HB20-1281](#), [HB17-1128](#)
- ✓ Pass a county resolution to drop down or move up a salary tier. Legislators typically request this as part of their commitment to running a salary bill or adding a county to an existing bill. In the case of salary decreases, this may be less pressing, since the change in officials' salaries does not reduce – but rather increases – the amount of revenue the county has to spend on services.
  - [Draft resolution from Ouray County for an increase](#)
- ✓ Following passage of the legislation, the impact of the change in salary would be felt whenever a county elected official begins a new term. The legislation would not change current elected officials' salaries until and unless they are reelected for a new term.

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<sup>1</sup> Statute states that the lower salary accepted by an elected official must be 50%; however, it also says that elected officials who elect to receive this lower salary may subsequently elect to receive a higher salary. It is unclear to CCI staff whether this allows the elected official to subsequently accept, say, 80% of the salary otherwise provided. More information on the bill that created this option is available [here](#).