

Colorado’s State Government Workforce: A Snapshot of Growth from FY2013 through FY2023

February 2022

The recent changes in state government employment vary greatly across each department. Though the Governor’s FY23 budget request proposes a 0.85% increase in the overall level of the state government’s workforce, five agencies are proposed to grow above 6%.

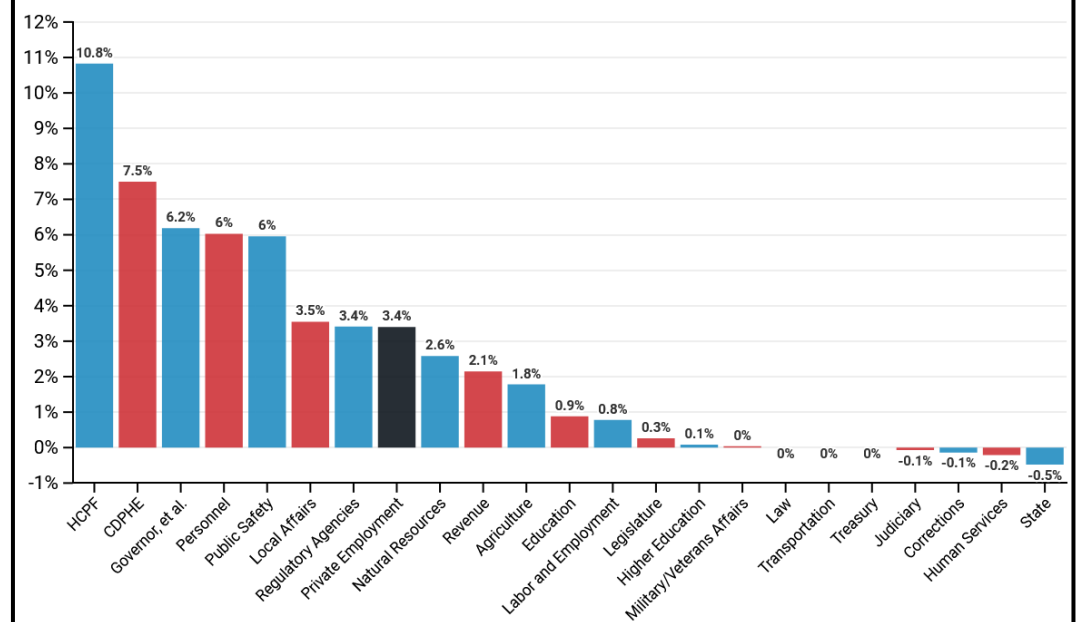
The significant growth in full time equivalent employment (FTE) for some agencies follows a clear historic trend. Over the last 10 state budgets, including the Governor’s FY23 proposal, the cumulative growth rate of state government employment (20.3%ⁱ) is projected to be lower than private-sector employment growth (23.3%ⁱⁱ). However, over that same period several state departments have grown significantly faster or slower.

The following charts and key findings track the changes in state government FTE employment levels across departments. FTE employment excludes seasonal and contract workers,ⁱⁱⁱ and therefore, tends to be less volatile than appropriations and can help understand long-term budgetary commitments.

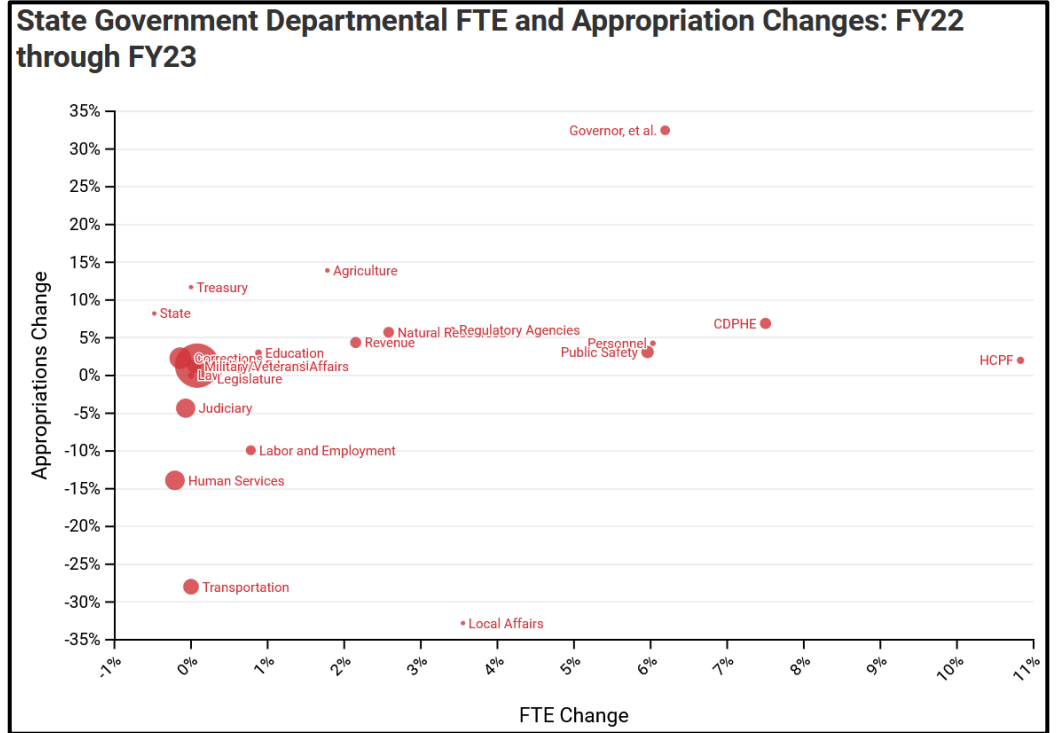
FTE Changes in the Governor’s FY23 Budget Request

- Although private sector employment is projected to grow by 3.4%, government FTE would increase by 0.85% in FY23 under the Governor’s Budget request.
- The Departments of Health Care Policy and Financing and Public Health and Environment would receive the largest proportional FTE growth in FY23. They would grow by over 10% and over 7%, respectively.
- Seven of the 22 state-government departments would receive either no FTE growth or negative FTE growth in FY23. Among these are the state’s 2nd- through 5th-largest departments.

State Government FTE Change by Department: FY22 through FY23

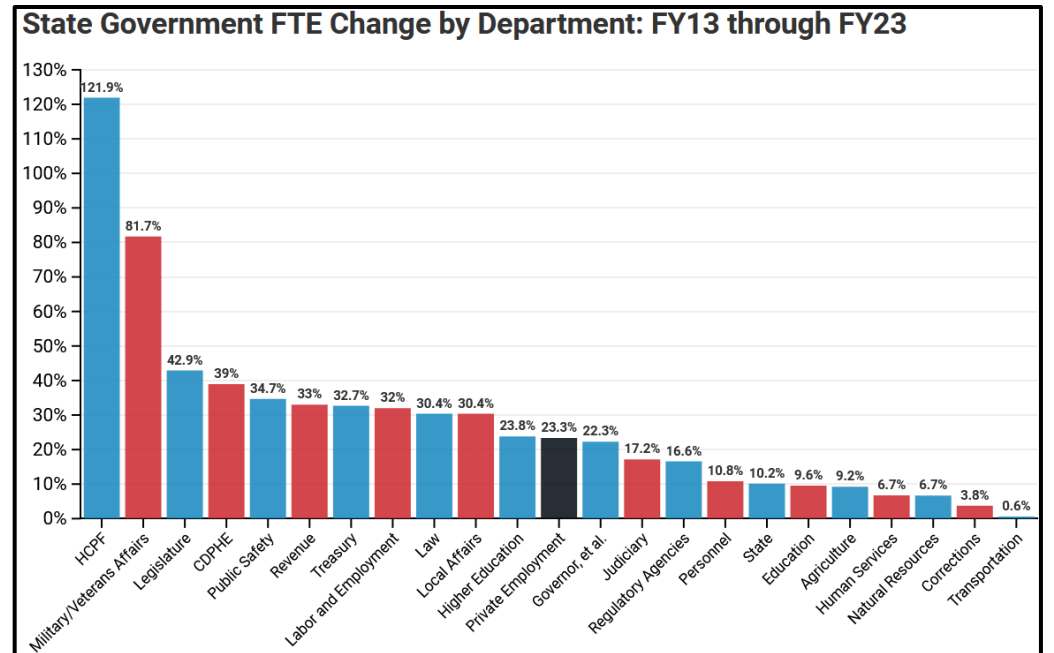


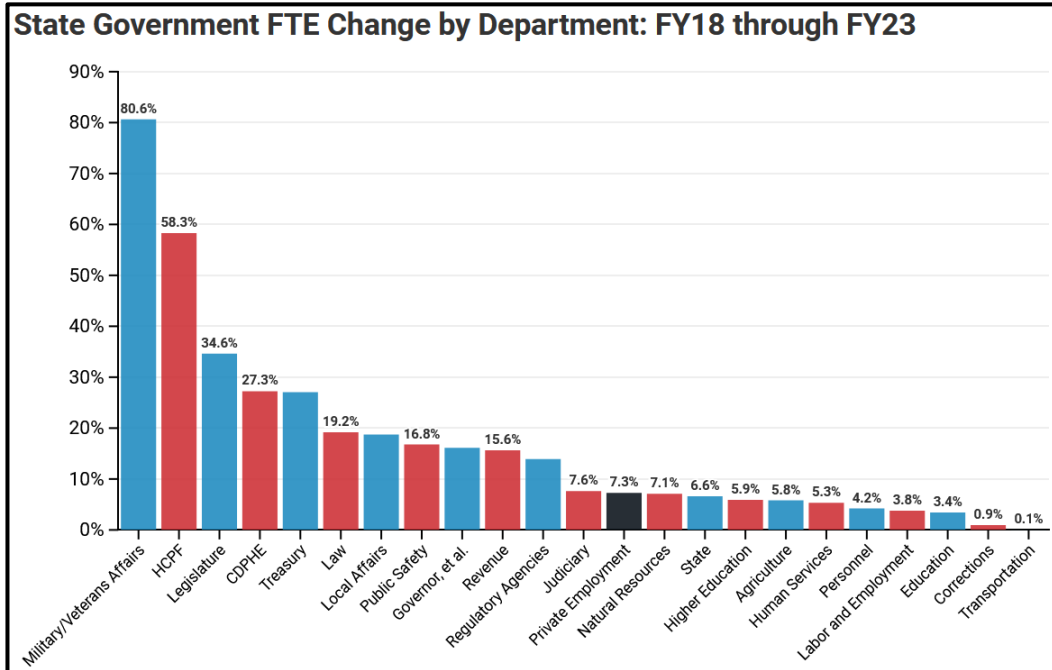
- Only the Departments of Local Affairs and Labor and Employment would receive any FTE growth out of the six state government departments appropriated less money in FY23 than in FY22.



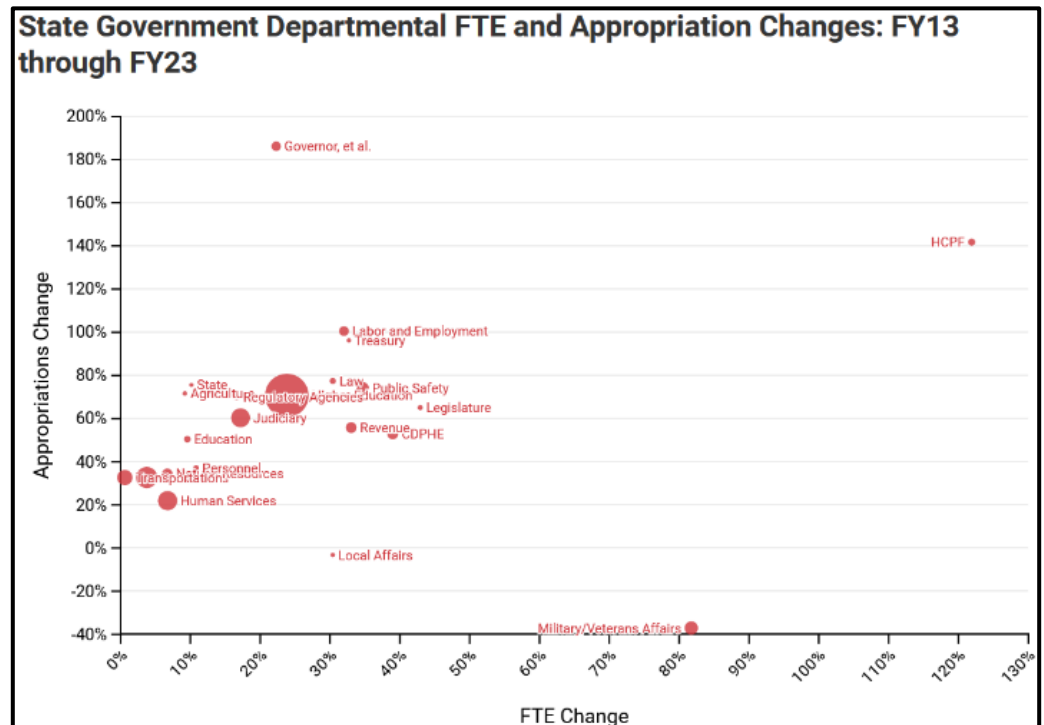
The Change in State Government FTE Over Last 5 and 10 Years

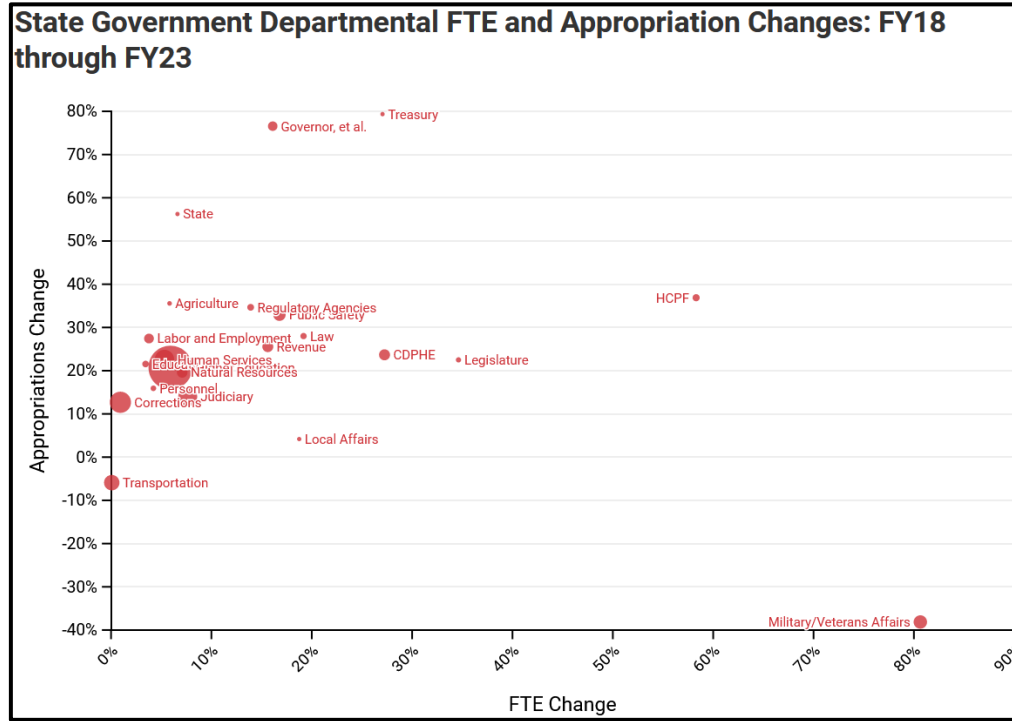
- Between FY13 and FY23, total state government FTE will have grown by 20.3% under the Governor’s latest proposal and private-sector employment is projected to have grown by 23.3%. Before 2020, private employment grew by an annual average of 2.7% and total government FTE grew by an annual average of 2.1%.
- In 2020, private sector employment dropped by 5.7% while state government FTE increased by 3.4%.
- The Department of Health Care Policy and Financing’s workforce increased by 122% since FY13 and its total appropriation has increased by 142%.





- Although the Department of Military and Veteran Affairs' employment growth rate has been the second highest since FY13, its FY23 appropriation is almost 40% lower than its FY13 appropriation.
- The Department of Transportation's FY23 appropriation is 33% higher than its FY13 appropriation (4th lowest among all departments) and its employment growth over that time has been almost zero.





State Government Employment Levels (FTE) and Year-over-year Changes from FY13 through the FY23 Budget Request												
		FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Agriculture	#	282	274	274	283	291	291	290	298	300	303	308
	y-o-y	-	-2.9%	0.0%	3.2%	3.0%	0.0%	-0.5%	2.7%	0.6%	1.2%	1.8%
Corrections	#	6077	6052	6209	6240	6243	6247	6247	6316	6463	6314	6305
	y-o-y	-	-0.4%	2.6%	0.5%	0.0%	0.1%	0.0%	1.1%	2.3%	-2.3%	-0.1%
Education	#	566	564	582	599	600	599	603	616	609	614	620
	y-o-y	-	-0.3%	3.2%	2.9%	0.1%	-0.1%	0.6%	2.3%	-1.2%	0.9%	0.9%
Governor, et al.	#	1036	1061	1073	1089	1090	1091	1103	1162	1179	1193	1267
	y-o-y	-	2.4%	1.1%	1.5%	0.1%	0.1%	1.1%	5.3%	1.5%	1.2%	6.2%
HCPF	#	327	358	391	422	436	459	506	545	557	655	726
	y-o-y	-	9.5%	9.1%	8.0%	3.2%	5.2%	10.4%	7.6%	2.3%	17.5%	10.8%
Higher Education	#	21459	22842	23455	23856	24491	25087	26150	26304	26733	26547	26569
	y-o-y	-	6.4%	2.7%	1.7%	2.7%	2.4%	4.2%	0.6%	1.6%	-0.7%	0.1%
Human Services	#	4873	4879	4961	4976	4793	4938	5054	5134	5181	5211	5201
	y-o-y	-	0.1%	1.7%	0.3%	-3.7%	3.0%	2.4%	1.6%	0.9%	0.6%	-0.2%
Judiciary	#	4270	4359	4522	4592	4615	4648	4745	4871	4946	5007	5003
	y-o-y	-	2.1%	3.8%	1.5%	0.5%	0.7%	2.1%	2.7%	1.5%	1.2%	-0.1%
Labor and Employment	#	1006	1013	1017	1030	1280	1280	1281	1293	1293	1318	1328
	y-o-y	-	0.6%	0.4%	1.4%	24.2%	0.0%	0.1%	1.0%	0.0%	1.9%	0.8%
Law	#	433	453	469	478	485	473	484	514	518	564	564
	y-o-y	-	4.6%	3.6%	1.8%	1.4%	-2.3%	2.1%	6.2%	0.9%	8.9%	0.0%
Legislature	#	271	273	279	281	285	288	290	307	307	386	387
	y-o-y	-	0.6%	2.2%	1.0%	1.3%	0.9%	0.8%	5.8%	-0.1%	26.0%	0.3%
Local Affairs	#	163	164	168	173	174	179	181	190	202	206	213
	y-o-y	-	0.7%	2.5%	2.4%	0.8%	3.0%	1.1%	4.7%	6.2%	2.0%	3.6%

Military/Veterans Affairs	#	1385	1390	1391	1392	1392	1393	1408	2579	2535	2516	2517
	y-o-y	-	0.3%	0.1%	0.1%	0.0%	0.1%	1.0%	83.2%	-1.7%	-0.7%	0.0%
Natural Resources	#	1464	1439	1445	1463	1463	1459	1465	1496	1529	1523	1562
	y-o-y	-	-1.7%	0.4%	1.2%	0.0%	-0.3%	0.4%	2.1%	2.2%	-0.4%	2.6%
Personnel	#	397	393	393	410	422	422	426	405	404	415	440
	y-o-y	-	-1.0%	0.0%	4.3%	2.8%	0.1%	0.8%	-4.9%	-0.2%	2.7%	6.0%
Public Health and Environment	#	1223	1239	1265	1289	1311	1336	1346	1385	1397	1581	1700
	y-o-y	-	1.3%	2.1%	1.9%	1.8%	1.9%	0.8%	2.9%	0.9%	13.2%	7.5%
Public Safety	#	1562	1618	1689	1727	1783	1802	1854	1908	1922	1986	2104
	y-o-y	-	3.6%	4.4%	2.3%	3.3%	1.0%	2.9%	2.9%	0.7%	3.3%	6.0%
Regulatory Agencies	#	560	573	588	586	588	573	575	592	601	631	653
	y-o-y	-	2.3%	2.6%	-0.4%	0.5%	-2.6%	0.3%	3.0%	1.5%	5.1%	3.4%
Revenue	#	1249	1253	1333	1371	1430	1437	1472	1565	1595	1627	1662
	y-o-y	-	0.3%	6.4%	2.9%	4.3%	0.5%	2.4%	6.3%	1.9%	2.0%	2.1%
State	#	133	139	137	137	137	137	143	146	147	147	147
	y-o-y	-	4.5%	-1.2%	0.0%	0.1%	0.0%	4.0%	2.1%	0.8%	0.1%	-0.5%
Transportation	#	3309	3318	3327	3327	3327	3327	3329	3329	3326	3329	3329
	y-o-y	-	0.3%	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	-0.1%	0.1%	0.0%
Treasury	#	32	32	32	32	33	33	33	33	38	42	42
	y-o-y	-	1.3%	0.0%	0.0%	3.1%	0.0%	0.0%	0.0%	15.2%	10.3%	0.0%
TOTAL STATE GOVT	#	52077	53684	55000	55752	56670	57500	58982	60986	61781	62116	62646
	y-o-y	-	3.1%	2.5%	1.4%	1.6%	1.5%	2.6%	3.4%	1.3%	0.5%	0.9%
Private Employment	# (th)	2001	2085	2146	2191	2245	2300	2351	2217	2322	2387	2468
	y-o-y	-	4.2%	2.9%	2.1%	2.4%	2.5%	2.2%	-5.7%	4.7%	2.8%	3.4%

ⁱ Derived from annual Joint Budget Committee Appropriations Reports (<https://leg.colorado.gov/appropriations-reports>)

ⁱⁱ Private employment from BLS (2013 through 2021) and projections from the December 2021 Economic Forecast produced by CO Legislative Council Staff (<https://leg.colorado.gov/publications/forecast-december-2021>)

ⁱⁱⁱ CRS § 24-75-112 (1)(d)(II)