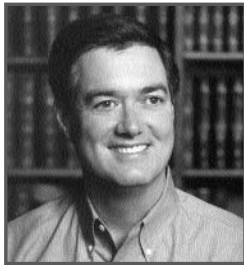




Stateline

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May 2003

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PREPARING FOR WILDFIRE SEASON

BY GOVERNOR BILL OWENS

In April, I met with leaders from state and federal agencies to review plans for the upcoming fire season. As we prepare, I am proud to report that we have already taken several precautions to better ensure that we can fight fires that may threaten our state.

Although last year was the worst fire season in Colorado's history, approximately 90% of the fires were successfully contained in under ten acres thanks to the efforts of first responders and the pre-positioning of fire-fighting assets. These resources will once again be vital this year.

For that reason, I have authorized over \$1.6 million in state disaster emergency funds to further improve our fire-fighting efforts. These funds will help provide Colorado with access to three single-engine air tankers that will be positioned for early strikes. Last year, single-engine air tankers helped significantly in containing the state's fires, flying almost 200 missions on 61 fires.

These funds will also support the operation of ten new fire engines obtained by the state earlier this year. The new fire trucks will be positioned in zones such as the Wildland Urban Interface area, where homes are located in heavily forested areas.

These additional resources will help our state respond quickly to fires before they become unmanageable. Still, while helpful, these firefighting assets cannot eliminate the threat of fire. Despite a wet spring, some three-fourths of the state is still in a condition of extreme drought.

Sadly, the majority of the most devastating fires last summer were human-caused. Our brave firefighters have enough to do as they battle fires of natural origin, such as lightning. It is inexcusable to be careless with campfires, matches, cigarettes, fireworks or any other source of ignition.

Therefore, I urge all Coloradans to be extremely cautious with fire again this summer. We should all do our part to help protect our beautiful state.



Slurry Drops are one of the more effective and expensive techniques used to fight fires.

GOVERNOR'S STAR AWARDS RECOGNIZE STATE EMPLOYEES

BY JULIE POSTLETHWAIT, COMMUNICATIONS COORDINATOR, DPA

Over 200 people came out to honor the recipients of this year's State Top Achievement Recognition (STAR) Awards, thanking those that go above and beyond their day-to-day duties with the State.

Held the day after the conclusion of the legislative session, the awards luncheon featured inspiring messages from Senate Majority Leader Norma Anderson (R-Jefferson) and Don Ament, Commissioner of Agriculture. Troy Eid, Executive Director of the Department of Personnel & Administration again served as Master of Ceremonies with Rick Malinowski, last year's Manager of the Year, giving the invocation and Correctional Officer Heath Houston, who has recently returned from active military duty, leading the crowd in the Pledge of Allegiance.

With over 80 nominations for the seven awards being presented, the STAR committee had a difficult task in selecting this year's winners. Congratulations to all of the 2003 nominees.

The Governor's Group Productivity Award recognizes a group of employees that have demonstrated outstanding initiative and creativity resulting in improved service to customers, greater efficiency and a cost savings



Troy Eid (left) congratulates William Windler, Assistant Commissioner of Education, who accepted the Productivity Award for the No Child Left Behind Team.

to the State. This year's winner was the No Child Left Behind team from the Department of Education. The team earned this recognition with their implementation of a 120-page federal law that benefits the children and citizens of Colorado. Additionally, the team's work has brought significant amounts of federal funds to Colorado. The other two finalists for this award were the Division of Aging and Adult Services in the

Department of Human Services and Dr. Wayne Cunningham and the Animal Industry Staff, Department of Agriculture.



Heidi Kay (middle) accepted her father's award on his behalf. Also pictured are DPS Deputy Director Carl "Bear" Kay, Pam Sillars and DPS Executive Director Sue Mencer.

The Governor's Citizenship Award recognizes an individual or a group of individuals who have exhibited exemplary voluntary service to the community. Carl "Bear" Kay, from the Department of Public Safety, won the

award for his active involvement in helping numerous organizations throughout the state. Bear and his family also established the Bret Kay Happiness Foundation, in memory of his son Bret, which is dedicated to helping people in need. In addition to Bear, the other finalists were Leo G. Seeba with the Department of Veterans and Military Affairs and Patricia J. Sampers with the Department of Veterans and Military Affairs.

The Governor's Diversity Award recognizes outstanding performance in promoting diversity within state government. This year's award went to Roberta



Metro State's Roberta Fernandez (middle) with DPA's Troy Eid (left) and Jeff Schutt (right).

Fernandez from Metropolitan State College of Denver for her efforts in promoting diversity through the Teachers for Colorado Scholarship Program helping students of color who wish to become teachers. The

Please see STAR, p. 2

COLORADO LOTTERY WINS NATIONAL HONOR

BY JUDY ROSE
RELATIONS MANAGER, COLORADO LOTTERY

For the fifth year in a row, the Fiscal Section of the Colorado Lottery has received a Certificate of Achievement for Excellence in Fiscal Reporting from Government Finance Officers Association (GFOA) of the United States and Canada. The non-profit organization is a professional association serving approximately 14,000 government finance employees.

The certificate is the highest form of recognition that the organization offers. GFOA officials agree the Lottery's award represents a "significant accomplishment." The Lottery was selected for this honor by a panel of impartial judges, for "demonstrating a constructive spirit of full disclosure to communicate [the Lottery's] financial story."

Inside Stateline

"EVERY
PENNY
COUNTS,"
PAGE 2



TASK
FORCE
HARD AT
WORK,
PAGE 3



WORKING TOGETHER FOUNDATION PROVES THAT "EVERY PENNY COUNTS"

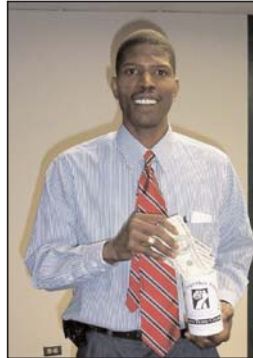
By MARK GELBAND
EMPLOYEE RELATIONS AND COMMUNICATION, DPA

When a small group of state employees first met back in 1992 to create the Working Together Foundation, they had a singular purpose in mind: building a non-profit foundation by state employees, for state employees, as a way to provide an effective safety net for colleagues facing financial difficulties due to unexpected crises. In the 10 years since, Working Together has helped hundreds of state employees with financial assistance in the form of small grants to help pay medical bills, utilities, clothing, rent, food and other life necessities.

Unfortunately, in recent years applications for grants have far exceeded Working Together's resources, making it impossible for the foundation to help the many state employees in dire need of assistance. As times have gotten tougher, it has become harder for the group to be an effective safety net for state employees. In past years the foundation has relied almost exclusively on donations received via the Colorado Combined Campaign (CCC) and occasional fundraisers such as bake sales.

While these methods have worked well, Working Together wanted to try something that increased the visibility of its current need, didn't directly compete against other worthy charities and differentiated itself as a program specifically designed to help state employees. What the board has come up with is the "Every Penny Counts"

campaign, a fundraiser that will run through the end of July and relies on donation cans (like the one pictured) that will be placed throughout various state offices.



CU-Denver employee and Working Together Board Member, Orlando Green, puts \$100.00 donated by CSECU Terry Leis in an "Every Penny Counts" campaign can.

"We wanted to try a fundraiser that calls attention to our mission: state employees helping state employees, and emphasizes how little it takes from all of us to go a long way. In board meetings we have said things like 'if only each state employee donated one dollar, we could probably help every employee who applied for assistance.' The Every Penny Counts campaign drives home these messages." Says board member and Colorado State Employees Credit Union President, Terry Leis.

Working Together has set a modest goal of \$15,000 for the "Every Penny Counts" campaign. "We understand that lots of state employees are really hurting. We have confidence, however, that the more employees understand who we are and what we provide, those employees with the means to help will rise to the occasion and help their fellow state employees in need." The organization will also recognize those departments, based on the number of employees (large more than 2,500 employees; mid-sized between 500 and 2,500 employees; small less than 500 employees), which contribute the most to the campaign.

Employees can also donate through the CCC at any time. Donations to the CCC can be set up as a monthly payroll deduction and can be for as little as \$1 dollar a month. Enrollment forms are available online at www.sco.state.co.us/payroll/deductions/2003%20Colorado%20Combined%20Campaign and Working Together is agency #1300. Donations to the Working Together Foundation are tax deductible; however, Working Together cannot provide receipts for cash donations put directly in the "Every Penny Counts" campaign cans. If employees put a check in a can, the check can serve as a receipt of their donation.

For more information about the Working Together Foundation, making donations or volunteer opportunities, call 303-831-8645 (voice message) or go to www.state.co.us/dhr/wt.

STAR, from p. 1

other finalists were Jill Hunsaker from the Department of Public Health and Environment and the entire Division of Aging and Adult Services within the Department of Human Services.

The Rudy Livingston Service Award recognizes an employee or a group of employees providing assistance or encouragement to fellow state employees above and beyond what is expected as part of their job. Karen Fassler of the Department of Personnel & Administration won this award for her outstanding contributions to the Working Together Foundation, a nonprofit organization that provides emergency financial assistance in the form of small grants to state employees in times of crisis. The other finalists for this award were Jamie Taylor with the Department of Human Services and Pamela Fischhaber with the Department of Regulatory Agencies.



Rudy Livingston Award recipient Karen Fassler (left) and presenter Dorothy Livingston.



Troy Eid (left) with Outstanding Service Award recipient David Harris.

The Governor's Outstanding Service Award recognizes exemplary performance throughout an individual career in the state system. Because of his exemplary service throughout his 30-year career with the State, David Harris with the Department of Public Safety is this year's winner. The two other

finalists were Steven Arnold with the Department of Public Health and Gene P. Kreft from the Department of Revenue.

The Governor's Manager of the Year Award recognizes managers or supervisors within the state system that have demonstrated outstanding leadership and individual initiative. Terry Zamell from the Department of Public Health and Environment won this year's honor for her dedication and leadership as manager of the daily operations of the assisted living residence program. This program consists of about 540 licensed facilities and under Terry's direction, the program is charged with protecting the health and safety of over 12,000 elderly and disabled persons. The other finalists for this award were Edward Archuleta from the Department of Transportation and Frank Lombardi with the Department of Personnel & Administration.



Manager of the Year Terry Zamell (middle) with Troy Eid (left) and Jeff Schutt (right.)

Last, but not least, Dr. Michael Miller from the Department of Natural Resources won the Governor's Employee of the Year Award for his extraordinary efforts to ensure the success of Colorado's expanded Chronic Wasting Disease surveillance and testing program in 2002. The other finalists for this award were Eileen Nenoff with the Department of Regulatory Agencies and Dennis Fox with the Department of Public Safety.



Employee of the Year Dr. Michael Miller (right) with Troy Eid.

This year's winners join an elite group of previous STAR Award recipients demonstrating once again the commitment to strive for excellence.

PERA ELECTIONS HELD THIS MONTH

By JULIE POSTLETHWAIT,
COMMUNICATIONS COORDINATOR, DPA

The 16-member Colorado Public Employees Retirement Association (PERA) Board of Trustees is a unique governing body in the world of public pension funds. While many public pension funds are an agency within state government, Colorado PERA's Board of Trustees is an independent board, with 14 of its 16 members elected by members and retirees of the retirement system. All Trustees serve as fiduciaries who protect the assets of the PERA trust funds. As fiduciaries, the trustees must pursue policies and make investment decisions that exclusively benefit all participants in the fund.

This year eight candidates are competing for two open seats: Karen Benker is the Director of the Eastern Workforce Region at the Department of Labor and Employment; Michael Coulter is a Revenue Agent III at the Department of Revenue; Elizabeth Friot, Ph.D. is a professor of Secondary Education at Metropolitan State College of Denver; Jim Goodyear is the Northeast Assistant Regional Manager for the Division of Wildlife, at the Department of Natural Resources; Mary McGhee is the Program Liaison within the Office of Performance Improvement at the Department of Human Services; Michael Ryan is a Case Manager for the Department of Corrections; Phil Savage is a Loss Control Specialist in the Risk Management Office of the Department of Personnel & Administration and Douglas Windes is the Cash Manager for the State Treasury.

Ballots and candidate biographies for this year's election have been mailed to State and Retiree members. If you have not received a ballot by mid-May, the deadline to request a duplicate ballot is May 23. Ballots must be postmarked by May 31 in order to be counted. Election results will be announced in late June and the newly elected and re-elected Trustees will begin their terms July 1.



STATE EMPLOYEES CHALLENGE GOVERNOR'S COMMISSION TO REFORM COLORADO'S 85-YEAR-OLD CIVIL SERVICE SYSTEM

By TROY A. EID
EXECUTIVE DIRECTOR, DPA

LA JUNTA – Just a week after kicking off public hearings across Colorado, the Governor's Commission on Civil Service Reform has already met with more than 500 classified state employees. Here at Otero Junior College in La Junta, the message from state employees is all too familiar: Colorado voters need to modernize Colorado's civil service system – a system largely unchanged since it became part of the state constitution in 1918 – to meet the serious challenges our workforce faces today.

"We need to get rid of the 'rule of three' in employee selection," says one man, a 26-year veteran of the Colorado Department of Transportation, echoing one of the most frequent criticisms expressed so far by employees during these hearings. "Why don't we just let the State choose from everyone who is qualified for a given position, instead of just limiting ourselves to three people who are good at taking written tests – or who had the tests written by their friends so they alone could pass them?"

Jim Rizzuto, President of Otero Junior College and a former state lawmaker and cabinet officer, takes the microphone to explain that the "merit principle" is vitally important to protect line employees -- especially those in non-supervisory positions – from political cronyism. Yet Colorado's outdated civil service laws have been warped over the years to create a "spoils system for bureaucrats."

"Too often, selection tests are rigged to ensure that the person most acceptable to the bureaucracy gets the job," Rizzuto points out, to nodding heads from the audience. "We ought to scrap the rule of three and have an open selection process based on qualifications. Job security is important for line employees, but we ought to make more of the supervisory positions at-will. That way, supervisors can be more accountable for their performance, the same way college and university administrators and executive directors [of state departments] are."

Created by an executive order issued by Governor Owens in March, the Civil Service Reform Commission (www.colorado.gov/dpa) is the latest

in a continuing bi-partisan reform effort stretching back at least to the 1950s. Seven times since the original 1918 system was written into our constitution – in 1944, 1956, 1958, 1960, 1970, 1976, and 1986 – Colorado voters have considered various amendments to the current system. Like its predecessors, Governor Owens' 12-member commission, co-chaired by former Democratic Governor Richard Lamm and myself, is reviewing the current civil service system to ensure that it keeps pace with the changing needs of state employees and taxpayers.



CU Chancellor Richard L. Byrny welcomes the Commission to the CU Campus.

Here at Otero Junior College, the discussion covers a range of issues affecting Colorado's constitutionally based civil service system, including employee selection, retention and termination; the role of classified employees in state colleges and universities; and issues relating to state contracting and outsourcing. It would be difficult to characterize the specific ideas and concerns raised at each of the Commission's first round of public hearings – in La Junta, Pueblo, Canon City and Fort Collins – but certainly they run the gamut. There are, however, some common threads that link these sessions:

1. **Concerns that the system is generally too rigid and inflexible, particularly with respect to employee selection and discipline.** For instance, well over 100 employees have called for eliminating

the rule of three, with only a handful speaking in its favor. The perceived difficulty of effecting discipline within the current system is also widely expressed, especially among law enforcement officials. Constitutional prohibitions limiting the hiring of temporary employees to six months are also unpopular.

2. **Within higher education, one size does not necessarily fit all.** Some employees want to remain in the state classified system. Others would consider or even prefer leaving the state system if more locally administered alternative systems – perhaps run by the institutions themselves or their governing boards – could provide similar legal protections and continued PERA eligibility for the affected employees.

3. **Current constitutional limitations on privatization and outsourcing are undermining private investment that might otherwise be used to expand the capabilities of state employees.** The targeted use of private contractors – for instance, in CDOT highway construction projects, and in private prisons – enjoys broad support so long as state employees get the training and resources needed to manage the contracts effectively. In particular, more private investment in information technology systems would help state employees respond more quickly and completely to the public's needs.

During the next three months, the Commission will continue holding public hearings throughout Colorado. A complete hearing schedule is available on the web site. Now as in years past, Colorado's state workforce will be better off as a result of this ongoing discussion. Please take a moment to attend at least one of these hearings or e-mail us with your thoughts. The more people participate, the better our civil service system can meet your needs.

As Executive Director of the Colorado Department of Personnel & Administration, Troy A. Eid is the chief administrative officer for Colorado's \$13.6 billion state government.

DEPARTMENT OF PERSONNEL & ADMINISTRATION JOINS COLORADO BAR ASSOCIATION TO ADDRESS DOMESTIC VIOLENCE AND THE WORKPLACE

By JAN EITEL, COLORADO BAR ASSOCIATION

August 1999... Laura Gattas was shot and killed while working as a nurses' aid in training at Memorial Hospital (Colorado Springs). Her husband fired the gun.

November 2002... Karri Frazier was shot and killed at her desk on the third floor of the Land Title Guarantee Company in downtown Colorado Springs. The perpetrator was an estranged boyfriend who then killed himself.

Both incidents occurred in the workplace involving an employee and domestic violence. Whether employers recognize the impact or not, family violence cannot help but spill over into the workplace and sometimes result in a catastrophic effect on the business.

In January 2003, the Colorado Bar Association (CBA) recognized the Department of Personnel & Administration (DPA) for acting as a partner in the

Domestic Violence – Make It Your Business project. The project, spearheaded by the CBA, focuses on the impact of domestic violence on the workplace. The project is designed to provide employers and employees education, awareness and training on how to prevent domestic violence in the workplace.

The impact of domestic violence on the workplace is often minimized or ignored. Every year, citizens are confronted with instances in which violence between intimates has moved from the home to the public arena and the victims are sometimes innocent bystanders. Because the workplace is an easy place to find someone, especially estranged partners, victims have been stalked and killed by their partners while in the workplace.

The partnership with DPA is a significant step in realizing the goals of the project. DPA began training within their department in January and

Train the Trainer training program began in February, which enables the employees who have been trained to assist with presenting trainings to other employees.

The State of Colorado is joining organizations nationwide, which have seen domestic violence as a serious, recognizable, and preventable problem that affects their bottom line. National corporations include Target, Polaroid, Liz Claiborne, Verizon, the National Football League, and State Farm Insurance, to name only a few, that are taking a stand against domestic violence. As these businesses take steps to decrease the economic, legal, and productivity risks related to domestic violence, they also create an environment that is good for business.

CSECU HOSTS GOLF TOURNAMENT TO BENEFIT C-SEAP

Colorado State Employees Credit Union (CSECU) will host its 12TH annual golf tournament to benefit the Colorado State Employee Assistance Program (C-SEAP) Emergency Assistance Fund on **June 12, 2003** at the Meadows Golf Course in Littleton. The fund helps state employees in crisis situations by providing them with short-term financial assistance for such items as groceries and living expenses.

The cost per player is \$95, which includes greens fee, a golf cart for every two players, a buffet lunch and a donation to the C-SEAP Emergency Assistance Fund. Golfers have a chance at two hole-in-one prizes. There will be various team prizes, closest to the pin, and longest drive prizes. Individual prizes will be awarded for both men's and women's categories as well.

Golfers may sign up as an individual or as a group by May 28, 2003. Reservations are limited to the first 144 golfers and may be made by calling the CSECU Marketing Department at 303-812-1872 or 1-800-444-4816, extension 71412. Sponsorships and donations are being accepted for those who are not able to participate.

LETTERS

To Whom It May Concern,

Despite efforts in the April 2003 Statenline, I still do not grasp how the mass re-arrangement of private accounts (in order to cover basic living expenses, on the part of thousands of Colorado State employees) is really going to serve the citizens in any REAL way. Yes, personnel morale will suffer and, yes, such "re-arrangement" will cause considerable inconvenience at best and hardship undoubtedly. This paper-shuffling sleight-of-hand is just that; and it will come at great cost to the citizens who happen to serve Colorado as employees. Just hope that the employees' creditors are as "flexible" as the State seems to be to itself. I trust this annual "shift" will affect ALL Colorado State employees across the board ?

Ann Merrill,
RN Morrison, CO

Ms. Merrill,

Thank you for your email.

Our state constitution requires that the state budget is balanced at the end of each fiscal year. Many difficult choices were required to ensure a balanced budget in FY 2002-03. In many cases departmental and programmatic budgets had to be reduced significantly. The pay date shift was an effort to balance the budget without making further reductions to these budgets. Additional budget reductions would have resulted in further reductions in services provided to our citizens as well as additional reductions in the state workforce.

You are correct that the delay in receiving June's salary may require some employees to make adjustments to automatic payments. While this may result in a minor inconvenience for these employees, this impact is nominal compared to the impact on state employees and citizens of a budget reduction of nearly \$100 million dollars that would have been necessary without the pay day shift. A budget reduction of this magnitude could have resulted in the layoff of up to 2,300 state employees. Clearly, such a layoff would have had a much greater negative impact on the state workforce and on the citizens of the state than this simple pay day shift.

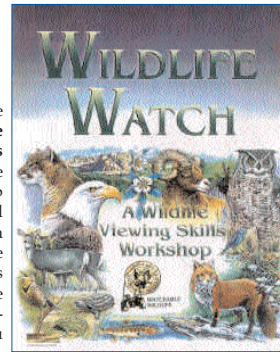
The annual pay day shift will affect all state employees across the board and will take place at the close of every fiscal year. In an effort to minimize the impact on state employees the pay day will only shift once a year; from the last working day of June to the first working day of July. The remainder of the year state employees will be paid on the last working day of the month.

I hope this information helps clarify the benefits of this shift.

Sincerely,

Jennifer Okes, CISA
Chief Financial Officer, DPA

ATTEND WILDLIFE WATCH FREE



Wildlife Watch is a wildlife viewing skills workshop. **State employees and family members** (adults and children over 12) are invited to attend any workshop **free of charge!** Participants need to register for Wildlife Watch hotline online or by phone. The workshop dates, times and places are detailed on both the Web site and phone line. When you sign-up, be sure to let us know that you are a state employee and tell us how many are coming.

- May 24 **Grand Junction**, Parks & Recreation, City Hall
- June 7 **Littleton**, Chatfield Nature Preserve
- June 14 **Littleton**, Carson Nature Center
- June 15 **Aurora**, Plains Conservation Center

Register on line at www.wildlifewatch.net or by phone: 303-291-7250

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- Richard Pennington, Director
Division of Finance and Procurement, DPA

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