



# Stateline

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Colorado State Employees  
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## TAKING STEPS TO PROTECT COLORADO'S WATER

By Governor Bill Owens

Looking back at the 2003 legislative session, now more than a month behind us, I believe it will be regarded as one of the more productive meetings of the General Assembly.

Most of the priorities I identified in my State of the State address in January were addressed. The Legislature took action on a variety of issues, including health insurance reform, economic development, and protecting our children from the scourge of methamphetamine production.

But of all the subjects considered by the Legislature, none will turn out to be more important than water.

Over the last several years, Colorado has seen the effects of severe drought, one of the worst in centuries. Last summer, many ranchers had to sell off their herds at a substantial financial loss. We witnessed hundreds of thousands of acres of our forests ravaged by wildfire. The effects of this drought are deep, lingering - and, for many Coloradans, devastating.

We cannot change what nature has in store for Colorado, but we can change how we face those challenges. We can protect Colorado's communities, jobs, and our economy.

A number of important bills were enacted that deal with Colorado's water needs, both short and long term.

HB 1318, statewide water banking, sponsored by Rep. Diane Hoppe (R-Sterling) and Sen. Dan Grossman (D-Denver). This bill expands water banking to all of the state's major river basins. Users with surplus water can deposit the excess supply into the water bank and be reimbursed as the bank leases it to others.

HB 1320, temporary instream flows, sponsored by Rep. Gregg Rippey (R-Glenwood Springs) and Sen. Andy McElhany (R-Colorado Springs). This legislation protects the environment during drought emergencies by allowing water owners to temporarily donate water into the rivers and fisheries.

HB 1334, interruptible supply contracts, sponsored by Rep. Shawn Mitchell (R-Broomfield) and Sen. Mark Hillman (R-Burlington). This legislation allows cities to contract with farmers and ranchers for water in times of declared drought without having to permanently buy the water rights, which would preclude future agricultural uses.

Please see GOVERNOR, p. 3

## TOURISM OFFICE LAUNCHES SUMMER TELEVISION ADVERTISING CAMPAIGN

By STEFANIE DALGAR  
PUBLIC RELATIONS SPECIALIST, COLORADO TOURISM OFFICE

The Colorado Tourism Office (CTO) launched its targeted summer television advertising campaign on May 19 as part of an integrated marketing campaign made possible through the one-time allocation of \$9 million by Governor Owens and the Legislature.

"Here in Colorado, tourism is a key industry, generating more than \$7 billion each year and employing 200,000 workers," said Gov. Owens. "This is an investment in Colorado's future that promises to yield many high returns."

"Our goal is to promote the state's numerous attractions, activities and destinations while having an immediate impact on Colorado's state and local economies. Last year's tourism advertising generated \$32.4 million in state and local taxes, with \$205 spent per visitor for every promotional dollar invested in the campaign," says Stephen Szapor, Colorado Tourism Office Board chair. "We are confident that the Legislature's investment in this campaign will generate similar results by reaching potential visitors in each phase of vacation planning - inspiration, decision and action."

The two 30-second spots, titled "Family Adventure" and "Outdoor Adventure," are fast-paced montages of video footage that showcase summer activities and attractions across the state. The "Family Adventure" spot depicts families enjoying various activities, from whitewater rafting and horseback riding to swimming, camping, and museums. Coordinating with the campaign's print and out-of-home executions, key words such as "WELCOME," "DREAM" and "FAMILY" appear and float smoothly through the frame. Each ad

displays the 1-800-COLORADO telephone number and COLORADO.COM web address throughout the entire spot, and the voiceover encourages visitors to call or log on to receive more information about this and other Colorado adventures.

The direct response television ads air on cable and network stations in Colorado's top target markets: Albuquerque, Chicago, Dallas/Fort Worth, Houston/Galveston, Kansas City, Los Angeles and Salt Lake City. Similar versions of the ads will also run in Colorado.

As part of the overall "Colorado Adventure" theme, the ads target five types of travelers: family, outdoor, discovery (focusing on

heritage, history and culture), romantic, and winter. These ads also leverage the national and regional print advertisements the CTO currently has in the marketplace. An additional TV spot will launch later this summer and another winter-focused commercial will begin airing in the fall.

Other components of the program include regional outdoor ads and metro traffic sponsorships, a national public relations campaign and an aggressive newspaper cooperative program that allows Colorado tourism industry partners to participate in national advertisements at a reduced rate.

Colorado vacation information, including lodging, transportation, dining, attractions and recreation, is available at [www.colorado.com](http://www.colorado.com), or call 800-COLORADO for your free official state vacation guide.



CTO's ad for the "Family Adventure" campaign.

## Governor's Office of Energy Management and Conservation Receives Award

By Megan Castle, Public Information Officer  
Governor's Office of  
Energy Management and Conservation

The Colorado Governor's Office of Energy Management and Conservation (OEMC) was recognized at the Sixth Annual Wirth Chair Awards in Sustainable Development. The Chair, at the University of Colorado/Denver's Graduate School of Public Affairs, awarded OEMC's "Energy Bus" a Special Award for its community efforts to foster sustainable principles and energy conservation.

The Energy Bus was a partnership between OEMC, communities, government agencies and businesses to showcase the latest energy technologies, applications and services.  
Please see OEMC, p. 4

## Inside Stateline

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# PERSONNEL SERVICE REFORM EFFORT IN FULL SWING

BY PAUL FARLEY, DIRECTOR  
CIVIL SERVICE REFORM COMMISSION

The Civil Service Reform Commission has been holding hearings throughout Colorado, going directly to state employees to hear what works, what doesn't work, what should be changed, and what should not be changed.

The Commission, appointed by Governor Owens and co-chaired by former Governor Dick Lamm and DPA Executive Director Troy Eid is tasked with reviewing the Civil Service Amendment and making recommendations for constitutional change (see background story in the May 2003 Stateline).

Over the past month, the Commission's efforts have been focused in two main respects. First, members of the Commission and its staff have been reaching out to state employees in a series of public meetings designed to communicate the Commission's purpose while hearing directly from those who would be most affected by any change. Hearings have been held in Fort Collins, Cañon City, Pueblo, La Junta, Boulder, Sterling, Gunnison, Durango, Alamosa, and two in Denver - one at the Auraria campus, and one at the State Capitol. Further meetings in Colorado Springs, Greeley, Grand Junction, and Glenwood Springs will be held in late June and early July. To date, over 1,000 state employees have personally attended, while many others have participated through employee council or staff council representatives, co-workers, and employee organizations.

Most of the commissioners and staff have participated in one or more of these meetings, hearing comments ranging from "don't change anything, leave the system like it is," to "get rid of the rule of three," "we need more flexibility," and



Commission members and staff taking testimony at a recent public meeting in the State Capitol.

(in some areas) "eliminate the residency requirement." The Commission has benefited from the input received at these meetings not only in providing a "reality check" regarding employees' concerns, but also the valuable guidance regarding the kinds of issues that would be raised by various proposed changes.

In conjunction with the hearings, the Commission's three "working groups" - focusing on general system reform, higher education, and contracting issues, respectively - also reported their initial findings and recommendations during the first week of June. Those recommendations include:

- Retain the merit principle
- Replace the "rule of three" with a "rule of qualified" applicants
- Exempt division directors and the immediate staff of department heads

- Extend temporary appointments to 24 months, but at the same time require temporary appointees to meet qualifications, the same as permanent employees

- Retain veteran's preference, replacing the point system with a mandatory interview

- Allow governing boards of institutions of higher education to replace the general state civil service with a customized state civil service for their respective campuses, *if* the State Personnel Board certifies that the customized system provides comparable protections for selection, compensation, discipline, and veteran's preference, and the new system has been developed with adequate employee involvement

- Explicitly authorize outsourcing of state needs to private vendors, but at the same time explicitly providing that such outsourcing may not adversely affect current state employees. No changes to the present contracting statutes are currently recommended

Again, these are initial working group findings and recommendations, which have not been adopted by the full Commission. Public input and comment are welcomed via the Commission's e-mail link, [csrc@state.co.us](mailto:csrc@state.co.us). In addition, complete up-to-date information on the Commission's work, members, proposals, reports, and other resources are available at [www.colorado.gov/dpa](http://www.colorado.gov/dpa). Just hit the button at the upper left to go to the main Commission site. The Commission must complete its work and issue its final report by September 1, so there is still plenty of time for people to let their views be known. Don't be left out! Be sure to participate in this process as it goes forward - we all have a stake in creating the most effective system we can.

## PIERCE STREET REVENUE OFFICE ... AND WILDLIFE REFUGE

BY TOM WEEKS, SPECIAL PROJECTS MANAGER FOR DRIVER SERVICES SECTION  
DEPARTMENT OF REVENUE

A family of red foxes has become a wildlife attraction at the Pierce Street Revenue office. A beautiful pair of foxes set up a den beneath the building sometime in March. Five babies (kits) were born, we believe, in April and now can be seen in early morning and late evening scampering around the main building entrance. Growing up amid the constant human-traffic of the building has accustomed the kits to people; they will tolerate being observed as long as people don't get any closer than about twenty feet or so. They have been seen catching and trotting to the den with squirrels, birds, and mice.

The reputation of foxes for being intelligent and resourceful is no doubt well earned. Their adaptability and guile has helped them to survive and prosper in spite of human activities. Their primary enemy around here seems to be the car.



Fox pairs mate for life and both share in the raising and education of their kits. After a few weeks, the young accompany an adult on hunting trips and by the end of the summer they are on their own. The adults separate in the autumn and get back together around the first of the year to start a new family. Often the adult pair will return to the same den year after year.

Not only is DOR's resident fox family providing a fascinating glimpse into their lives, but they are surely helping to deal with the mouse problem at Pierce Street.



Photos courtesy of Tom Weeks

## State Travel Rolls Out Cards, New Policies

By Linda Summers, Director  
Central Services Division, DPA

The Department of Personnel & Administration's (DPA) Statewide Travel Management Program is implementing its new travel card payment system. This system provides for new central bills for travel agencies, new event cards, and new individual travel cards. If you do not have a travel card and need one, contact your agency Travel Compliance Designee or travel office. The Travel Compliance Designee fills a new role and is charged with travel oversight at the agency level. A list of the Travel Compliance Designees can be found on the State Travel website.

Under Executive Order D 005 03, travel purchases must be made through the new provider, US Bank VISA. Requests for travel cards are processed weekly and US Bank delivers the cards within about two weeks. Cardholders are now required to sign a cardholder agreement. This agreement, which outlines the cardholder's responsibilities and duties. Lost or stolen cards are to be reported promptly. The US Bank Customer Service telephone number is 800-344-5696. Notice must also be made in writing within two business days to:

US Bank Corporate Customer Service  
Attn: Corporate Card  
4325 17<sup>th</sup> Avenue SW  
Fargo, ND 58125

Many questions regarding the card and more general issues can be answered by visiting the State Travel website at [www.colorado.gov/dpa/](http://www.colorado.gov/dpa/) under the FAQs or other specific headings. The web site will provide frequent updates on changes relating to travel policies and procedures.

As required by the Executive Order, DPA will review existing travel-related rules and make changes as appropriate. DPA will adhere to the State's rule-making process when developing the new rules.





# KEEPING THE CAPITOL COMPLEX BEAUTIFUL DESPITE WATER RESTRICTIONS

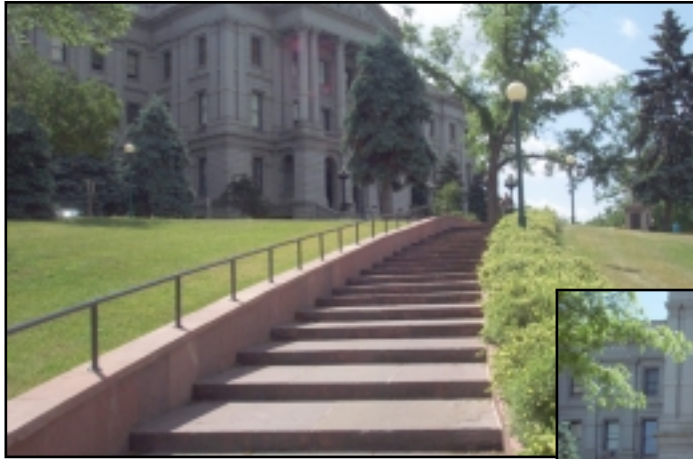
BY TROY A. EID  
EXECUTIVE DIRECTOR, DPA

Even though the State was fortunate to receive some late spring snowstorms bringing much needed moisture, Colorado's drought conditions are far from being over. The good news is that much of Colorado has experienced average or above average snow-pack levels in the high country this season. However, it will still take at least two more years of similar precipitation levels to fill most of Colorado's major reservoirs. With this in mind and in anticipation of another hot, dry summer, the Department of Personnel & Administration (DPA) has taken several steps to manage our water resources more efficiently.

Since April of this year, DPA has reduced the number of vehicle washes by over 50% for both State Fleet and non-State Fleet vehicles. Our Motor Pool is now limiting washes to no more than twice per month and will continue to do so until the State's drought situation has passed. Previously the vehicles were washed whenever they got dirty to keep them in the best possible condition for our downtown customers. The vehicles may not be as clean on the outside as our customers are used to, but we will make every effort to ensure that the interior is maintained to our same high standards. We think this is a small price to pay for doing all we can to ease the water burden on the state, and to set an example for others.

Also this spring, DPA's Capitol Complex, the unit responsible for the maintenance of 14 state

buildings and 7.5 acres, installed new sprinkler clocks. These clocks provide more reliable control of the irrigation systems, reduce unnecessary watering, and enhance our ability to confirm watering times and check irrigation zones.



The Capitol Complex Ground Crew is working hard to keep the State Capitol Grounds and Lincoln Park in shape while remaining within water restriction guidelines.

Additionally, we have purchased smaller nozzles for the sprinkler pop-ups limiting the amount of over-spray along the parkways and added new sprinklers to increase coverage and decrease run times for some zones.

Finally, this year Capitol Complex will be planting only 1/3 of the flowers usually found around the Complex. Most of the flowers will be placed around the Capitol and at Lincoln Park due to the high public visibility. The remainder will be placed in

beds throughout the Complex supplemented by mulch to enhance the ability to retain water.

In addition to creating a more efficient landscaping environment, Viron, our performance contractor, is in the process of auditing our water and plumbing systems. Bret Thomas, Viron Project Director, believes we can achieve a 25-50% reduction in water usage by replacing older toilet fixtures with low flow units, installing electronic flushing devices and low flow faucets.

DPA will continue with its efforts to identify any other areas where water consumption can be



reduced without compromising the value we provide to our customers. I invite all other state departments to voluntarily adopt similar measures as DPA. It is our hope that through effective water management and

planning the State will not only survive the current conditions, but also learn to be more efficient for the years to come.

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.

## DOC Captain Goes Above and Beyond In Support of Military Staff

By Julie Postlethwait, Communications Coordinator, DPA

Department of Corrections (DOC) Captain Don Kiefer was recently recognized for his outstanding support of an employee who was called to active military duty.



Pictured from left to right: Officer Gail Wallace, Navy Commander Russell Mielke, Officer Don Kiefer and Cañon Minimum Center Warden Donice Neal.

Navy Commander Russell Mielke presented Kiefer with the My Boss is a Patriot Award on behalf of the Department of Defense.

The award was presented to Kiefer in a ceremony hosted at the DOC East Cañon Complex on

April 9. He was unaware he had been nominated or even that such an award existed until the morning of the ceremony.

Kiefer was nominated by reservist and Correctional Officer Gail Wallace, who was called up for naval reserve duty in Japan. Even before Wallace was called to duty, Kiefer made it clear he was behind her all the way and assured her that her position with DOC would be there when she returned from her military duty.

During her 12-month assignment in Japan, Kiefer kept Wallace updated on things at work and

provided constant words of encouragement. His efforts made a difficult, long-term assignment away from her family bearable.

Another thing that eased Wallace's mind was that DOC was able to make up the difference between her military salary and what she would have made had she remained working for the State. Through the use of improvements Governor

Owens made in the administrative leave policy, DOT had the flexibility to make Wallace's salary whole for 90 days after her 15 days of paid military leave. Following that 3-month period, the department was able to draw from a bank of annual leave donated by fellow DOC employees. Fortunately, these provisions were put in place shortly after the September 11 attacks and made it possible for Wallace to avoid any financial hardship from such a long-term tour of duty.

Captain Kiefer made every effort to make Wallace's call to duty as worry free as possible and once she Please see KIEFER, p. 4

### GOVERNOR, from p. 1

These are three very important tools that give Colorado the flexibility to fight the effects of drought. They help agriculture, our cities and suburbs, and our environment.

But, as important as these tools are, we must look to the future. We must improve Colorado's ability to save its own water.

SB 236, sponsored by Sen. Jim Dyer (R-Littleton) and Rep. Diane Hoppe (R-Sterling), asks voter approval to bond for water projects statewide.

We are all heartened by the spring runoff this year but, in fact, too much of it is running off to other states. Colorado has the legal right to hundreds of thousands of acre-feet of water that we simply have no way to retain or store.

How do we solve this problem? First, we must repair existing facilities and improve their efficiency. Reservoirs leak and facilities age. We are losing water due to an antiquated storage system. And storage is the best way to protect us against drought, since eighty percent of Colorado's water comes from snowmelt.

Second, we must consider new facilities. Without the ability to store water, spring runoff leaves the state in a raging torrent, never to be seen again. If the "Save Colorado's Water" ballot initiative is approved, local water districts, municipalities and private companies can access new funding alternatives - through the issuance of bonds - to complete water supply projects.

Let me emphasize that in our climate, conservation will always be important. Thank you for your efforts to conserve water and I ask for your continued help. Even with the wet spring, we still need to do everything we can to conserve this most valuable resource.



# LETTERS

Mr. Eid:

I want to thank you for your pro-active stance in making the State of Colorado an ever improving, thoughtful, and progressive place to work and participate in. I have watched with enthusiasm and excitement as you daily convey a sincere desire to motivate people and put yourself out to the public and employees for the purpose of not making this state competent, but dynamic. Praise comes to mind regarding your predecessors, yet I am so glad you want to let people know we are an animated and motivated bunch who want the best. Thank you for letting us know we count as quality people. It is great to see your picture with employee groups, holding town meetings, and your eagerness to co-chair the Civil Service Commission on reform with ex-Governor Lamm.

It is difficult to pinpoint what and where beginnings should be on Civil Service reform, yet they must be addressed. As a start, may I offer this as an abstract. Examine each employee's skills and tailor that to a new system which incorporates that person's skills. Do not limit them to a narrow scope of choices by labeling their position as a I, II, III, etc. Offer an employee the forum to display their various skills and make determinations after their presentation as to how positions should be structured, and make leeway for them to grow into positions, balancing their abilities with the needs of the customers and laws of the state.

Mainly, employees need to be supported when they practice self-empowerment for the good of the state, and rewarded for that. Professionals who are pigeon-holed into their positions should be encouraged and even prodded to change positions, as to aggressively promote growth and not complacency. Of more concern, I find a growing disparity between professional and lower level non-degreed employees as I have observed professionals seem to have more fluid movement and are privy to easier access to enhancements and job stability. While degreed persons are entitled to the rewards they have earned, let us not omit the long term dedication of employees at the lower rungs who work hard, create efficient and cost saving ideas, yet have to compete with 30 others to get a promotion when a job opens, and by the way, some are as bright as top notch professionals are.

Certainly, a degree is within the realm of most and the question is obvious, can't people go back to school, and get more training? Many of these people do and will take on more training, but are juggling family issues as single parents, have outside interests that are non-academic but profitable to themselves and the community, their abilities do not match well with degree programs, or they are simply not academic types. Is this society truly pluralistic if you have to follow the same path as others? It saddens me to think those who have, are unsympathetic to those who don't. Again, I am not detracting from the specialized, credentialed people who have attained expertise through hard work in the academic world and have earned respect from their colleagues. All I am saying is, please lessen the difficulty in which people of lesser accomplishments can obtain opportunities.

Maybe I have said too much. Maybe my abstractions are too obtuse. Still, I like working in the state system and anticipate the new challenges while working with all of the good people who want to embrace life and make the place you work a model for others to look up to. In the future, I look forward to knowing more intimately the 46,000 co-workers who help make Colorado a great place.

Sincerely,

John Call  
Division of Gaming, Department of Revenue

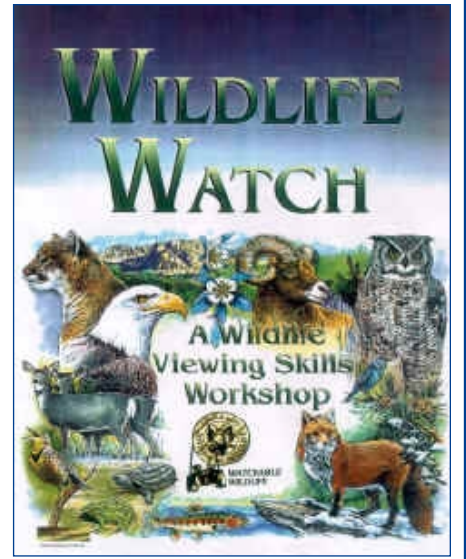
*KIEFER, from p. 3*

came home he made sure she was able to return to her job at DOC and get on with her life. Kiefer's efforts made Wallace's reservist commitment a great deal easier for her and she thought it was only fitting that his efforts be recognized.

Kiefer said he was surprised and happy to receive the award. "I've never heard of the award and didn't know anything about it. They kind of surprised me with it, said Kiefer. He doesn't feel he went above and beyond what any other boss would do, but Wallace is certainly grateful she had the good fortune to be blessed with such an "awesome boss" and knows his efforts were outstanding.

## 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 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.



- July 12 Arvada, Majestic View Nature Center
- July 12 Littleton, Carson Nature Center
- July 12 Colo. Springs, East Library/High Chapparral OS, (719-227-5207)

Register online at [www.wildlifewatch.net](http://www.wildlifewatch.net)  
or by phone: 303- 291-7250

*OEMC, from p. 1*

In addition to the Energy Bus, the OEMC's commitment to sustainable energy principles was recognized by their involvement in other Wirth Chair Awards: OEMC sponsored University of Colorado's Solar Decathlon Team, which won the first national Department of Energy competition to design and build a house whose total energy requirements were provided by solar energy. CU's solar home won a Community Award.

"OEMC's projects demonstrate its commitment to provide information, demonstration and access to emerging energy technologies to the State of Colorado. These projects educate Coloradans about energy choices that may help improve their business or lives," said Rick Grice, executive director of OEMC.

The Energy Bus will not be rolling around Colorado this year, but OEMC is sponsoring NREL's (National Renewable Energy Laboratory) Renewable Energy and Efficiency Education on Wheels. For more information on the NREL exhibit, contact Matt Kuhn, (303) 275-3688 or [matthew\\_kuhn@nrel.gov](mailto:matthew_kuhn@nrel.gov).

## STATELINE

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