



Stateline

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TAKING CARE OF COLORADO'S CHILDREN

BY GOVERNOR BILL OWENS

The Colorado Bureau of Investigation, in cooperation with the Missing Children Task Force, designated the last week of June as "Colorado Missing Children's Week." The week-long activities helped raise money to assist the Missing Children Task Force locate and recover Colorado's missing children. The events of "Colorado Missing Children's Week" also help remind us that our children are Colorado's most valuable resource and we share a duty to keep them safe year-round.

With that in mind, I was pleased this session with the work that was accomplished in support of Colorado's youngest citizens. We again faced the scourge of methamphetamine use and the children affected by this harmful drug. In nearly half of the cases when law enforcement raids a meth lab, children are present. So, we toughened the penalties for offenders and made it a crime of child abuse in the criminal and children's code to produce meth in the presence of a child.

I was also pleased to sign legislation that toughens the penalties for sexual exploitation of a child. Prior to this legislation, if commercial purpose could not be demonstrated, possession of sexually exploitative material was only a class one misdemeanor. This bill removes the commercial purpose requirement and allows for the punishment of sexual exploitation of a child as a class 3 felony.

We also expanded Colorado's AMBER Alert system, which I am proud to report has so far had a 100% recovery rate, to comply with the national system enacted earlier this year. Despite a full recovery rate, we must continue to improve our alert system. Now, we will be able to help locate missing children not just in Colorado, but children who have possibly left the state.

Our Department of Revenue, through the Colorado State Lottery, is working to improve our alert system and will help by sending each AMBER Alert to all of Colorado's 2,400 lottery terminals. Because time is our greatest adversary, we must do all we can to ensure that our abducted children are found as quickly as possible. Lottery terminals are just one more way we can empower more citizens to bring our abducted children back home safely.

We accomplished a great deal in the first half of this year, but there is more we can do. According to the Colorado Bureau of Investigation, last year in Colorado alone there were 15,210 reports of missing children under the age of eighteen. Many more were subjected to abuse and/or neglect.

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GOVERNOR MAKES TAMARISK ERADICATION SIGNATURE COLORADO CARES PROJECT

BY JULIE POSTLETHWAIT
COMMUNICATION COORDINATOR, DPA

On August 1, 2003, Colorado will celebrate the 127th anniversary of its admission to the Union. To commemorate this anniversary, Governor Owens will proclaim the beginning of Colorado Cares 2003. Colorado Cares is a grassroots volunteer effort aimed at giving back to our state and neighborhoods in celebration of all Colorado has to offer. Colorado Cares is a yearlong campaign and for decades has enjoyed strong support from hundreds of businesses, faith-based organizations, charities, non-profit organizations and citizens from across the state.

This year, Governor Owens announced tamarisk tree eradication as the state signature project. In January the Governor issued an Executive Order directing the Department of Natural Resources (DNR) to coordinate efforts to eradicate tamarisk from the state within a decade. According to the Executive Order, "A single tamarisk tree can transpire up to 300 gallons of water per day. As a comparison, an average acre of native cottonwood trees uses 845,000 gallons of water per year, while an acre of tamarisk uses 1.3 million gallons of water per year." Introduced to the Southwest near the turn of the century the tamarisk, also known as salt cedar, is now considered the most destructive non-native invasive species in Colorado. Combining DNR's eradication efforts with the far-reaching Colorado



Governor Owens at last year's Colorado Cares Signature Event, which focused on the Hayman Fire recovery effort.

Cares program is an ideal way to educate citizens and organizations as to the threat posed by the tamarisk tree and give them an opportunity to participate in the monumental task of ridding our state of the water-gulping invader.

While tamarisk tree eradication is the Governor's signature event everyone is encouraged to volunteer on Colorado Cares Day, Saturday, August 2, in a community project and throughout the year. If your community or an organization

you belong to is sponsoring a Colorado Cares project please post the project on the Colorado Cares website. For information on volunteer activities and projects or for more information on Colorado Cares 2003, call 1-866-333-2202 or check the Web site at www.state.co.us/coloradocares.

To get connected to the volunteer center in your community, phone 1-800-VOLUNTEER.

All Colorado citizens are encouraged to participate, so please join your fellow citizens and give something back to this beautiful state that offers us so much.



Now is the Time To Purchase Service Credit

BY KATIE KAUFMANIS
DIRECTOR OF COMMUNICATIONS, PERA

The best advice for those interested and eligible to purchase service credit at the current lower cost is to begin the process now—don't wait until the last minute.

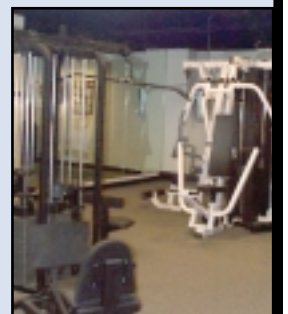
If you're planning to purchase service credit, you should start the process by first reading PERA's *Purchasing Service Credit* booklet; most questions will be answered by reading this booklet. You may print a pdf version of the booklet by going to the PERA Web site at www.copera.org.

Start Now
All required documentation must be received at PERA by October 31, 2003. The cost to purchase service credit will increase on November 1, 2003.

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GOVERNOR OWENS RECEIVES ENERGY LEADERSHIP AWARD

By JULIE POSTLETHWAIT
COMMUNICATIONS COORDINATOR, DPA

Last month, Governor Owens was honored with the Energy Governor's Leadership Award at the 14th Annual Energy Efficiency Forum. Sponsored by the United States Energy Association (USEA) and Johnson Controls, this year's event was held in Washington, D.C. and the topic of the forum was "Energy Efficiency: The Path to Economic and National Security."

"It is a pleasure to accept this award on behalf of the many Coloradans committed to cutting energy costs and saving taxpayers dollars," Owens said. "Colorado is blessed with an abundance of resources - resources that contribute to our high quality of life and we must remain devoted to protecting them for future generations to enjoy."

Owens received the award for promoting energy efficiency and making a significant contribution at the state government level to energy efficiency. Owens' efforts focused on increased energy efficiency and conservation in Colorado's state agencies. The Governor's Office of Energy Management and Conservation advances energy efficiency in the state by leading Rebuild Colorado, a Rebuild America partnership, (see article on page 4 regarding the Rebuild Colorado Program.) In his remarks, Owens cited Rebuild Colorado's success in saving energy through the use of performance contracting.

"Colorado has benefited tremendously from the benefits of performance contracting with over \$70 million in projects, which have been completed or are just getting underway," said Owens.

PERA, from p. 1

In order to be eligible for the lower purchase cost, you must pay the *Service Credit Purchase Agreement* or begin installment payments by the due date established by the *Service Credit Purchase Agreement* generated in response to your completed pre-November 1, 2003, *Service Credit Purchase Application*. If you do not do so, you will lose the right to purchase at the lower cost.

The rate will increase to 18.1 percent from 15.5 percent for members under the age of 50. The rate for those 50 and older will increase to 22.1 percent. Judges under the age of 50 will see a rate increase to 21.75 percent from 20.0 percent. The rate for Judges age 50 and older will increase to 25.75 percent. State Troopers and CBI Agents under the age of 50 will have a rate increase to 22.85 percent from 20.4 percent, and the rate will be 26.85 percent for these members 50 and older.

All required documentation must be received at PERA by October 31, 2003. If you're going to mail your documentation, plan to mail it in enough time that it's at PERA by October 31, 2003. A postmark of October 31 is not sufficient.

In order for a member to purchase service credit at the 18.1 percent rate after November 1, 2003, PERA must receive all required documentation of non-covered employment, along with an application to purchase service credit, before the member's 50th birthday AND the member must successfully complete the purchase pursuant to the *Service Credit Purchase Agreement* resulting from that application.

PERA can use the years on the Social Security earnings statement to verify dates of employment, and it provides a record of salary received, but it does not provide any pension information, which is why it's important to complete a *Service Credit Purchase Application*. Other records that provide dates of employment and salary are tax returns and payroll records. But again, they generally do not provide any pension information.

Be sure to sign your completed *Service Credit Purchase Application*; your signature certifies that you are not vested under another pension plan for the periods of employment you wish to purchase. You will also want to complete the "More Information" section on the *Service Credit Purchase Application*; it is very useful in PERA providing you with an accurate *Service Credit Purchase Agreement*.

Getting employment information from former employers or former pension plans can be time consuming. Remember that this information must be at PERA by October 31, 2003, so you should begin gathering this type of information NOW.

Get Organized

Know how much service credit (years or months) you want to purchase or how much service credit you can afford to buy. You can get an estimated cost to purchase by using the Purchasing Service Credit calculator on the PERA Web site at www.copera.org.

Your *Service Credit Purchase Agreement* will be sent to you about 90 days before the due date. Remember it is your responsibility to make payment on or before the due date. Due to the high demand for purchasing service credit, we have a longer than usual turnaround time for requests to purchase. Check our Web site to see what day's documents we are working on before you call us to see if we have your application.

Limit on Purchases

You will be limited to a total of 10 years of purchased service credit if you wait until November 1, 2003, regardless of when you began PERA-covered employment. This means if you purchased five years of service now, you can only purchase five more years (if you are qualified) after November 1, 2003. Up until that time, you can purchase all that you are qualified to purchase, which may exceed 10 years. In order for you to exceed this 10-year limit, all required documentation must be received by PERA by October 31, 2003, and you must either pay the total amount due or begin installment payments by the due date established by the *Service Credit Purchase Agreement* generated in response to your pre-November 1, 2003, *Service Credit Purchase Application*.

If you first became a PERA member on or after January 1, 1999, you are already limited to purchasing a maximum of five years of non-qualified time—private-sector employment—as opposed to work for a public employer such as a government agency.

If you have already provided PERA with the required documentation to verify service credit eligible to purchase but have not purchased your service credit, you will need to notify PERA before November 1, 2003, to issue a *Service Credit Purchase Agreement* for this time. A letter, e-mail, or fax received before November 1, 2003, is sufficient to begin the process and receive the current lower cost. A notification via telephone is not sufficient.

For more information please visit the PERA Web site at www.copera.org.

LETTERS

Dear Mr. Ketelsen:

Colorado is one of the few official state Web sites that features student-friendly information for elementary students.

Fourth-graders in North Carolina learn about the United States, and one way of collecting information is to access official state Web sites. Among other things, the students are looking for nickname; official tree, flower, and bird; date of admittance to the United States; and current population estimate.

I realize that student use is not your reason for existing, but it is nonetheless important and I'm glad to find it. Recent statistics show that schoolchildren in the United States are woefully lacking in geographical skills and general knowledge of the states. Generally, students (especially those in the elementary grades) are limited in the Web sites available to them, and media center coordinators prefer to use official state sites because they are a trustworthy and safe source for information.

Thank you for being so forward-thinking and just plain sensible in developing the site; I'm sure that media center coordinators and students in many states are enjoying it.

Melissa Davis
Cameron, North Carolina

To the Civil Service Reform Commission:

I suggest changing the current classification so that technical expertise is provided opportunity for promotions and upgrades. Currently, supervision of 3 full time employees is required for high level classification

The current personnel system provides movement within the upper levels of the classification for supervision (three or more full time persons) but not for the acquisition of greater technical expertise.

The current system supports inflating the ranks so that persons can be upgraded. This promotes a system that feeds a number quota and clearly does not promote cost savings. It is hard to be efficient and 'work smarter' when that could mean you are denying a person (i.e. yourself) the benefits of an upgrade. Highly skilled technical persons either leave, or accept the very low glass ceiling. Additionally, not all programs can afford to 'expand' or are allowed the FTE to expand even if they could.

In the recent June 2003 *Stateline* John Call of Division of Gaming states that "professionals who are pigeon-holed into their positions should be encouraged and even prodded to change positions". I don't agree. My expertise is in public health, so it is from this perspective that I write. Where else in the personnel system can an expert in animal disease control, birth defects, cancer, toxicology, infectious disease move?

Please see *LETTERS*, p. 4

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THE MULTI-USE NETWORK (MNT): COLORADO'S HIGH-SPEED FIBER-OPTIC NETWORK

By TROY A. EID
EXECUTIVE DIRECTOR, DPA

The Multi-Use Network (MNT), the public/private partnership to build a high-speed fiber-optic network for the State of Colorado, is currently in its third and final phase of implementation.

The MNT has been deployed in three phases over a three-year period. Thirty-eight counties were implemented in Phase One (completed Sept. 15, 2001), 11 counties in Phase Two (completed June 20, 2002) and 16 counties have been or are currently in the process of being completed for Phase Three. With the completion of Phase Three, the MNT will be accessible and highly reliable in every county in the state.

The MNT is achieving its goals and, in doing so, is already showing results by:

- Bridging the digital divide;
- Bringing high-speed Internet access to every county in the state;
- Virtually eliminating backhaul charges throughout Colorado;
- Increasing and enhancing economic development;
- Creating a backbone for e-government;
- Aggregating traffic to reduce cost;
- Changing and improving the model for telecommunications pricing for all users, public and private.

Bridging the digital divide, bringing high-speed access to every county in the state

The "digital divide" is a term used to describe inequality in access to digital telecommunications. In Colorado, an ever-widening telecommunications gap was leaving rural communities throughout the state further and further behind, greatly impairing their ability to compete economically. Through the MNT, the state developed a scalable and coordinated statewide telecommunications infrastructure to provide the citizens and businesses access to government services, educational opportunities and information resources they need to keep the state's economy competitive.

Increasing and enhancing economic development throughout the state

The MNT is already enhancing the economic well-being of the state, especially in rural areas. By having accessibility to a telecommunications network that is capable of delivering voice, video and data services in every county, rural Colorado now has the infrastructure in place to attract new businesses as well as support the expansion of existing businesses. In addition, the MNT provides a pipeline to the state's rural areas capable of supporting growth in existing - and new economy - industries while also providing access for public sector services in health care, education and government.

Creating a backbone for e-government while aggregating traffic to reduce cost

With the MNT, a seamless statewide intranet or enterprise network has been formed which is capable of tying together all state and local public entities. The stage has been set to reduce redundant and duplicative circuit connections at major public facilities through a strategy of circuit aggregation.

Aggregation reduces the number of direct customers the MNT has to serve and provides a cost incentive for local participating entities including state agencies such as Judicial, Human Services, Labor and Employment, Revenue and other agencies with locations in virtually every county throughout the state. As an example, in Grand Junction the total monthly charge for seven circuits is being reduced \$3,723.81 per month to approximately \$1,814.62 because of MNT's aggregation opportunities - a savings of \$22,910.28 per year.

Additionally, the overall cost reduction for Qwest T-1 circuits statewide for just state agencies over the five year MNT contract period totals \$10,037,080, which more than pays for all ANAP fees for the entire MNT contract. This does not count T-1 savings to the private sector or local public entities nor does it count tariff savings on many other telecommunications products that were reduced under the MNT contract.

Changing the model of telecommunications pricing for all users public, and private, and eliminating backhaul charges throughout Colorado

Affordable Internet access has been made available through the MNT to all local public entities, including schools, libraries, hospitals, and local governments. Expensive backhaul charges for rural customers have been reduced or eliminated. The new Qwest network tariffs, which are all the same throughout the network, are based on entering and exiting the network, not on distance traveled. The present price for a Qwest T-1 circuit is \$329.85. As long as a customer is located in the wire center of an ANAP, the price to access the MNT is the same, regardless of the distance of that region back to Denver. In this sense, the MNT has overcome the digital divide - there is no division among MNT customers in the prices they pay.

MNT in the Future

With the MNT in place, the economic development and overall possibilities in Colorado are endless. Benefits include existing businesses being strengthened through access and use of the Internet. Rural Colorado will experience rapid growth and demand for information technology-related jobs. Colorado's rural economy will become more diversified and the quality of life enhancements enabled by applications of MNT in government, education and healthcare will help in attracting new workers and jobs to rural Colorado and increasing Colorado's rural standard of living. MNT has truly created a solid technology backbone which Colorado will greatly benefit from for years to come.

Governor, from p. 1

Community and parental involvement is very important to the welfare of our children; public awareness and education are also fundamental.

A key priority must continue to be the welfare of our children. We must do everything we can to protect the children in our society who are vulnerable and often unable to protect themselves.

DPA AWARDS EMPLOYEE WELLNESS CENTER CONTRACT

By Kathy Knudsen, President
HEALTHBREAK, Inc.

Recently, the Department of Personnel & Administration (DPA) selected HEALTHBREAK, Inc. to manage the new State Employee Wellness Center due to open next month. As a health promotion management company, HEALTHBREAK will provide consulting, wellness program management, and fitness center management services for the new wellness center which will be located at 1570 Grant Street in Denver.

DPA and HEALTHBREAK used the results from the employee interest survey that a number of State employees submitted last June as a strong determinate in all decisions for the center. Over the next few months, the process of opening the center will begin with the installation of new machines and weights. A State Wellness Committee will also be formed to provide input and direction for the overall program initiative.

The facility is scheduled to open in mid-August and will be open Monday thru Friday, 5:30 a.m.-6:30 p.m. and Saturdays, 8:00 a.m. to noon. The center



Additional pieces of equipment have been purchased to enhance members' work-out options at the wellness center.

will offer state-of-the-art cardiovascular and strength equipment and a staff of certified health professionals who will provide group exercise classes and personal training. The membership fee is only \$25 a month and is only available to state employees.

HEALTHBREAK will also be offering other fee-for-service programs like wellness incentive programs,

weight management, smoking cessation, and health screenings.

DPA is excited to bring a wellness facility and program to employees at no cost to the State. "This is a win-win situation for us," said Troy Eid, DPA's Executive Director. "This contract is a way to bring fitness and wellness programs to our employees in order to help them lead healthier lives. Having a fitness facility in the Capitol Complex area will provide a low-cost and convenient way for state employees to maintain or improve their overall health."

"I want to thank you for making this happen," adds Chief Deputy Attorney General Don Quick. "I know it was a challenge, but I think that it is a great thing for the health of state employees."

For more information about the center's opening date or about programs the center will offer, visit www.colorado.gov/dpa/dhr/eap/wellness.htm.

Budget Squeeze? Find a Gold Mine in Your Utility Budget

By Megan Castle, PIO
Governor's Office of Energy Management and Conservation

Faced with shrinking budgets and never-ending needs to improve and upgrade facilities, many state facilities directors have found a way to free-up utility dollars and invest them in capital improvements. Energy cost savings can be used to pay for the entire cost of energy-saving projects through an innovative approach called energy performance contracting, where an energy service company guarantees that annual energy cost savings will exceed annual lease-purchase payments on energy-saving equipment, eliminating the need to dip into capital budgets. "While funds for capital construction grow scarce, performance contracting offers a huge, untapped source of funds. Millions of dollars otherwise paid to utility companies over the next decade can, instead, be invested in energy-saving improvements," says Rick Grice, Executive Director of the Governor's Office of Energy Management and Conservation (OEMC).

In the past few months, many state agencies, colleges and universities have initiated performance contracts that promise to deliver over \$50 million in facility improvements. The Department of Personnel and Administration (DPA) leads the way in state agencies, where the state capitol and surrounding buildings will benefit from improved lighting and upgraded heating and cooling systems. The Department of Human Services just selected an energy service company and the Department of Corrections will soon do the same. A number of higher education facilities are using this approach including the University of Northern Colorado, Colorado State University, University of Colorado at Denver, University of Colorado at Colorado Springs, and the Housing Division of the University of Colorado at Boulder.

In late 1999, Governor Owens recognized the state facilities that pioneered the use of performance contracting in the state and said, "I view energy performance contracting as a smart way to improve building efficiency and a wise way to reduce taxpayer costs to operate these facilities." These included the Department of Military Affairs, Western State College, Auraria Higher Education Center, Adams State College, the University of Southern Colorado and the Recreation Center at the University of Colorado in Boulder, totaling over \$8 million in energy-saving projects. Owens added, "Performance contracting also is a great example of how the public and private sectors team up to leverage local energy expertise and reap the benefits of better buildings with no up-front costs."

Energy-saving equipment not only pays for itself, but also provides many other benefits. State employees will appreciate improved year-round comfort provided by new heating, cooling and temperature control systems. Facilities staff will enjoy the opportunity to replace antiquated equipment with new technologies, getting rid of long-standing maintenance problems and getting advanced training on modern, high-tech systems. Colorado's struggle with the drought will be eased since water savings can pay for water-saving fixtures. During this time of budget concerns, performance contracting enables the state to optimize use of its utility dollars. "Performance contracting offers a way to expand limited capital dollars and reduce the backlog of budget requests to improve facilities," said Larry Friedberg, State Architect, Director of State Buildings & Real Estate Programs, DPA.

OEMC and DPA's State Buildings and Real Estate Programs work in partnership to provide information, guidelines and technical services to help state facilities engage in performance contracts. With experienced staff, professional consultants, a network of energy professionals, and partners in national organizations, OEMC and State Buildings offer a large range of services in energy efficiency. For more information contact Linda Smith, OEMC, at 303-894-2383 or Larry Friedberg, State Buildings, at 303-866-3079.

LETTERS, from p. 2

The classification system should be structured to encourage the acquisition of the ever-expanding breadth of knowledge and experience that is required of many professionals, who can be rewarded with a career path that recognizes this progression.

Many science professionals are truly passionate about their careers. The quota of 3 employees should not be the determining factor for promotions and upgrades. Additionally, it is not fair practice for some of these professionals to be 'work leaders' over two other professionals. The 'work leader' is not recognized by HR, KRONOS, or when a significant issue arises. The work leader is not paid for 'supervision', but is usually required to perform supervision functions, including paperwork, hiring, and performance evaluations. The current system is very outdated and quite demoralizing.

I appreciate the opportunity to provide my opinion.

Carol Stanton
Disease Control & Environmental Epidemiology
Department of Public Health and Environment

TRAVEL CARD NEWS CARDHOLDER AGREEMENTS

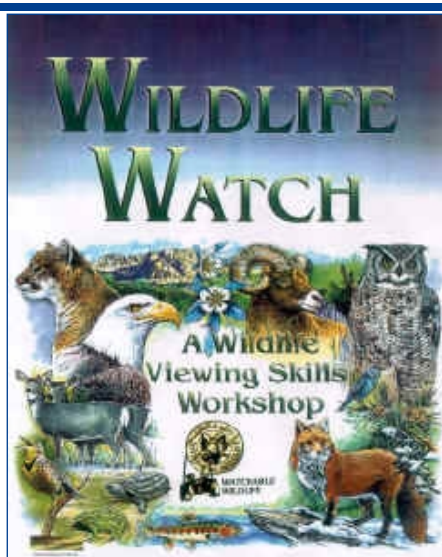
Any state employee holding a US Bank VISA travel card must sign a cardholder agreement. This agreement protects both the cardholder and your agency. In effect, the cardholder is agreeing to use the card for official business only and the State agency or institution obligates itself to be liable for all charges that are official business that have not been reimbursed to the cardholder. Parallel agreements are required of those that hold US Bank Event Cards with corporate liability. Details can be found on the travel web site for the Division of Central Services in the Department of Personnel & Administration – www.state.co.us/gov_dir/gss/cen/travel1/stmp/usbank_trans.htm.

ANNUAL STATE EMPLOYEES' GOLF TOURNAMENT

This year's Colorado State Employees' Golf Tournament is scheduled for Saturday, August 16, at Buffalo Run Golf Course in Commerce City. It is a one-day individual tournament with different flights based on handicap or average score. The cost is \$85.00 per player; which includes greens fees, carts, food and prizes. The deadline for entries is August 5, 2003. For information or an application contact Dan Daly at 303-866-5821 or Ken Doby at 303-866-7120.

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.



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



After the last cow left town, Slim and Clyde needed something to rustle.