



# Stateline

Dedicated to Good  
Government Across the State  
May/June 2007

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## MESSAGE FROM THE GOVERNOR

### BIOFUELS TO HELP GREEN GOVERNMENT

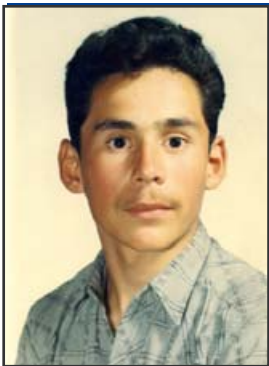
With more than 60,000 state employees, Colorado state government has the opportunity to make a significant impact and to be a leader in the use of alternative transportation methods that conserve and protect our natural resources. On April 16, I signed a "Greening Government" Executive Order that highlights my desire to have state agencies operate more efficiently, and to use fewer raw materials, energy and resources. This executive order specifically addresses transportation issues and states a goal of reducing petroleum consumption by 25% through using hybrid vehicles, mass transit and biofuels such as biodiesel and E85 ethanol.

Biofuels will play a large part of Colorado's efforts to meet this bold goal, especially biodiesel and E85 ethanol. E85 ethanol fuel is a blend of 85% ethanol and 15% gasoline. The use of E85 supports Colorado's economy, protects the environment by reducing harmful greenhouse gases, and is cost-effective. Biofuels are a component of advancing Colorado's New Energy Economy, since these cleaner burning fuels can be domestically grown and made in Colorado.

In the first 100 days of my administration, we announced our goal to quadruple the number of E85 ethanol fuel pumps around the state by the end of the year. This alone establishes Colorado as a leader in the effort to promote the use of alternative fuels. The Governor's Biofuels Coalition has been instrumental in increasing the number of E85 ethanol and biodiesel refueling sites and equally important, encourages drivers to use biofuels.

As part of my directive to reduce the use of petroleum-based fuels by 25% in the next five years, every state

*Please see GOVERNOR, p. 3*



## GOOD GOVERNMENT STARTS HERE

BY RICH GONZALES  
EXECUTIVE DIRECTOR, DPA

Colorado state government is undertaking a major new focus with an approach that emphasizes the inclusion of members of the state workforce and the way to administer state government. The GEMs program exemplifies this effort and is off and running. We will be soliciting your ideas and thoughts regarding better governmental practices throughout the GEMs process. Now is the time for you to step forward with ideas that will make Colorado state government fun, productive and effective. Look for surveys regarding the GEMs program to be available by the end of June '07 or the beginning of July '07. More detailed information on the GEMs program will be available in the next issue of Stateline.

A major component of the GEMs approach to managing is to provide people with open communication and

information about issues that affect their work life. With that in mind, we at DPA feel that it is necessary to provide a centralized, easily accessible resource that offers objective information or advice to members of the classified state workforce. To that end, I am excited to introduce the new Omsbud program. The individual that will fill this new role is Karen Schaefer, and her description of the program and the services it provides is described in this issue, beginning on page four.

Please note that the Omsbud program is not replacing any of the services and processes currently available to classified State employees. This program is in *addition* to those options, and is intended to help employees learn what choices for resolution to workplace issues, are available to them.

# CERTIFICATION PROCESS RESULTS IN ENERGY AND ENVIRONMENTAL AWARD

LEIGH OLSEN

COMMUNICATIONS/PROJECT COORDINATOR, DPA

On April 3, 2007, the Department of Personnel & Administration received the exciting news that it had achieved a *third* Leadership in Energy and Environmental Design award for Existing Buildings (LEED-EB). This certification was made by the United States Green Building Council (USGBC), which is the nationally recognized organization for sustainable energy and natural resource conservation standards.

The State Services building, located at 1525 Sherman received the "Certified" award from the USGBC in February 2007, for its energy and water conservation, steam heat conservation, recycling, and use of "green" cleaning agents. This building is the first State of Colorado building to receive the LEED-EB award and the 13<sup>th</sup> building in the United States to receive the "Certified" rating. The Colorado Historical Society/Judicial Complex, located at Broadway and 14<sup>th</sup> Avenue received their certification in March 2007, and the Human Services Building, 1575 Sherman Street, received LEED-EB certification in April 2007.

DPA Facilities Manager, Frank Lombardi, who has more than 30 years experience working for the State in the facilities division. Of the three buildings that were awarded the LEED-EB Certified Level of Excellence, Mr. Lombardi manages two of them. The Judicial Department Facilities Manager, John Gossett manages the Judicial/History Museum complex.

"We are especially pleased with the LEED-EB award and the recognition of our years of hard work developing and managing energy savings, construction upgrades and ongoing sustainable operating building policies" stated Mr. Lombardi.

In order to qualify for the LEED-EB (Existing Building) award, specific requirements in five key areas of human and environmental health had to be met. In each category, points were assigned for compliance when the building met these requirements over a designated three-month period.

Some of the categories include:

- Exterior site with access to alternative transportation, open space, and use of alternative fuel vehicles;
- Water efficiency points were awarded for 10% reduction and 20% reduction water use, plus water-efficient landscaping (xeriscape);
- Energy use and atmosphere protection, with enhanced metering, staff education, use of renewable energy and energy star-rated furnaces/chillers;
- Materials & Resources for the use of biodegradable cleaning products and recycling waste, such as paper, plastics and aluminum.

Additionally, Lance Shepherd, an architect with the State Architect's Office, assisted with the overall application process and training, which resulted in this designation. The Innovation & Design process also awarded additional points for Lance being a LEED Accredited Professional.

The three buildings selected for the pilot program met many of the pre-existing conditions necessary for certification. Along with the Department of Personnel and Administration, the LEED-EB Certifications required the cooperation of several other Colorado state government departments, including the Colorado Judicial Department, the Colorado Commission of Higher Education, the State Historical Society, the Department of Human Services, the Attorney General's Office, and the Governor's Energy Office.



*The two most recently LEED-EB certified buildings are located just North of the Capitol. In the above photo, the building that houses the Attorney General's Office is closest to the Capitol, while the Human Services building is on the right.*

The United States Greening Council also offers energy conservation awards for new construction. The Colorado Department of Labor and Employment building, located at 251 E. 12<sup>th</sup> Avenue, is a proud recipient of certified status as a LEED-NC (New Construction) building.

Certainly, energy conservation is at the forefront of the national and local political agenda, with Governor Ritter's administration promoting the New Energy Economy. Efficient property management is nothing new to veteran

## LEGISLATIVE STAFF PARTICIPATES IN CHARITABLE PROJECTS

By HOLLY MANDIS, LEGISLATIVE ASSISTANT  
OFFICE OF LEGISLATIVE LEGAL SERVICES

The employees of the State House of Representatives, State Senate, Legislative Legal Services, Legislative Counsel, Joint Budget Committee, Legislative Information Services, and the State Auditor's Office recently participated in two projects aimed at helping their fellow Coloradans.

The House staff initiated the "Help for Holly" project to assist victims of the tornado that recently devastated the

town of Holly. Within one week's time, the staff collected \$1,251 in monetary donations in addition to a multitude of needed items such as furniture, tools, and appliances. Many businesses and organizations also gave items or the use of their equipment for the project. On April 28th the staff loaded up several large trucks with donations and traveled to Holly to deliver them. Governor Bill Ritter, State Representative Wes McKinley, and State Senator Greg Brophy also participated.

On May 9th, legislative staff held an end-of-session pizza party and the Office of Legislative Legal Services sponsored a "Denim Day" to collect food and money for the Food Bank of the Rockies. The staff wore jeans to work but had to "pay" for the privilege of wearing jeans by donating money or non-perishable food items. "Denim Day" brought in \$880 and two barrels of food for the food bank.



GOVERNOR, from p. 1

employee is encouraged to seek out E85 fuel when driving a state vehicle that is flex-fuel capable. This year alone, the State Fleet Management Program purchased 100 new E85 compatible Flex Fuel Vehicles (FFVs), and this is in addition to the 500 FFVs already in our fleet. This means that hundreds of State drivers are already driving FFVs. I encourage the drivers of these vehicles to familiarize themselves with the locations of E85 sites, and to refuel there whenever possible. Information on site locations is available by contacting State Fleet at 1-800-356-3846 or 303-866-5566, or this information may be accessed directly at <http://afdcm2.nrel.gov/locator/FindPane.asp>.

In cooperation with the Division of Central Services, the Biofuels Coalition is sponsoring an E85 drawing to win a \$25 gift card. State employees that rent FFVs from Motor Pool and refuel with E85 prior to returning them, can be entered in the drawing. Simply bring your E85 sales receipt to Motor Pool when you return your vehicle and ask that you be entered in the contest. The contest begins June 1st and a winner will be drawn each month. A State employee may win the contest up to two times per year. This contest is made possible through the educational initiatives provided for in my greening government executive order.

A list of E85 ethanol stations is included in each car, as part of a "greening of government" booklet and new sites will be updated on <http://afdcm2.nrel.gov/locator/FindPane.asp>.

Art Hale, Manager of the State Fleet Management program, has been an advocate of alternative fuels for over a decade. According to Art, "now that the ethanol market is driven by market demand, we expect to see a huge

change in consumer behavior. Ethanol is typically 20 to 30 cents less expensive than unleaded gasoline. Last year we had only 11 gas stations statewide with ethanol, but by the end of the calendar year, there should be at least 50. Refueling on E85 is easier and will become even more so." The U.S. Department of Energy has granted the State an E85 Maximizing Alternative Fuel Use and Distribution Grant to help fund this initiative. Gas station owners can apply to the Biofuels Coalition for funding assistance up to \$15,000 to become part of Colorado's growing biofuels infrastructure. Also, the Coalition will host a Biofuels Summit on June 13 to promote biofuels infrastructure and usage. For more information, contact Megan Castle, [megan.castle@state.co.us](mailto:megan.castle@state.co.us).

Although the federal government requires a 20% reduction in petroleum use in the next ten years, Colorado is taking a more proactive stance with the greening of government directive. Patrick Hamel, of the Department of Public Health and Environment's Sustainability Unit and a member of the Governor's Biofuels Coalition stated, "we encourage state employees to go the 'extra mile' and become familiar with biofuels locations within the range of their normal business day. It will make a big difference to our overall quality of life and to that of our children's future."

As Governor, I ask you to help your fellow state employees and I make a positive change for the future of Colorado. Please choose alternative fuels sources whenever possible and become a leader in conserving and protecting our natural resources.

*Bill Ritter Jr.*  
Bill Ritter, Jr.





# STATE OF COLORADO OMBUDS PROGRAM: BEGINNING WORKPLACE TRANSFORMATION

BY KAREN SCHAEFER  
OMBUDSPERSON, DPA

Workplace conflict is increasing for everyone in state government - employees, supervisors and managers. All of us are doing more work with fewer resources. Various initiatives and difficult financial times have eroded many state employee's sense of job security. This has increased anxiety at all levels and anxiety in an organization is contagious. It is communicated in patterned ways and spreads rapidly. With changes in the legislature and the executive branch, many adjustments are being made in the workplace, often with a lack of attention to the human side of change - how to help all state employees adapt to the change and feel included. With budgets so tight, employees not performing at maximum levels are under significant pressure. Yet the tendency is to limit staff development and support, which limits the employee's ability to excel. A fear-based environment is often the result. Surviving, not thriving, becomes the goal. Trust, vertically and horizontally, is diminished or non-existent, and destructive behaviors result. We need to change this unhealthy environment for all of us by taking concrete steps to reduce workplace fear and insecurity, making work a place we want to be.

The Ombuds Office (pronounced "ahm - buds") is being established to create an alternate communications channel and conflict resolution resource where any state personnel system employee, supervisor, or manager may obtain assistance in surfacing and resolving state work-related issues. The intent is to help every voice in the state personnel system be heard and receive impartial attention without fear of reprisal, retaliation, or loss of privacy.

## How might the Ombuds Office help?

- By helping to surface information when people are afraid to come forward;
- By helping to clarify and resolve a conflict;
- By helping to develop and evaluate options or courses of action, and assisting employees in knowing how to pursue an option;
- By looking into a problem informally (with permission) and, when appropriate, presenting recommendations to appropriate persons;
- By recommending change to appropriate individuals.

## How does the Ombuds do this?

The effectiveness of the Ombuds is grounded in four principles established by the International Ombudsman Association:

### Independence

The Ombuds position reports directly to the Executive Director of DPA and will not take on any other roles that might compromise, or appear to compromise, independence. This is to ensure that the Ombuds is able to move unimpeded by the politics of the organization as much as possible. The Ombuds is not part of line management, does not make management decisions, and cannot compel anyone to take any particular course of action. The Ombuds does have access to all information and all individuals in the organization, as permitted by law, and may initiate informal action on an individual's concern, an identified trend, or concerns of multiple individuals over time.

### Informality

The Ombuds functions as an informal and off-the-record resource in pursuing resolution of concerns, and looking into procedural irregularities and/or broader systemic problems when appropriate. It identifies trends, issues and concerns about policies and procedures, including potential future issues and concerns, without breaching confidentiality or anonymity, and provides recommendations for responsibly addressing them. The Ombuds does not:

- participate in any formal investigative or adjudicative procedures;
- keep any formal records;
- receive formal notice on behalf of the State for such complaints as sexual harassment, discrimination, etc.;
- replace any formal dispute channels;
- make binding decisions, mandate policies, or formally adjudicate issues for the state.

### Neutrality/Impartiality

Neutrality/Impartiality is a commitment to fairness. The Ombuds advocates for fair and equitably administered processes, and considers the legitimate concerns and interests of all individuals affected by the matter under consideration. As a "designated neutral," the Ombuds *officially represents no one and represents everyone and the organization equally*. The Ombuds is not aligned with any compliance function of the State and has no personal interest or stake in the outcome of the issue.

### Confidentiality

The Ombuds holds all communications with those seeking assistance in strict confidence. The communications are considered privileged and this privilege belongs to the Ombuds and the Ombuds Office, rather than to any party

to an issue. Others cannot waive this privilege. The only exception to this privilege of confidentiality is where there appears to be imminent risk of serious harm, and where there is no other reasonable option. If the Ombuds pursues an issue systemically (e.g., provides feedback on trends, issues, policies and practices), it is done in a manner that safeguards the identity of individuals. Again, the Ombuds keeps no records containing identifying information on behalf of the organization. Because of confidentiality and the open sharing which generally results from it, issues are known in more detail, motives exposed more readily, and solutions explored are likely to be longer lasting and generally more effective for all.

#### **How does the Ombuds role differ from other dispute resolution options within the State?**

Like human resources professionals, the Ombuds informs employees and management about relevant policies, procedures, and rights. However, unlike them, the Ombuds does not develop policies or procedures; does not impart authoritative interpretations of, or defend or enforce, policies and procedures; and does not participate in formal arenas, such as appeals, grievances, Director's reviews, or lawsuits.

Like the mental health and organizational development professionals working in employee assistance programs such as the Colorado State Employees Assistance Program (C-SEAP), the Ombuds deals with underlying concerns and needs. Both the Ombuds and EAP professionals are concerned with identifying and preventing potential problems in the workplace. However, while both address workplace conflict with individuals and groups, the Ombuds also gathers aggregate data that is valuable to the organization in analyzing areas to be improved and examining interventions or changes in management practice.

Like those who handle certain compliance-related functions (such as audits, whistle blower issues, and non-discrimination), the Ombuds encourages people to report wrongdoing, helps them learn about and gain access to their rights, and assists them in finding safe ways to come forward. However, unlike compliance offices, the Ombuds does not function as an office of record or notice.

Like mediators, the Ombuds may help mediate interpersonal conflicts (either directly or through "shuttle" mediation), and assists in untangling tough problems. Unlike the mediator who stays within the boundaries of the issue and parties present, the Ombuds can expand the concerns brought by the parties and include other organizational levels and problem solving methods.

#### **Who, When, and Where?**

Karen Schaefer has been appointed to this new Ombuds position. Karen is a Colorado native and grew up in north Denver. She has been with state government since 1994 doing human resources work— seven years with CU-Boulder and six years with DPA in the Division of Human Resources. Overall, Karen's experience includes over 25 years of human resources, labor relations and consulting work in both government and private industry. She completed her Bachelor's degree at the University of Chicago, has taken numerous post graduate courses and received certifications in the labor relations and human resources professions.

The Ombuds Office opened on May 14, 2007, and is located at 633 17<sup>th</sup> Street, Room 1337. Karen can be contacted by phone at **303-866-5383** or, for those outside the 303 area code, at **1-866-484-7270**. Her email address is **Ombuds@state.co.us** and her Fax number is **303-866-4027**. More information on the State Ombuds program is available at **www.colorado.gov/dpa/ombuds**.

## **PUBLIC EMPLOYEES RECOGNITION WEEK**

Governor Bill Ritter proclaimed the week of May 7-13 as "Public Employee Recognition Week" and honored four individuals as exemplifying public service. This recognition of public employees aligned with the national observance of public employees held during the same week.

During the May 7<sup>th</sup> proclamation ceremony, the Governor recognized four employees who exemplify the spirit of public employment and symbolize the tens of thousands of dedicated employees who serve Colorado citizens. Those employees included Ronda Taylor, City of Sterling; Helen Torrez, Morgan State Community College; Joe Benedetto,

Public Utilities Commission; and Patrick Hamel, Department of Public Health & Environment.

"Employees who make our city, county, and state agencies run smoothly deserve our praise and gratitude," Gov. Ritter said.

Lt. Governor O'Brien also held employee recognition activities by presenting a signed copy of the Governor's proclamation to two separate standing-room-only audiences at the University of Colorado, Colorado Springs, and CDOT COSMIX employees (Colorado Springs highway expansion project).

# YOU ASKED ... WE ANSWERED!

**Editor's Note:** Each month, the Department of Personnel & Administration receives dozens of questions from employees throughout the state workforce. Often we address issues that may be of interest to our readers, so the questions and our responses have been printed in *Stateline* for your information.

Please send us your questions, and if we can't answer them, we can contact other state agencies and departments in order to get you the information you need. While we are not able to reproduce all the questions we receive, we will do our best to get as many as possible into each issue.

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**Subject:** In conjuncture with Mr. Brown's question in March/April 07 issue, regarding "pay salary steps."

Mr. Gonzales,

I also have very strong feelings about Mr. Brown's question regarding Pay Salary Steps, published in your March/April 07 issue.

I truly understand the budget issues of our ever-changing economy, and how and where to get the money to help employees keep up with the cost of living is a difficult question. This is true for any employer whether it be the State, federal government, small companies or large corporations.

The average state employee, who only makes approximately, \$14 or less an hour, cannot stay caught up with inflation; the constantly rising prices of groceries, gasoline, rent and utilities. Not to mention that Colorado taxes us on just about everything.

Then to top it off every year employees are having to pay, out-of-pocket, an additional \$20-\$25 or more on health insurance coverage. Many of us find ourselves living pay check to pay check.

It does seem that a lot of work places are going to the "Pay for Performance" system, which by the way I feel is not a fair and just system.

At my level, the cost of living increases are only about 2% to 2.5%, however, in the last two years the health insurance employee portion increased, which took away my raise. It feels like the cost of living increase paid for the increased health coverage costs. To me that seems so unfair. I see no logic in it. And, it is happening once again this year, Fiscal Year - 08.

I am a grateful employee, and very fortunate to have a job and health insurance. Without my job and the benefits it provides, I would be living on the Welfare system. The State does have its advantages. I came from Qwest and I, like thousands of others, was more or less forced out the

door after 21 years of service. Starting over at the bottom was not at all easy.

Still, I am grateful to have been given a job!

But, something has to give somehow, somewhere. Perhaps, keep the "Pay for Performance" and continue the "Cost of Living" raises, but stop asking employees to pay out more and more for health insurance, every year, thus wiping out the increase they receive. Another option may be to search for more Health Insurance choices, with varying rates for employees. All I know is something has to give.

Thank you for your time.

A Department of Transportation Employee

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Dear Fellow State Employee,

You are not the first, nor will you be last, to vent your concerns regarding health insurance, and pay for performance. I share your frustration with the rise in health care costs every year. I have had several meetings with industry representatives, including Kaiser Permanente, and have asked them to provide us with information that can help us stem the rise in health care insurance.

The State does provide a self-funded plan that has several options that serve to accommodate any one individual's particular circumstance, but we are definitely in control of with whom we do business. In addition, I will be taking a look at inviting health insurance providers to review our situation and make proposals that would maintain quality of benefits and still be affordable to the average worker. The bottom line is that we do not control the rates that insurance companies charge, the cost charged by health care providers, or the amount and types of services used by our employees. I am also reviewing various options to hopefully make these plans more affordable.

In regard to achievement pay, formerly performance pay, I have heard the complaints and frustrations of a system that has never been funded to such an extent as to make it a viable program. I met with the Joint Budget Committee (JBC) on April 25, 2007, to lay out our plans for Total Compensation for FY 07-08. In regard to performance, anyone at a level 2, 3, or 4 will receive an additional 1% to their market survey allocation. This amount will be added to their base pay. *Additionally*, anyone rated at a level 4 will receive a one-time lump sum payment that equates to 2% of their salary after the 1% increase has been added. This lump sum payment is a 2<sup>nd</sup> non-base building performance

*Please see LETTERS, p.7*



# RECOUPING LOSSES

## THE STATE'S BENEFIT PAYMENT CONTROL UNIT ACHIEVES REMARKABLE AMOUNT OF RESTITUTION

By BILL THOENNES

PUBLIC INFORMATION OFFICER, CDLE

We'll begin by acknowledging that it's not easy work, but it is important work. If someone has been overpaid unemployment benefits and owes money to the State of Colorado, two separate offices are in charge of the debt recovery. If the Department of Labor and Employment has overpaid a claimant, that money has to be collected and that work is the responsibility of a four person team (Mario Baricelli, Daniel Candalaria, Chiquita Johnson and Craig Hauenstein) who make up the Collection staff within the Benefit Payment Control Unit. This group contacts individuals and sets up repayment agreements.

There are two types of overpayment cases that the Benefit Payment Control Unit tackles: criminal and civil. Sometimes, overpayments are due to deception or misrepresentation on the part of the claimant. For instance, if an individual continues to draw unemployment benefits even after locating a new job and returning to work, the overpayment is the result of fraud and may be a criminal case. However, the majority of cases the BPC Unit sees are civil, in which a claimant had simply been overpaid with no intent to defraud the Unemployment Insurance program.

You might assume that the civil cases are the simple ones, and they *are* easier to uncover than the fraud cases. But, they can still be difficult and emotionally draining. Reeling in that money is a necessary part of the job, but it can still be stressful work, as no one likes to feel like a bounty hunter. "Yes, it *is* difficult work," confirms supervisor Bob Atencio. "When we talk with people who owe us money, we hear some very sad stories, people with bills to pay who have been through a rough stretch and may still be out of work. We're sympathetic, and we do our best to set up a repayment schedule that is workable for them."

### LETTERS, from p. 6

award. It is my understanding that this will be the first time in the last few years that achievement pay has been funded and allocated.

I hope this response helps answer your concerns. Thank you for taking the time to write to me and voice your issues. Your concerns are the concerns of many employees and should be heard. I want to assure you that we, at DPA, are doing everything we can to improve pay and benefits for the hard-working employees of Colorado.

Sincerely,

Richard Gonzales  
Executive Director, DPA



The Department of Labor and Employment's Benefit Payment Control Unit. Standing, left to right: Craig Hauenstein, Mario Baricelli and Bob Atencio; seated, left to right: Chiquita Johnson and Daniel Candalaria

When the Benefit Payment Control Unit can't contact a claimant or if the claimant fails to live up to the repayment agreement, the case is referred to Central Collections, a part of the Department of Personnel & Administration. It operates like a collection agency for the state and, as such, has more resources to draw on in ensuring repayment. The two state agencies work closely together and, when everyone is hitting on all cylinders, big results can happen.

"We had a pretty good collection amount for the month," Atencio says in his typical understated fashion. The month he refers to is March when "for some reason, everybody seemed to hit the same gear and we got a lot of payments. In that one month, we recouped almost \$800,000 which is almost twice what is collected in an average month."

It's a remarkable achievement. Congratulations to all the collections staff in both the Department of Labor and Employment and the Department of Personnel & Administration. Their work is saving money for Colorado and ensuring program integrity in the Unemployment Insurance program.

## STATELINE

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# ANNOUNCEMENTS

## TOASTMASTERS INTERNATIONAL WELCOMES STATE EMPLOYEES

Toastmasters International (TI) is a nonprofit organization founded in 1923, and is the undisputed world leader in public speaking training. The group's mission is to provide a mutually supportive and positive learning environment in which members have the opportunity to develop communication and leadership skills, which, in turn, foster self-confidence and personal growth.

The Daybreak Toastmasters Club #2228 is a charter club of TI that has been helping State Employees and Colorado residents to improve their communication and leadership skills over the past 50 years. Club #2228 meets each Friday morning from 7:00 - 8:30, at 1525 Sherman Street, in Room B-70. This is an open club that welcomes State Employees to be guests and join in the fun.

Participation in Daybreak Toastmasters can allow you to:

- Run more effective meetings;
- Speak confidently without fear;
- Think quickly on your feet;
- Develop leadership skills;
- Improve listening skills.

Additional Daybreak Toastmaster Club information may be found at [www.daybreaktoastmasters.com](http://www.daybreaktoastmasters.com).

## Training Opportunities from the Professional Development Center

*The Nuts & Bolts of Supervising:* June 6 & 7 (2 day class);  
Learn the basics that every State supervisor should know.

*Legislative Seminar:* June 20;  
Familiarize Yourself with Colorado's Legislative Process

*CPR Training:* June 21;  
Learn CPR in case of an emergency at home or at work

*Basic Procurement Training:* July 24-26 (3 day class);  
For State employees responsible for purchasing goods and services or who would like to become familiar with State Procurement, Fiscal, and Personnel Rules.

Register for these and other classes online at:  
[www.colorado.gov/dpa/dhr/train/](http://www.colorado.gov/dpa/dhr/train/)

## WHO SAID...

**"LEADERS ARE  
DEALERS OF HOPE."**

## STATE PERSONNEL BOARD CHANGES - ROBERT CORRADA APPOINTED AND ROBERT THOMPSON ELECTED

The Board is pleased to announce two new Board members. Roberto Corrada has been appointed to the Board by Governor Ritter and Robert Thompson has been elected by state employees.

Roberto Corrada is a Professor of Law at the University of Denver School of Law who has devoted his scholarly attention to three primary areas: the rights of ethnic and sexual minorities; the public/private distinction in labor and employment law; and the scholarship of teaching and learning. He has published a number of articles as well as casebooks in administrative law and employment

discrimination law. Professor Corrada has received awards for his innovative work in the classroom, including being chosen as a national Carnegie scholar for his active and collaborative learning efforts in his labor law classroom and being named University of Denver College of Law, Donald & Susan Sturm Professor for Excellence in Teaching and Learning.

Robert Thompson served as an Administrative Law Judge for the State Personnel Board for over 10 years, and for the Office of Administrative Courts for 3 years. After retiring from state service, Mr. Thompson entered into private practice. Recently he served for nine years as a commissioner on the City of Aurora Cultural Affairs Commission. Robert began law school at the University of Louisville and received his J.D. Degree from the University of Denver. Prior to entering law school, he gained working experience at the federal, state and local levels of government, including the State of Colorado.