



Stateline

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MODERNIZING COLORADO'S CIVIL SERVICE SYSTEM

BY GOVERNOR OWENS

In June, I signed a bill that opens the door for voters to modernize Colorado government. Although Colorado has moved strongly into the 21st century in so many ways – from education to technology to transportation – our civilservice system has been stuck in 1918. When Colorado citizens go to the ballot box in November, they will be able to help enact civil service reform, making this strong and innovative plan to bring Colorado government into the 21st century a reality.

This new system is good for state workers, and it's good for the people of Colorado. That's why it received the support of important employee unions. The Colorado Association of Public Employees (CAPE), Local 821 of the American Federation of State, County, and Municipal Employees (AFSCME), and the Association of Colorado State Patrol Professionals all support this landmark reform of our personnel system.

The central principle on which our personnel system is based – that employees should be hired and promoted on merit – remains unchanged. The reforms will make it easier and more equitable when state employees file grievances. Those seeking employment will not have to undergo a lengthy, months-long hiring process with many levels of exams.

These reforms will give government new tools to expand the pool of the best and brightest candidates for state jobs. Managers will be able to pick from the six best candidates, as opposed to just three today. They will have more flexibility in hiring temporary workers. And, future governors will have expanded authority to bring top-flight senior managers on board.

The new rules represent a strong, detailed, and positive set of innovations that the people of Colorado need and deserve. These reforms will give future governors a structure that will help them better meet Colorado's challenges.



Governor Owens signs civil service reform legislation, as supporters look on.

CAPITOL LIFE SAFETY PROJECT UNDERWAY

BY PHIL DROZDA, DPA INTERN

If you've been by the Capitol recently, you may have noticed the scaffolding next to the building's outside walls. Upon entering the Capitol, you would have found more scaffolding, hard hat-only zones, and a closed off third floor: all evidence of the Capitol Life Safety Project. An initiative managed by the Department of Personnel & Administration and funded through grants provided by the Colorado Historical Society, the project is a complex and sophisticated plan designed to upgrade the building's fire alarm and protection systems and improve building-wide pedestrian travel between floors. "(The project) is about two things: life safety and property protection," says State Architect Larry Friedberg, the project supervisor. "We intend to preserve the building, and ultimately make it safer for occupants." Most of the building upgrades involve fire safety and include the addition of fire sprinklers, smoke detectors, a public address system, exit stairways, emergency lighting, and a smoke control system, bringing the Capitol into relative compliance with current fire safety codes.



In the Senate Chambers great efforts have been made to protect the ornate woodwork and plaster that adorn the walls and ceiling.

Not only does the Capitol lack a modern fire alarm and sprinkler system, it has lacked any integrated fire alarm/sprinkler system period, according to Friedberg. "This is the first time this building has had an integrated fire alarm and sprinkler system in its 100-plus-year history." Currently, the attic and sub-basement work is complete with the ongoing

work in the third floor offices and chambers due for completion in December 2004. Future floors will be completed during the off sessions over the next several years.

On the cutting-edge of construction design and technology when it was built in the 1890s, the Capitol was widely thought to be fireproof. The building followed the convention that all of its stone, brick, plaster, concrete and wrought iron (all materials that do not burn) would protect it from any serious fire damage. The designers also believed that applying a plaster ceiling to the bottom of the floor above it would act as a fire resistant base to the floor system. These techniques came into fashion after the Great Chicago Fire in 1871, which effectively burned that city to the ground.

In reality, this "fireproof construction" is not actually fireproof, but "non-combustible." Even though they do not burn, non-combustible materials like wrought iron, masonry and plaster are easily damaged by fire. The iron columns, beams, and trusses represent the most dangerous of these materials in the Capitol; iron loses its strength at relatively low temperatures, making the building especially vulnerable to fire. One only has to look to the 1984 Masonic Building fire in Denver to see the potential consequences of this vulnerability. The Masonic Building also lacked modern fire safety systems: the outer walls of the building, similar to

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IN MEMORIUM



Paul Forster



Eladio Lopez

Early in the morning of June 4, two Department of Transportation workers were killed when a car traveling the wrong way on Interstate 25 hit them as they were fixing potholes. Paul Forster and Eladio Lopez were both pronounced dead at the scene. A third worker was narrowly missed by the oncoming car and was unharmed.

"State employees work every day to help their fellow citizens. Many of these jobs involve risk. The work being done by state employees and the services they provide are invaluable," Said Governor Owens. "Our state, and our society, simply could not function without their efforts. All of us in state government express our sorrow over this awful tragedy, and I personally offer my deepest and sincerest sympathy to the families and friends of the victims."

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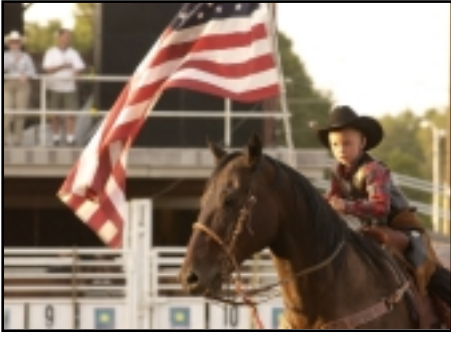
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THE COLORADO STATE FAIR: AN ANNUAL TRADITION OF ROCKIN', ROLLIN', RIDIN' AND ROPIN'

By AMY ROBINSON

COLORADO STATE FAIR PUBLIC RELATIONS MANAGER, CDA



Those who are regular visitors to the annual Colorado State Fair know that, each August, the State Fairgrounds in Pueblo

become a hub of culture, fun and activity. But, for those who have yet to experience the Colorado State Fair, what exactly is it and what does it provide Colorado residents and visitors?

The Colorado State Fair, which is celebrating its 132nd year in 2004, is the state's largest celebration of the agriculture, art, food, music, dance and culture – everything that defines what it means to live and work in Colorado. This year's State Fair runs August 16 through September 5. Admission is \$5 per person Monday through Thursday and \$7 Friday through Sunday. Kids 6 and younger are free.

The State Fair's mission is and always has been to promote agriculture and support youth in Colorado. In doing so, the State Fair packages youth livestock, horse, arts and crafts, food, agriculture mechanics

and other competitions into a first-class display of the fine work that Colorado's kids are producing statewide. The State Fair is where youth from every county in every corner of the state converge to showcase their projects, whether it be raising a market steer, decorating a cake or demonstrating one's finesse in the equine arena.

One of the most anticipated events each year at the State Fair is the prestigious 4-H Junior Livestock Sale. Prominent community and business leaders from around Colorado attend the sale, which features the top 107 market animals being auctioned off in a fun and fast-paced auction. Last year's sale raised \$295,550, all of which went back to the youngsters who raised, showed and ultimately sold their prize-winning animals. The State Fair's 4-H Junior Livestock Sale has been instrumental over the years in providing Colorado youth with the financial means to attend college and pursue other agri-business opportunities.

While promoting youth in agriculture is the driving force behind the State Fair, it's certainly not the only thing the Fair takes pride in promoting. An annual concert series featuring internationally recognized artists gets hands clapping and feet stomping in the State Fair Events Center and in the Fairgrounds' Grandstand. This year music lovers can take in a variety of musical talents including ZZ Top, former

American Idol Clay Aiken, country music favorites Brad Paisley, Chris Cagle, Chris LeDoux, Trick Pony and Dierks Bentley, new rock sensations Puddle of Mudd and Nickelback, classic favorites REO Speedwagon and Olivia Newton-John, teen pop star Stacie Orrico and Latin favorites Los Tigres del Norte and Ab Quintanilla and the Kumbia Kings.

Action is never lacking with eight nights of professional rodeo, a demolition derby, a Mexican Rodeo, a tough-truck competition and an all-truck demo derby are all slated to keep fans on the edge of their seats at the 2004 Colorado State Fair.

Another favorite feature of State Fair visitors is the annual Fiesta Weekend, a colorful two-day celebration of Colorado's strong ties to Latin culture. Latin food, dance, art, costumes, music



and a *mercado* or Hispanic market highlight Fiesta Weekend, which this year takes place September 4-5.

With the proven success of the Fiesta Weekend theme as a model, the *Please see FAIR, p. 4*

COLORADO'S MIGRANTS: A PICTURE FROM LIFE'S OTHER SIDE

By BILL THOENNES

PUBLIC INFORMATION OFFICER, CDLE

*We are ramblers so they say
We are only here today*

Then we travel with the seasons ... – Woody Guthrie

As I head out of Denver, the city streets and buildings disappear behind me and an entirely different landscape takes shape on the horizon. The sky is a sheet of blue. It's going to be another hot one in Colorado's farm country. Looking at the farmland outside the windshield, I can't distinguish one crop from another but the woman I'm traveling to see knows the crops well – and the people who harvest them.

I'm driving to Rocky Ford in the southeastern part of the state to visit Colorado's Monitor Advocate, Patricia Sena. Pat oversees a program that provides support and assistance to Migrant Seasonal Farm Workers (defined as agricultural laborers who are unable to return to their



Monitor Advocate Pat Sena

permanent residence at the end of the work day). The program also monitors farm work conditions to ensure that owners and growers are meeting their obligations to those workers.

The position of Monitor Advocate was created after a 1971 lawsuit was brought against the U.S. Department of Labor. Sixteen migrant-advocacy groups claimed that the employment and training services provided to migrant farm laborers were not equitable with the services being provided to all other applicants. The result of that legal battle was the Richey Court Order, a landmark decision that stripped away some major inequities from the system. It required all employment offices to provide equitable services. It also mandated the creation of both state, regional and federal Monitor Advocate Offices.

After I arrive in Rocky Ford, Pat takes me to lunch and while we eat, she tells me about her work and why it is so important to her. In Colorado, she explains, the State Monitor Advocate oversees Outreach Workers in Brighton, Delta, Greeley, Lamar, Monte Vista and Rocky Ford, each of whom is dedicated to assisting migrants. It's a full time job for them because Migrant Seasonal Farm Workers are in the fields as early as April and the season can run through October in the San Luis Valley.

Because half of all farm worker families earn less than \$10,000 per year, far below the poverty line, the Outreach Workers' assistance goes beyond helping them find work in the fields. "They do a lot of referrals to other agencies for supportive services," Pat tells me. "Outreach Workers are helping migrant workers with the basic needs first – food, shelter, gas, daycare. They help them get food stamps, register them at a food bank and get pots and pans from the Salvation Army. Their work is part job counselor and part social worker."

In 1960, newsman Edward R. Murrow first called attention to the struggles of the migrant seasonal farm worker in his CBS News documentary, *Harvest of Shame*. The living and working conditions he showed America in that historic broadcast shocked the nation. Migrants endured Third World conditions. They had no housing, no health care, no means of complaining when an employer cheated them and no way out of a system of virtual indentured servitude.

Sadly, Pat tells me, many of the deplorable conditions that Murrow exposed have changed very little in the almost forty five years since that broadcast. Dangerous equipment and exposure to heat and pesticides make migrant farm work one of the most dangerous occupations in the United States. Some improvements have been made, however. Today, there are daycare centers and health clinics for migrant workers and their families and there are Outreach Workers and Colorado's Monitor Advocate who all genuinely care about making a difference in migrants' work, housing and safety.

Outreach Workers will also try to assist farm workers who want to leave the hand-picked crop circuit. "We try to get as many as we can into long-term non-agricultural employment," Pat says. "It's one of our goals." Another goal is to keep youngsters out of the fields altogether. Breaking the migrant cycle is difficult at best but it would be nearly *impossible* if kids were permitted in the fields, learning the back-breaking family business before they could discover other options in life available to them. "More importantly, it's just a dangerous place for a child to be," she says. "Fortunately, there are Migrant Head Start Centers where children can go. In that respect, some things have gotten better."

Pat understands the life firsthand. "I'm a former migrant myself," she says. "My family used to travel from New Mexico to Colorado every year to harvest onions and beets. Until I was about twelve years old, my family would work in northern Colorado, near Ault. We also worked in Rocky Ford, where I eventually settled."

She worked for the Department of Education's Migrant Education Program and the Colorado Migrant Council prior to becoming an Outreach Worker for the Department of Labor and Employment in Rocky Ford, a job she held for fifteen years. Most of her career has been spent providing opportunities for migrant farm workers and their families to achieve their full potential through advocacy on their behalf.

By 10 a.m. the next morning, migrant farm workers had been harvesting crops for seven hours in a field filled with pungent odors. It's a hard life, one that deserves some recognition and assistance. The next time any of us go to the supermarket, we should select a good head of lettuce and then pause for just a minute and remember the people who picked it. And, as long as you're standing there in the Produce Section, you might also take some pride in the fact that men and women in Colorado state government are providing outreach and support to those who get the food to your table.



BUILDING A BETTER PORTAL

LEROY J. WILLIAMS
SECRETARY OF TECHNOLOGY
STATE CHIEF INFORMATION OFFICER

At the 2004 Colorado Technology Summit, Governor Bill Owens signed into law Senate Bill 04-244, creating the Statewide Internet Portal Authority. The Authority is responsible for the construction and operation of the next generation of the Statewide Internet Portal. The portal will provide a single gateway of access to government services for citizens, businesses, and employees. You are familiar with the existing state portal if you have ever visited www.colorado.gov.

Through this vital legislation, digital government can reach the four corners of Colorado. Upgrading the State's Internet Portal is the task at hand; Colorado.gov is an incredible tool, but enhancing the retrieval of government services and information, in a more user-friendly and conveniently located one-stop internet site, is the challenge.

Currently, the State of Colorado supports and maintains over 200 different websites; no formal mechanism exists to standardize the appearance, security, and efficiency of these websites. The portal will use an outside-in/user-centric approach to provide: integrated services, a common look-and-feel, easy navigation, state of the art security and common services like identity management.

How will online interactions through the portal affect Colorado citizens and businesses?

A portal enables one-stop customer service, in-person, over the phone, and via the web with the underlying goal of reducing the cost of government while improving service.

Colorado citizens will have the convenience of paying taxes and vehicle registrations, renewing drivers license, obtaining hunting and fishing license, and numerous other State government services. Local governments will also be involved with the portal through various efforts: ability to pay court fines, parking tickets, and waste/water bills, online reservations for outdoor activities, and obtaining building permits.

A Colorado small business can complete monthly tax forms, pay liquor and unemployment taxes, and retrieve valuable information from various government agencies such as: statistics from the Department of Labor and Employment, business assistance from the Governor's Office of Economic Development and International Trade, and filing reports with the Secretary of State.

As state employees, we work toward two guiding principals: efficiency in our service and effectiveness in our actions. By investing in digital

government, improvements will be experienced and observed in the everyday service and the ongoing actions toward Colorado's customers: citizens, businesses, healthcare and educational institutions, county and municipality governments. Expanding and enhancing the portal will be a never-ending process. These preliminary efforts to improve interactions are just the beginning; we will continue to serve the people of Colorado in a fashion that is responsive to their everyday needs and economical to state government.

The following documents provide additional background and details of the Statewide Internet Portal Initiative:

Senate Bill 03-336
Senate Bill 04-244
Statewide Internet Portal Plan

Each can be found on the Governor's Office of Innovation and Technology website: www.colorado.gov/oit.

Please feel free to contact my office at 303-866-6060 or oit@state.co.us with any questions you may have. We look forward to the task ahead and welcome your suggestions.

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those of the Capitol, and built around the same time, survived the fire, but the rest of the building was destroyed.

Needless to say, fire detection and suppression techniques have come a long way since the late 19th Century. The renovations will bring the Capitol up to date with modern standards in fire safety. Developing the plans for the project, the Capitol was subjected to detailed, on-site observations and expert analysis of life safety techniques. The Denver Fire Department has been closely involved in the project from its earliest stages, and will continue to be involved until its completion. The Colorado Historical Society was also part of the original planning and design, and their representatives are always on site to observe and approve all work. Though originally developed in the early 1990s, the plans have not been implemented until recently due to lack of funds. Now that those funds have finally been secured, the project hopefully will continue on until completion.

The installation of these upgrades deceptively appears to be a straightforward task. However, the Capitol is over a century old, and the preservation of its historical character and integrity must be factored into all remodeling plans. This need for historical preservation presents unique and often difficult complications to the project. The construction rules in the Capitol are much different than those of a modern office building, for example. The challenge for the designers and construction crews is that they must somehow seamlessly blend 19th Century architecture with 21st Century technology. "We have to conceal what we do," Friedberg says. "Everything has to be put back the way we found it." Running smoke detector wires and sprinkler pipes across the ceiling while leaving no trace of their existence is daunting enough, but such a process becomes even more complex when most of the walls and floors are solid and there is no space internally to run piping. On the third floor (where the legislative offices and legislative hearing rooms are located) the sprinklers and smoke detectors can be installed in a standard fashion, dropping the pipes and wires through from above, because the floor of the attic is also the ceiling of the third floor. However, on the first and second floors, the solid construction prevents this and an alternative method must be found to get the smoke detectors and sprinklers installed. Again, keep in

mind that the construction crews must not cause any permanent damage or alterations to the appearance of the "public high ornate" spaces. The solution? A technique called "channeling" is implemented to get around this problem. If you can't go through the ceiling, then go around it. Channeling involves chipping away the plaster in a narrow strip along the walls and ceiling. The pipe or wire is then run up the side of the wall and across the ceiling to the desired location of the sprinkler head or smoke detector. Once the systems are all installed, the walls and ceiling are covered up with plaster again, and with the exception of the barely



The false floor that was erected in each of the legislative chambers. The desks and chairs are under the floor you see in the middle of the picture, while the construction crews work above installing smoke detectors and sprinkler systems.

visible sprinkler heads and smoke detectors, everything is back the way it was before. Specially trained craftsmen must be hired to do this delicate plasterwork. In addition, specialists in stone work, terracotta, painting, etc. are also hired, because the techniques used in public high ornate spaces are far more sophisticated than those used in normal remodeling work.

The construction crews can only work in the public spaces of the Capitol when the legislature is not in session, and so renovation has been divided into several phases, each one taking place from May to December for the next several years. The current (and third) phase is focused on installing the fire safety systems in the third floor. All chairs and desks in both the House and Senate have remained, and

scaffolding with an artificial floor has been erected over the furniture in order to give workers better access to the ceiling (both chambers are two stories high). All of the work on the third floor will be finished by December, in time for the next legislative session.

While the entire third floor is being done in one phase, in the subsequent phases the Capitol will be divided into quadrants, with crews remodeling one quadrant at a time between sessions. Each quadrant of the building has a stair tower, and all four of these stair towers will be extended. Currently, each tower goes only from the second to the third floor, despite the fact that the stair enclosures or towers themselves go all the way from the subbasement to the attic. Stairs in these towers were originally designed to connect all floors, but for some reason (most likely a cost-saving measure) they were never built. As a result, the grand staircase in the center of the Capitol is the only staircase that allows access by stair from the second floor to the first floor and basement.

Fire codes mandate that all parts of a building must have at least two exits, and the staircase extensions will provide them. Extending each of the four staircases will not only improve safety, but it "will make the building far more functional," making it much easier to travel between floors. These stair towers will also have a pressurized smoke removal system to make them compliant as fire escape routes. In addition, two of the four staircases will extend up to the gallery in the attic above the third floor. Currently, a narrow spiral staircase is the only way to access the gallery, but soon that will change. The gallery will be remodeled and turned into a display area open to the public. A fire command center in the basement connects the alarm, sprinkler, and PA systems, allowing firefighters to enter the building and quickly identify where the problem is anywhere in the building. The command center is linked with the Denver Fire Department and the State Patrol.

The entire Capitol Life Safety Project is scheduled for completion in December 2008. The upgrades will make the Capitol much safer and much more functional, and will help preserve and protect the historic building and its occupants from potential fire damage. The Capitol Life Safety Project is headed by the DPA, in cooperation with the Colorado Historical Society.

COLORADO CARES KICK-OFF COMING UP



Plan now to be part of the Sixth Annual Colorado Cares Day! This year, Colorado will celebrate the 128th anniversary of its admission to the Union. On Saturday, July 31, Governor Owens will kick-off Colorado Cares 2004. Created by Governor Owens, Colorado Cares is a grassroots volunteer effort aimed at giving back to our state and neighborhoods in celebration of our statehood and all Colorado has to offer. Colorado Cares is a yearlong campaign and has enjoyed strong support from hundreds of businesses, faith-based organizations, charities, and non-profits and citizens from across the state.

The initiative encourages all Colorado citizens to make difference by taking part in a day of service and volunteerism in honor of Colorado achieving statehood on August 1, 1876. State Employees, and all Colorado citizens, are invited to actively celebrate Colorado's birthday by developing or participating in a service project.

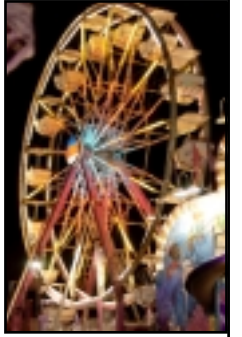
This year's Colorado Cares theme is Communities Working Together. Under this unifying concept, Colorado Cares is asking volunteers to donate their time for projects such as painting, cleanup, and simple carpentry work in local nonprofit community centers serving families, seniors, children and other community members. Imagine what we can accomplish when each of us commits to serving our communities for just one day.

In addition to one-day service projects, we hope citizen volunteers will make commitments to serve their communities throughout the year by pledging to serve as mentors, tutors, trail-builders, and good neighbors. All citizens should make an effort to participate in this initiative in an effort to show appreciation for and maintain the high quality of life we all enjoy by living in our great state.

For information on volunteer activities and projects or for more information on Colorado Cares, go to the Web site at www.colorado.gov/coloradocares, e-mail the governors.commission@cccs.edu or call 1-866-333-2202. To get connected to the volunteer center in your community, phone 1-800-VOLUNTEER.

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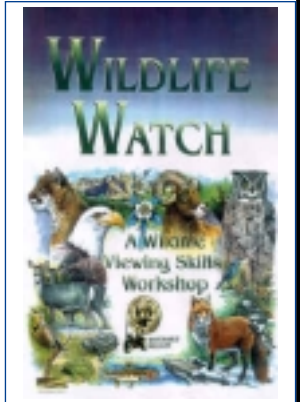
State Fair is, for the first time ever, featuring three new themes during certain days of the 2004 State Fair. The Colorado AGRICULTURE-Stravaganza, featuring dozens of agricultural displays and interactive exhibits, is August 21-25. The Holy Cow Festival, a four-day exhibit of stunts and attractions that make Fair visitors say "HOLY COW!", is August 26-29; and Western Heritage Days, a celebration of Colorado's old west, is August 30 through September 2.



For more information on the 2004 Colorado State Fair including its concert series and event line-up, please visit www.coloradostatefair.com or call 719-561-8484. See you at the Fair August 21 through September 5.

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.



- August 1** Aurora Plains Conservation Center, 21901 E Hampden Ave. 12noon - 8pm. RSVP to 303-291-7258,
- August 7** Littleton Chatfield Nature Preserve, 8500 Deer Crk Canyon Rd 3:30pm - 8pm. RSVP to 303-291-7258
- August 8** Sterling North Sterling State Park Visitor Center, N. 7th Ave. 2pm - 6pm, RSVP to 970-522-3657
- August 14** Ft. Collins Site TBA-Lory State Park or Nix Natural Area. 9am - 5pm. RSVP 303-291-7258
- August 14** Arvada Majestic View Nature Center, 7030 Garrison St. 9am - 1pm. RSVP to 303-291-7258
- August 21** Colorado Springs Beidleman Envrtl Center, 740 W. Caramillo. 9am - 1pm. RSVP to 719-227-5207

Register online at www.wildlifewatch.net or by phone: 303- 291-7258

Les Shenefelt, Colorado's New State Controller



As of July 1 2004, Colorado has a new State Controller: Leslie (Les) Shenefelt. Les began working at Metropolitan State College (Metro) in 1975, later moving to the Governor's Office of State Planning and Budgeting, and then transferred to the Department of Labor and Employment, most recently serving as that department's Controller. He holds a B.S. in Accounting from Metro and a Masters of Business Administration from the University of Colorado - Denver.

The State Controller is statutorily charged with managing the financial operations of the state. The office also maintains budgetary control of statewide finances, reviews and processes contracts for the state, issues warrants for the state, provides specialized accounting services to state agencies, manages the statewide central payroll operations, and develops the annual statewide indirect cost allocation plan. The State Controller also promulgates the Fiscal Rules, which govern financial transactions.

CDLE/DPA CHARITY GOLF TOURNAMENT

CDLE & DPA are jointly hosting a charity golf tournament Monday, August 16, with a 7:30 shotgun start. All proceeds will be split evenly between the American Cancer Society's *Relay for Life* Program, the Colorado State Employee's Assistance Program (C-SEAP) and the Rape Assistance and Awareness Program.

This event is a great deal at just \$90.00 and includes a round of golf, a BBQ lunch, a golfer's goodie bag, and a donation to each of the three charities. The tournament is a four-person scramble (Peoria Scoring System.) There will be prizes for closest to the pin and "mulligans" may be purchased. We will also be giving away a number of door prizes - so please get your golfing buddies together ad support this event.

There are only 144 slots available so register as soon as possible. If you are interested in participating please contact **Felix Garcia** at 303-318-8252 and a registration form may be emailed or faxed to you.

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Stateside

MatHolman



"I'm the one who came up with the idea that dogs can't eat chocolate."