



Stateline

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COLORADO'S COMBINED CAMPAIGN

BY GOVERNOR BILL OWENS

During the holidays, we have a chance to pause and reflect on the many blessings that we enjoy. Part of that process is thinking about others, which is why we give friends and family members gifts, tokens of our gratitude.

By the time the holidays roll around, however, many Colorado state employees have already displayed their generosity by participating in the Colorado Combined Campaign (CCC). Established in 1987, CCC is the state employee charitable program that allows thousands of state employees to give efficiently and conveniently to their favorite causes. Since its inception, CCC has raised almost \$16 million for hundreds of charitable organizations, including Meals on Wheels, the Boy Scouts, Habitat for Humanity, and the American Cancer Society.

The campaign traditionally runs from September 1 through the end of December, but employees can sign up and donate at any time of the year. I'd like to thank those who have already made a pledge, and encourage those who have not to consider doing so. I'd also like to thank the employees who served as CCC coordinators in their departments or agencies and worked to increase participation in the campaign. CCC is governed by an advisory board made up of state employees, and we would never achieve the success we've had over the years without all of these very dedicated people.

Charitable giving is important in a compassionate society, and I'm proud that so many state workers have decided to donate a part of their monthly paychecks to benefit the communities in which they live. A great poet once wrote, "All mankind's concern is charity." I hope that you and your families enjoy a wonderful and charitable holiday season.

A TRADITION OF GIVING

BY ADAM BRITTAIN
FORMER CDHS COMMUNICATIONS INTERN

What happens when a group of state workers take it upon themselves to go above and beyond the ordinary? The phrase "people helping people" finds life in the hearts and actions of some very hard working Department of Human Services (CDHS) employees, and suddenly in addition to streamlining operations in the CDHS Office of Performance Improvement, the members of the Business Process Group (BPG) find themselves answering an entirely different call to duty.



Donations from a recent BPG linen drive will be delivered to shelters throughout the state.

When CDHS merged its Human Resources and the Office of Public Affairs, Policy & Quality Assurance offices into the Office of Performance Improvement (OPI), a new unit was formed to identify redundancies in day-to-day operations and began streamlining operations for the new larger unit. This group is made up of employees from both offices and was dubbed the Business Process Group. The mission of efficiency in operations for the OPI was of

prime concern, and significant strides in attaining workplace effectiveness were attained through the work of this group. However, never forgetting their Department's mission of helping others, the group found a way to provide assistance to those who need it most.

At the end of a BPG meeting roughly three years ago, BPG member Louanna Cruz, an Administrative Services Manager, was looking for fellow members to participate in the Race for a Cure. A discussion about community service ensued, and according to Louanna, "started us thinking on how we could help the community. We decided to start doing drives for products that people had readily available." Some women's and men's shelters were contacted, and the BPG gathered a list of normal household items that the shelters were in need of and began a tradition of giving that lasts to this day.

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"NEW" STATELINE IS COMING IN JANUARY

Beginning with the next issue your Stateline will have quite a different look. It will still be published bi-monthly and have similar content as it relates to state employees throughout Colorado, but in a more readable, magazine-style format. We also hope to include more feature article of general interest.

Because it will be easier to download and print, the new eight-page format reflects our continued movement towards increased electronic distribution.

We are looking forward to this new look and hope you enjoy the changes we have made. Please share your feedback with us at stateline@state.co.us.

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UPDATED TOTAL COMPENSATION REQUEST

BY JEFFREY WELLS
EXECUTIVE DIRECTOR, DPA

Editor's Note: The following is a letter updating the figures for the Total Compensation budget request, sent to Governor Bill Owens and Senator Able Tapia, Chair of the Joint Budget Committee.

Dear Governor Owens and Senator Tapia:

Pursuant to policy, I have updated the total compensation survey results based on analysis of additional compensation data since our August 1 report was published. It also reflects the more recent, and lower, Employment Cost Index used in our analysis. While the updated overall average market salary movement based for all occupational groups is 2.15%, slightly lower than the previous finding of 2.30%, the analysis shows that the earlier finding of 3.4% for total salary adjustments remains unchanged. In accordance with the Total Compensation Reform Act, I am also providing a revised total compensation recommendation. I continue to request that the General Assembly appropriate \$46.2 million in increased employee compensation for Fiscal Year 2005-06.

For employees' base salary adjustments, the average salary adjustment of 2.15% will maintain the State's competitive pay ranges and assure employees are being paid comparably¹. As a further short-term measure to enhance performance-based pay, I continue my recommendation of narrowing pay ranges by a 1% increase to the minimum of each pay range. This provides an additional mechanism for employees at the lower end of the pay range to progress upwards in their ranges. This correspondence is providing a revised total compensation recommendation to remain constant with the August 1 recommendation for total salary adjustment dollars. Therefore, the dollars allocated for performance pay awards will be increased. While this amount is less than our historical contributions to the anniversary increase funding levels of 2.2%, it does recognize our current budget limitations and will allow the State to enhance the success of the performance-based pay program. It remains my intent to continue efforts to return these performance awards to a more meaningful level as our budget permits.

With the requested \$46.2 million to increase employee compensation for Fiscal Year 2005-06, I believe that the following allocation strikes the best balance for our state workforce in the coming year.

**TOTAL COMPENSATION RECOMMENDATION FOR FY 2005-06
(Including associated PERA and Medicare costs)**

Components	Cost
Salary adjustment	\$24,254,616
Performance pay awards	\$12,762,485
Range width adjustments	\$350,064
Combined Health, Dental, & Life/AD&D	\$8,832,634
Total	\$46,199,799

An additional \$8.8 million continues to be requested for the State's contribution to group benefit plans. These new dollars will help address the critical issue of the continuing double-digit increase in health care premiums and move us closer to our strategic goal of contributions closer to the prevailing market level. If funded by the General Assembly, these contribution levels would take the State, on January 1, 2006, to 65% of the prevailing market level based on the latest November 2004 enrollment data. However, with the change to a fiscal year benefit plan cycle, the current and recommended contribution levels must be blended in order to remain within the requested appropriation. This blended contribution level for July 1, 2005, will be approximately 60.5% of prevailing for the entirety of Fiscal Year 2005-06. This remains consistent with the fiscal note accompanying HB 04-1449 that the shift in the group benefit plan year from a calendar year to a fiscal year will not have a fiscal impact. The following table shows the recommended increase in state contributions.

HDL	CY 2004	CY 2005	July 05-Jun 06
Health – Employee only	\$156.06	\$178.06	\$191.98
Health – Employee + one child	\$232.52	\$303.50	\$325.35
Health – Employee + spouse	\$232.52	\$303.50	\$337.10
Health – Employee + children	NA	NA	\$325.35
Health – Family	\$326.46	\$420.03	\$464.47
Dental – Employee only	\$16.26	\$16.26	\$14.90
Dental – Employee + one child	\$16.26	\$16.26	\$19.79
Dental – Employee + spouse	\$16.26	\$16.26	\$18.38
Dental – Employee + children	NA	NA	\$19.79
Dental – Family	\$16.26	\$16.26	\$23.12
Life	\$1.60	\$4.68	\$4.68

I have considered the fiscal constraints facing the FY 2005-06 budget and remain convinced that it is vitally important that we continue to meet our statutory obligations to offer employees competitive total compensation. This recommendation maximizes the State's investment in its employees and helps us fulfill our obligation.

Sincerely,

Jeffrey M. Wells
Executive Director

cc: State Legislators, Cabinet members, and Higher Education Presidents Division of Human Resources

¹ Employees rated "Needs Improvement" are ineligible for salary adjustments.

AN INNOVATIVE APPROACH TO ENERGY EFFICIENCY AND CONSERVATION

BY JULIE POSTLETHWAIT
COMMUNICATIONS COORDINATOR, DPA

The Governor's Office of Energy Management and Conservation (OEMC) is tasked with working with the private sector to shape sound public policy in regards to energy usage. One way the office works to meet that goal is to find alternative energy sources for our State. OEMC has recently unveiled two innovative sources: turning a waste product into a power source and heating a university swimming pool with a microturbine.

In its quest for finding ways to improve energy efficiency, OEMC and its partners have been able to turn a traditional waste stream into a power source. On a hog farm near Lamar an anaerobic digester captures methane from hog waste and uses it as a fuel supply for farm operations.

Manure from any farm animals produces methane when it decomposes, and small to medium farms usually store that manure in open lagoons. However, as it decomposes,

manure gives off large amounts of methane and is a significant contributor to global warming. If this methane (a clean burning fuel) is captured and used to generate electricity it not only provides an energy source, it is not released into the atmosphere.

The digester is nothing more than an enclosed pit that uses bacteria (gut bacteria that is already in the manure when it

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reaches the digester) to help breakdown (digest), the manure. As the manure is digested, the methane is collected and piped to a reciprocating engine, which is a modified natural gas generator, and a microturbine; both of which produce electricity.

The reciprocating engine and the microturbine, operating in tandem or separately, meet about 35% of the electrical needs of the hog farm, as well as about half of the peak power (power used at any one time). Even though the farm is considered a small-to-medium-sized operation, the hogs produce about 12,500 gallons of waste each day. A typical farm of this size would normally use \$10,000 to \$11,000 of electricity a month to operate, use of the digester has allowed the farm to purchase only about \$3,500 worth of electricity a month, a significant savings.

The airtight digester also cuts down on air pollution and because the digester eliminates much of the methane volume, the farm only needs a lagoon about one-sixth the size of comparably sized hog farms. A smaller lagoon also reduces the risk of potential water pollution. Finally, less water is needed to process the hog waste and the anaerobic digester fully meets Colorado's requirements for odor emissions. As you can see using hog waste as an energy source not only provides greater energy efficiency for the farm, it provides considerable environmental benefits.

Speaking of microturbines, with the assistance of OEMC the University of Colorado installed a 30kW microturbine at the Boulder campus recreation center. It will provide electricity and heat for operating the center's swimming pool pumps and heating the water. It will serve the dual purpose of providing energy and being used to familiarize engineering students with distributed power generation.

Microturbine technology is an efficient, compact, ultra-low-emission way to produce energy and heat for combined heat and power applications. The CU microturbine is fueled by high-pressure natural gas, which powers the turbine engine. The engine has just one moving part, a shaft with a turbine wheel on one end, a permanent magnet generator on the other and an air compressor wheel in the middle.



The microturbine recently installed at the CU, Boulder Recreational Center.

Photo courtesy of Rod Vanderwall, DPA

This retrofit installation demonstrates the relative ease of how emerging energy technologies, like microturbines and fuel cells, can work with existing systems, while boosting energy efficiency and savings. It is estimated that the microturbine will save CU more than \$10,000 a year, and provide over 200,000 kilowatt hours power annually.

The OEMC is constantly looking for ways to improve energy conservation, and these are just two of the innovative ways they are helping our state safeguard our energy resources, keep energy costs down and protect our environment.

GIVING, from p. 1

Since that first drive, using the last thirty minutes of their monthly meetings to discuss community service, the BPG has conducted quarterly drives for such items as toiletries, coats, food, clothing, baby items, school supplies, and more. During the holiday season BPG creates "giving trees," where CDHS employees may donate gifts for children and adolescents by hanging their gift on one of many trees located in the metro area.

The community service spirit of the BPG has also expanded beyond the metro area. Angela Rubalcaba of the Grand Junction Regional Center Western District and Anthony Cordova of OPI in Pueblo are now running quarterly drives in their regions, helping to ensure that all of Colorado is touched by this gem of generosity. In fact, one need only walk around a CDHS building for a short while before they come across a donation bin for the needy.

It is amazing what these people can get done in thirty minutes of meeting time a month. There are thousands of people in shelters all over Colorado who could tell you what it means to get a new razor, a pair of new sheets, or some deodorant when you have nothing, and thanks to the BPG, there are also thousands of CDHS employees who can tell you what it feels like to give a little extra, on a regular basis.

Just the mention of community service at a BPG meeting was enough to create a network of community support. While CDHS work is always geared towards helping people, it usually takes place in offices, not at shelters. The BPG really seems to embrace the entirety of the CDHS motto, "people helping people," and the employees of the CDHS, with their continued support of the BPG drives, give them the support and donations they need to accomplish their community service goals.

The BPG just completed a toiletries drive and is currently conducting the "giving tree" drive for children and adolescent clients of the Mental Health Institutes this holiday season. For more information on how you can donate, contact Louanna Cruz **303-463-2663** or **louanna.cruz@state.co.us**.

I PLEDGE ALLEGIANCE...

BY SANDRA LOWMAN,
DEPARTMENT OF REVENUE



When Governor Owens ordered all the State's flags to be lowered to half-staff in honor of and tribute to the memory of former President Ronald Reagan, it quickly became apparent that the Department of Revenue Capitol Annex didn't have one, nor had they ever.

installed. The East High School Army Junior ROTC Color Guard was invited to present the colors in what was a beautiful and inspiring ceremony on October 23, 2004.

The Department of Revenue wishes to publicly acknowledge and thank the Cadets of the East High School AJROTC and their Commander, Lt. Colonel John Russell, Retired.



Preparations immediately began to rectify this situation. A flagpole was positioned and illumination for night display was

CORRECTION

It was incorrectly stated in the Sept./Oct. '04 issue of Stateline, that Dr. Ned Calonge is the director of the Disease Control and Environmental Epidemiology at the Department of Public Health and Environment.

Dr. Lisa Miller is the division director, while Calonge is the State's chief medical officer and State Epidemiologist.

We apologize for any inconvenience this may have caused.

HELP LOW-INCOME TAXPAYERS AND MAKE A DIFFERENCE

BY BERNITA HADLEY
RETIRED, DIVISION OF WILDLIFE



When I tell people that I volunteer to do other people's tax returns, they look at me like I'm crazy. But that's exactly what I've done every Saturday during tax season for the past five years.

Bernita helping a client last tax season. As a volunteer tax preparer for the Denver-based Piton Foundation, I've helped hundreds of low-income individuals get their much-needed tax refunds without having to pay fees to commercial tax preparers. Last year, the program helped nearly 2,000 taxpayers claim \$1.9 million in refunds.

It's a volunteer opportunity that "pays big dividends." One hour of your time can mean as much as \$1,500 in extra income to a struggling family.

You don't have to be an accountant, banker or lawyer to be a volunteer. With a short training program, anyone can prepare taxes. For more information, call Amy Rusert at The Piton Foundation, 303-825-6246 or go to the Volunteer Match link at www.piton.org.

CDOT "FOUR-PEAT" LEAGUE CHAMPIONS

This past summer the Department of Transportation (CDOT) softball team made history by winning the state softball league title for the fourth consecutive year. It was the first time in the 30-year history of the league that any team has accomplished that feat.

CDOT's 2004 Championship Team. Front row, left to right: Stephanie Garcia, Jason Trujillo, Alvaro Duran, Craig Schick, Mark Ceja, Mindy Crane, Johnie Abad (manager), Ted Abad (coach), and Sally Gamino. Back row, left to right: Balta Moreno, Anthony Sanchez, David Singer, Telecia McCline, Gregg Gargan, Donny Ortiz, Michelle Ortiz, and Olga Ekberg. Not pictured: Vanessa Trujillo.



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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.

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



Colorado has so many beautiful views, we attract all kinds of photography buffs.

Photo by John Weeks, Driver Services
Colorado Department of Revenue.

New Class Offered By the Colorado State Employee Assistance Program (C-SEAP):

Dual Responsibilities: Work & Eldercare
March 3rd, 2005
Call 303-866-4314 for more information



"...and in November and December, humans gather together for large meals to fatten up for the winter. Then in the spring, they join athletic clubs."