



Stateline

The Publication for
Colorado State Employees
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MESSAGE FROM THE GOVERNOR

To all state employees,

Let me personally thank each of you for your service to the people of Colorado. Without your hard work, dedication and creativity, state government would be unable to deliver the services our residents deserve and expect.

As Colorado's new governor, I have been overwhelmed by the outpouring of support from state employees. I can't tell you how excited I am to partner with you. We're going to create a 21st-century Colorado government that delivers efficient and cost-effective services for our customers by incorporating the best ideas from our entire workforce.

I mentioned in my State of the State Speech that we soon will be establishing an e-mail address to solicit your

ideas. This will enable you to easily submit suggestions about cost-savings and efficiencies. Here's what I said in the speech:

"Our state employees are really smart people. They understand how government works. And they know better than anyone how it can work better. We need their good ideas, and then we need to put them into action."

A couple of days earlier in my inaugural address I noted that public service extends far beyond those who are elected to office. The service all state employees provide is vital to fulfilling what I call the Colorado Promise.

I'm eager to work with you over the coming years. Not only will I have an open-door policy, but I'll have an open-ear policy. I will always listen.

Sincerely,

Bill Ritter, Jr.



GOOD GOVERNMENT STARTS HERE

BY RICH GONZALES
EXECUTIVE DIRECTOR, DPA

workforce through the changes in tradition that lie ahead. As I have spent my career as a public servant, I am excited to have the opportunity to bring the knowledge and experience I have gained through my years of working for the Denver Fire Department (1972 – 2001) and Mile-Hi United Way (2001-2006) to state government. Together we will continue to build upon the advances our department has made in the areas of employee benefits, information technology, and the many other administrative services we provide. We will work to find new and innovative ways to keep moving forward, and providing solutions to the changing needs

of those we serve. We will build upon the foundation of a great tradition to advance the Colorado Promise.

DPA is tasked with providing Colorado's agencies and departments the tools and resources necessary to carry out their mission. DPA is the department where good government starts. We are unique in that our department's customers are not the general public, but other state agencies and departments. You, as a state employee, and ultimately a Colorado citizen, deserve the support needed to do your job well. DPA is dedicated to providing you that support, because ultimately, if we don't do our jobs well, you can't do your jobs well.

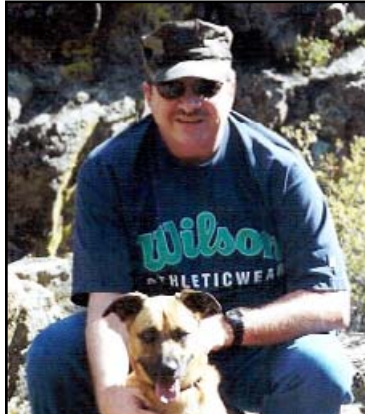
As State Personnel Director, many of the actions and decisions I make have a direct effect on the day-to-day

Please see *GOOD GOVERNMENT*, p. 3

THE “WILSON BENCH”

BY BARB FITZSIMMONS
HR TECH II, DHS

John Wilson worked for the Colorado Department of Human Services (CDHS) for almost 30 years. In 2002, John was diagnosed with Esophageal Cancer. After a couple of major surgeries, he struggled for his life in the hospital and finally was able to go home and then come back to work. John however, was not free from the pain that remained after his numerous surgeries and procedures.



John Wilson and his dog Luke.

John knew a lot of people at CDHS as well as people in other state agencies. He worked with the Division of Facilities for most of his career, but for the past five years or so he worked in Human Resources.

If anyone had a question about Fort Logan, John was the guy who had the knowledge. This is probably because not only did he work here for 30 years, he lived down the

street from Ft. Logan when he was a little boy, went to school in Sheridan, and bought his home with his wife Char in this same area. He knew all about the actual “Fort” and the history.

When John passed away in August, 2006 it was a real loss to us all. We no longer have the smell of his coffee brewing in the mornings or...his chocolate stash! But mostly we don't have his great sense of humor and the hugs that he so freely gave.

John requested that there be no funeral services for him but this left some of us feeling a great void and a lack of closure.

Please see JOHN WILSON, p. 8

COLORADO E-FILE – FAST, EASY AND ACCURATE

The Colorado Department of Revenue (CDOR) offers two **FREE** electronic filing services to file Colorado income tax returns which include the Colorado NetFile and TeleFile. Taxpayers may file their *state* return either online or by telephone. NetFile and TeleFile are available 24 hours a day, and most Colorado filers are eligible to use these convenient, accurate and secure electronic options.

NetFile

Colorado NetFile is a Web-based system that is quick and easy to use. Once you have completed your federal income tax return you can log into **www.netfile.state.co.us** to file your state return. The NetFile system guides users through the form line-by-line and corrects math errors.

TeleFile

Colorado TeleFile is an interactive telephone-based computer program that allows eligible individuals to electronically file their tax return using a touch-tone phone. TeleFile users must be full-year Colorado residents, and must have their current home address on file with the Department of Revenue. TeleFile also corrects for math errors as you complete the form.

TeleFile phone numbers are:

Denver Metro Area	(303) 238-FAST (3278)
Colorado Springs	(719) 592-0225
Fort Collins	(970) 282-7950
Grand Junction	(970) 243-0664
Pueblo	(719) 542-2681
Toll-free within Colorado	1-877-835-3453

Prior to completing your e-file return, CDOR offers Direct Deposit, an option which allows you to receive your refund check faster and safer.

Direct Deposit is a fast and secure alternative to receiving a refund check. The funds are transmitted directly into the taxpayer's bank account electronically and eliminates any worries about a check lost in the mail or the need to make a special trip to the bank. To receive your refund by Direct Deposit simply fill in your routing number and account number of your financial institution in the box below line 49 of the return.

Note: The deadline to file and pay 2006 Colorado income tax is **Tuesday, April 17.**

GOOD GOVERNMENT, from p. 1

lives of all state employees, a reality of which I am well aware. I served as the Denver Fire Chief for fourteen years, an experience that gave me a good perspective on managing a diverse workforce. I will work with the administration and legislature as an advocate for state employees because I believe that it is people that ultimately make the difference between success and failure.

I promise to communicate with you in an open and forthright manner. With years of public service under my belt, I know the power of a rumor, or even the slightest bit of misinformation and the frustration it promotes. Whenever a large group of people work together with a common goal, great things can happen. However, when that group of individuals are kept in the dark about matters that directly affect them, rumors begin and morale is affected. Colorado has a lot of work to do and we must provide its citizens with the highest quality service possible. In that interest, I want to be a good source of information for all state employees. Stateline is one of the mediums I intend to use to communicate with you. Additionally, I will always be available in order to discuss issues of concern.

I know that one area of concern for all employees is the salary survey and pay for performance wage adjustments that my department recommends each year to the JBC. By the time you read this, DPA will have recommended a salary survey increase for each of the occupational groups and a plan for achievement pay. In addition, the salary lid issue will be addressed through a DPA recommended legislative action to the JBC.

The entire staff is working with the JBC, and the Governor's office to craft a plan that begins to address

the hiring, retention, and advancement issues of which you are well aware. The details of the plan will be communicated as soon as they are approved. In any case I will continue to be a strong advocate for you. I know that Colorado boasts a high quality workforce, and I will continue to work for a total benefit package that recognizes such dedicated service.

During the next few months I will be traveling across the state with members of my Division of Human Resources staff to meet, talk, and most importantly, listen to you. I look forward to meeting as many of you as possible, and hope you will share with me your hopes and concerns regarding the services we provide. I also hope that you will be equally honest with me.

In the meantime, if you have an issue you would like to discuss, a question you would like answered, or just want to share an idea with me, please let me know. Feel free to send me an email at Stateline@state.co.us, or ask your supervisor to call and set up a time for me to come and visit your group. You are our customers, and we cannot be the best unless we listen to you. I look forward to working with you and hope that together, we can make Colorado State Government the employer of choice in Colorado. Remember, DPA is here for you because good government starts here.

TAX BREAKS AREN'T JUST FOR THE RICH! TAX CREDITS AVAILABLE TO WORKING FAMILIES

Tax breaks aren't just for the rich! If your family's income was less than about \$38,000 in 2006, you could be eligible for the Earned Income Tax Credit when you file your tax return. The EITC is a special tax benefit from the federal government for working people with children who earn lower or moderate incomes. It's designed to help reduce your tax burden and supplement your wages.

If you're eligible, the Earned Income Tax Credit could mean a refund of up to \$4,500. Plus, you may also qualify for a Child Tax Credit of up to \$1,000 for each of

your children. There are also tax credits for saving for retirement or college expenses.

According to The Piton Foundation, which sponsors a statewide public information campaign about tax credits for families, more than 256,000 Colorado families received \$412 million in tax refunds last year because of the Earned Income Tax Credit. But, unfortunately, many other eligible families did not receive these much-needed refunds because they weren't aware of them, didn't know they were eligible, or didn't know how to apply.

There is a free statewide hot line that you can call to learn how you can get these tax benefits and how to keep more of your refund by saving on tax preparation fees. For more information go to www.piton.org/eitc. Claim all the tax credits you earned!

SCOTT MADSEN HEADS NATIONAL ORGANIZATION FOR UNPRECEDENTED SECOND TERM

By LEIGH OLSEN

COMMUNICATION/PROJECT COORDINATOR, DPA



Scott Madsen

Scott Madsen (Director, Division of Central Services, DPA), was recently elected to his second term as President of the National Conference of State Fleet Administrators (NCSFA). This is the first time in the 21 year history of the organization that a president has been elected for two terms. Madsen said "I am honored that the NCSFA recognized the progress we have made and the momentum we have

created to make the organization even more relevant to fleet executives within state government."

Madsen has more than 25 years managing large internal support service organizations in both the private and public sector (the last five years with the State of Colorado). He explained that the purpose of NCSFA is to provide a forum for fleet management executives within state government who oversee administrative fleets, higher education fleets, and transportation department fleets, to network, share problems and solutions, learn about new technologies and trends in the industry, and interact with the key manufacturers and suppliers servicing this business. NCSFA has members in all 50 states, and represents a voice for the unique needs of state government fleets. NCSFA impacts federal legislation and regulations, and encourages manufacturers to give greater consideration to changes that impact state government fleets.

According to Madsen, "the executive board of NCSFA had historically been narrowly focused on dealing with the occasional issue from the membership, lining up speakers, and planning for the annual conference. When I became President of the organization, I established seven separate working committees with specific goals and deliverables. In the past year we hired a new Executive Director to handle the day-to-day operations and communications with the members. This required a formal RFP process and many months to complete the selection. We also completely rewrote the organization's bylaws to improve the membership and refocus the organization to better align with the current needs and demands of the members. We added significant new functionality to the web site, brought in vendor representation to clarify the needs of vendors to make the partnership work better for all, updated the strategic

plan, and developed new ways to recognize important member accomplishments and contributions."

According to Madsen, "the members of the board have all made significant contributions to achieving our goals and we have set a new level of expectation for future boards. We all have full-time jobs, and the willingness of each board member to contribute a small amount of time out of their busy schedule to benefit all members and states speaks to their dedication and commitment."

Not only is Scott receiving national attention, but another program in his division, the Travel Management Program, is garnering national respect as well. The Society of Government Travel Professionals (SGTP), a national organization for both Federal and State travel-related procurement, will award the State of Colorado Travel Management Program with its Certificate of Achievement. This certificate is one of two awards given annually to state government entities that provide travel-related services.



Lenora Kingston

Lenora Kingston, Manager of the program received an award from the SGTP two years ago for the best state government travel management program in the United States, and will be awarded this year for her Power of Partnership collective action initiative. This initiative alone saves the state \$328,000 annually. Ms. Kingston competed against the U.S. Department of the Treasury, the U.S. Department of

Justice and 50 other states for this prestigious honor. The award presentation will take place in February, 2007.

Not only has Kingston partnered with other state travel program directors, she also oversees eleven travel agencies that do business with the Travel Management Program. Kingston remains vigilant about controlling price increases to the State's program participants, which affect an estimated 60,000 employees. The total funds managed through this program are estimated at \$30M per year. This Certificate for Achievement is well deserved.

COLORADO STRUCTURES BUILT IN A FACTORY

BY STEVEN BERNIA
PROGRAM MANAGER, DOLA

We've all seen buildings rolling down the highway. Some of us call them "mobiles," some call them "manufactured," some call them "modular," and we can't repeat what some others call them. Whatever you call them, the Colorado Division of Housing (CDOH) is the state agency that administers the programs for certification of these buildings.

Although the mobile/manufactured/modular terminology is liberally interchanged, there is a difference. A mobile home is a structure built to the American National Standards Institute (ANSI) standard prior to the implementation of the federal Housing and Urban Development (HUD) program in 1976. A manufactured home refers to structures built to the HUD Construction and Safety Standards. A modular building (residential or commercial) refers to structures built to the construction codes adopted by the Colorado State Housing Board, the 2003 International Codes and 2002 National Electric Code.

How do you tell them apart? Well you can't just by looking at them, but you can by the absence or presence of a Certification Label. Mobile homes will not have a label or will have a CDOH mobile home label if built between 1971 and 1976. Manufactured homes will have a red HUD label on the rear exterior wall in the lower left hand corner. Residential modular homes will have a silver CDOH label in the kitchen sink cabinet. Commercial modular structures will have a blue CDOH label in a location approved by CDOH if built after 1991.

SOME OTHER THINGS YOU PROBABLY DON'T KNOW:

- The 2005 Country Living magazine home of the year was built in a Colorado Factory.
- The Air Force Academy installed a 15,000 square foot modular hospital in 2004 for use while the Academy hospital undergoes re-habilitation.



Modern day modular homes are a far cry from what many of us remember rolling down the road in the past. This custom home was installed in one of Colorado's mountain resort communities, and one would be hard pressed to distinguish it from neighboring homes built with more traditional methods.

- The award winning University of Colorado Solar Decathlon homes in 2002 and 2005 were built and approved under the CDOH Factory - Built Residential program.
- After hurricane Katrina, a Colorado manufacturer produced FEMA units with a production time of 2-1/2 days from pulling in steel for the frame to fully finished, ship ready, with window coverings and furniture. A HUD audit team called them the best constructed FEMA units they had seen.

- Many custom, million dollar homes, have been installed in Colorado's mountain resort communities.
- Almost all toll booths are factory-built and prisons are currently being built using modular cells.
- Currently, CDOH is working with manufacturers to supply "man camps" for the mineral exploration industry.

If you are looking at a home, make sure that you are working with a reputable dealer that is registered (required) with CDOH and will include installation by a registered (required) installer with the sale of the home. If you are considering a commercial structure, make sure you are dealing with a reputable manufacturer that is registered (required) with CDOH. If you have questions, just call us! For installer questions call **303-866-4653** and for dealer/manufacturer questions call **303-866-4616**.

STATE PERSONNEL BOARD VACANCY - BOARD ELECTION

BY KRISTIN ROZANSKY
PERSONNEL BOARD DIRECTOR

Donald J. Mares has resigned from the State Personnel Board as of January 2007 to become the Executive Director of the Department of Labor and Employment. Don has ably and faithfully served the state classified system as an elected member of the Board since July 2005. Now is the time for someone else to represent members of the state classified system.

Nominating petitions are due March 16, 2007, for the State Personnel Board election scheduled in May 2007. **Mr. Mares' term will expire on June 30, 2010, thus, the term of the newly elected member will be about 3 years.** The five-member Board's duties include resolving appeals arising in the state personnel system, adopting rules, considering petitions for hearing and declaratory orders, and participating in the development of personnel policy for the state. Members serve overlapping five-year terms and may succeed themselves in office. Three Board members are appointed by the governor, and two Board members are elected by certified employees. The current Board members are: Diedra Garcia, and John Zakhem, who are gubernatorial appointees from Governor Bill Owens, and Rich Djokic, who was elected by state employees to the Board in 2006.

All Board members must be qualified state electors in the state of Colorado. A Board member may not be an officer or employee of the state or of any employee organization. The Board regularly meets on the third Tuesday of every month for an average of two hours, and meetings are usually held in Denver

Nominating petitions may be obtained in one of two ways: either by appearing at the Board's office at 633 – 17th Street, Suite 1320, Denver, Colorado 80202, between 8:00 a.m. and 5:00 p.m. or by visiting the Board's website at <http://www.colorado.gov/dpa/spb/>. The Board's phone number is (303) 866-3300 and the fax number is (303) 866-5038. Nominating petitions require supporting signatures of 100 certified state employees, which will be verified according to procedure.

NOMINATING PETITIONS MUST BE RECEIVED BY KRISTIN F. ROZANSKY, DIRECTOR, STATE PERSONNEL BOARD, ON OR BEFORE THE CLOSE OF BUSINESS ON MARCH 16, 2007.

CBI AGENT SAVES LIVES OF ELDERLY HOUSE FIRE VICTIMS

BY LANCE CLEM,
PUBLIC INFORMATION OFFICER, DPS

While conducting an undercover investigation with the Southwest Drug Task Force, Colorado Bureau of Investigation (CBI) Agent Jeff Brown and La Plata County Sheriff's Investigator Tony Romero saw smoke and flames coming from a nearby house that was not involved in the investigation. After informing a dispatcher of the emergency, Agent Brown and Investigator Romero ran into the burning home.

Agent Brown found Walter Pera inside the house, picked him up and carried him outside to safety while Investigator Romero remained in the burning structure to search for others who might be trapped inside.

Agent Brown re-entered the home and found Investigator Romero with Mr. Pera's wife Allene. Mrs.

Pera was frantic and confused, but with the assistance of Brown and Romero, was able to exit the home to safety.

Returning to the burning structure a third time, Brown and Romero were able to determine that the home was now empty. Agent Brown and Investigator Romero displayed courage and bravery in actions that saved the lives of Walter and Allene Pera. They demonstrated the highest levels of valor in the rescue of the elderly couple and are a credit to the entire law enforcement community in Colorado.

Agent Brown has been an agent with CBI since December 2005, and continues work as a drug investigator.

OPERATION HAY DROP

By SPC. JESSIE STONE
COLORADO NATIONAL GUARD

Following on the heels of one of the state's biggest blizzard, was, well, yet another blizzard. A second slow moving snow storm dubbed the "Holiday Blizzard-Part Deux" dumped nearly three feet of snow on the southeastern plains of Colorado December 28th.

The bizarre winter double whammy closed major highways and stranded motorists, but also important, it threatened the livelihood small ranching communities. Within less than 24 hours some \$1.8 billion in free roaming livestock were trapped on the open range in snow drifts as high as ten feet—with little means of sustained survival.

"Essentially the storm just corralled (the livestock) wherever they were, wherever there was protection...so they couldn't get to feed and water," explained Bruce Fickenscher, the Extension Agent in Kiowa County for Colorado State University.

By New Year's Day, former Governor Owens had signed a state-wide disaster declaration, and called the Colorado National Guard to assist with emergency aviation relief operations in those areas hit hardest by the storm.

The Colorado Guard's 2nd Battalion, 157th Field Artillery Regiment conducted ground missions delivering bales of hay to local ranchers, rescuing residents who had been snowed in, and providing assistance to local government agencies.

Field Artillery Soldiers worked diligently bringing smaller loads of hay in trucks to ranchers and farmers who had fewer animals to care for. Although cattle had been the primary focus of the mission, hay drops were made for horses and other livestock as well.

Unofficially dubbed "Operation Hay Drop," Owens signed a second disaster declaration. Colorado Guard aviators flying Blackhawk and Iroquois helicopters arrived at the Lamar Municipal Airport to begin what would become the second largest emergency aerial livestock feeding effort in a decade. The Oklahoma Guard provided a CH-47 Chinook, and Nebraska also contributed to the effort.

Colorado and Wyoming Air National Guard units were on the scene as well, dropping bales of hay out of a C-130, said Air Guard 2nd Lt. Ed Acosta of the 140th Logistics Readiness Squadron of Colorado. The 140th

LRS and the 187th Airlift Squadron of Wyoming, flew out of Pueblo Memorial Airport dropping a total of 45 bails of hay to stranded cattle in the region totaling 1,800 lbs.



Photo provided by 2nd Bn., 157th Field Artillery. Photo taken by SMSgt John Rohrer, Colorado National Guard

"On our first day we fed more than 10,000 head of cattle," said Army Guard Maj. Scott Fredericksen, Air Operations Coordinator for the air relief mission. Ranchers used everything imaginable to blaze a path to the stranded animals.

"Ranchers were using bulldozers to try and plow through the snow and bring food to the cows, but the snow was too deep and the distances too far, sometimes up to 20 miles away," added Fredericksen.

Loss of these cattle would have been devastating not only to the ranchers in the area, but for the entire state. In Colorado, agriculture is the third largest industry, about a \$16 to 17 billion contribution to the state economy, explained Don Ament, the Colorado Commissioner of Agriculture. Two thirds of the agriculture business is livestock.

The blizzard comes as a particularly rough blow at the tail end of a seven year drought, in which many crops have come up short, Ament added. Last year the wheat crop was less that 40 percent of what it normally is, and other crops such as hay have also come up.

Ament expressed his heartfelt thanks to the Colorado National Guard for their aid in the relief effort. "This is our livelihood they're protecting," he said. "They're literally saving millions of dollars in livestock."

"Agriculture is the lifeblood of the area, whether its farming or cattle, and right now cattle are in jeopardy," said Chad Hart, the Prowers County Executive for the Farm Service Agency.

In addition to the National Guard, more than 50 volunteers from throughout the community came to help with the relief effort. Many of the volunteers temporarily abandoned their jobs and businesses to help, knowing how vital this one industry is to the community as a whole. Soldiers and Airmen say they feel a sense of pride in being able to help out in a time of crisis. As Army Staff Sgt. John Assaad, a section chief with Battery C, 2-157th said: "It feels real good to help out and do what we can to help these people who need it."

JOHN WILSON, from p. 2

So this is the reason that Carin Bowers, Barb Fitzsimmons and his friends at Ft. Logan decided to take up a collection and place a bench on the Ft. Logan campus in his honor.

The idea was well received and over \$700 was collected. Carin and Barb sponsored a Bench Dedication and a balloon send off for his friends who wanted to say a few words or just to see the "Wilson Bench." On his plaque it reads, "In honor of our friend and co-worker, John Wilson- "Beam me up Scotty.'" This was his sign off. John Wilson, you are missed very much!



The John Wilson Bench with sponsors Barb Fitzsimmons (left) and Carin Bowers (right).

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

WE WANT TO HEAR FROM YOU...

Have you heard a rumor and want to know if it's true?
Do you have a question about a specific Personnel Rule?

YOUR THOUGHTS ON STATELINE:

- Do you read the publication?
- What changes would you like to see in Stateline?
- What would you like to see removed from Stateline?

We want your feedback, so please send an email to Stateline@state.co.us, or give Julie Postlethwait a call at 303-866-6095 with your suggestions.

ARE YOU STATELINE'S NEXT DAVE BARRY?

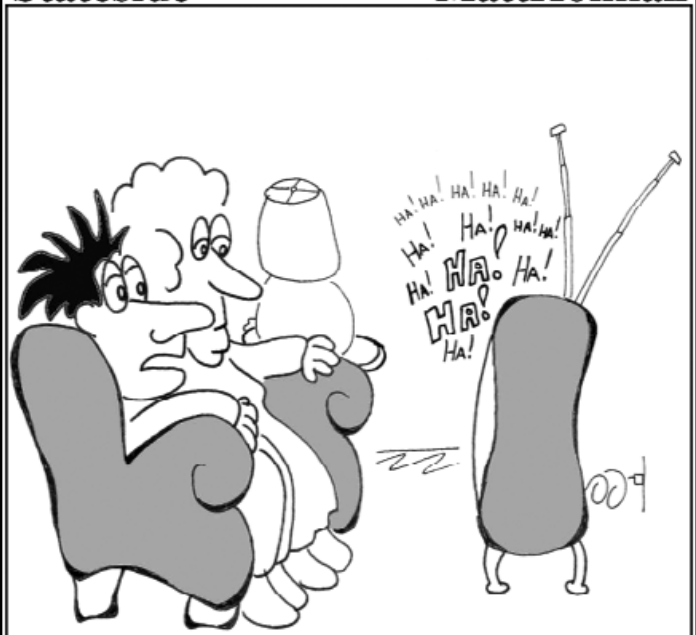
Or perhaps your writing technique is more along the lines of David or Amy Sedaris. If so, we would like to give you a chance to strut your stuff.

For the past two years, Paul Farley has dedicated a great deal of time and effort to writing "My Back Pages," a glimpse of his take on Colorado history, and discussions of his family's travels. Late last year, Paul was invited to work for U.S. Attorney Troy Eid, an invitation he accepted.

Paul's article was a popular feature and his departure left a void in Stateline. So, along with letting us know

Stateside

MattHolman



"I wonder what the people on the laugh track were watching."

about the happenings in your agency or department, we welcome your essay for consideration.

We look forward to seeing some creative writing from the state workforce, and hope you will take this opportunity to *wow* us with your startling insight, pithy comments, or humorous take on life in our state.

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