



Dedicated to Good Government Across the State

StateLine

Published by the Department of Personnel & Administration January/February 2008

www.colorado.gov/dpa/stateline • Email: Stateline@state.co.us



MESSAGE FROM THE GOVERNOR

ASPIRATIONS FOR A SUCCESSFUL 2008

With the holidays over and the 2008 legislative session under way, it's important to reflect on our 2007 accomplishments and set goals for the year ahead.

Our signature achievement last year was establishing Colorado as a renewable energy leader and launching our New Energy Economy. While we enacted more than a dozen pieces of legislation, including the doubling of Colorado's renewable energy standard, the New Energy Economy is more than just a collection of new laws.

The New Energy Economy is a new direction for the entire state. It means new opportunities and new jobs in every corner of Colorado, from the energy-rich Western Slope to the wind-swept Eastern Plains, from Northern Colorado to the sun-drenched San Luis Valley.

State government is also doing its part, including reducing energy use in our state facilities, cutting the size of the State vehicle fleet and promoting energy-efficiency programs to people and businesses around Colorado.

The New Energy Economy is also a perfect example of how, when we listen and work together, we can achieve greatness. The New Energy Economy transcends partisan politics and brings together unlikely allies. Our partners include business, labor, environmentalists, sportsmen, the energy industry and more. It should serve as a hallmark for

Please see GOVERNOR, p. 3



GOOD GOVERNMENT STARTS HERE

By RICH GONZALES
EXECUTIVE DIRECTOR, DPA

Einstein's assertion that time is relative was certainly affirmed with the quick passing the first year of the Ritter Administration. So much has been achieved and yet we have so much left to accomplish. DPA is the department that provides services to other state agencies and departments. We are involved in many of the changes taking place, and while change is always difficult the results have been positive. The *promise* is moving forward.

These last few months there has been a lot of talk about *partnerships*. With so much focus on partnerships with employee organization we sometimes ignore other partnership that are being forged. A partnership is formed when two or more people or groups join together to accomplish a common goal. In a good partnership all parties contribute their efforts, insight and knowledge to help the partnership reach that goal. This is the case in many ventures endeavored this past year.

DPA alone has conducted numerous outreach initiatives aimed at getting to know and understand the State

workforce and the missions of the agencies and departments which they serve. DPA executive staff members have visited several departments in order to explain the services we provide, and learn how we can better meet your needs and those of your department or agency; our customers. Not only are we working to address your current needs, but we are working with you to anticipate future needs and goals. In short we are forging partnerships with other agencies, departments and employees in an effort to ensure that "good government starts here."

DPA is constantly looking at ways to ensure that Colorado is able to maintain and improve the high quality workforce we have today. One way to accomplish this goal is to provide employees with the skills necessary to succeed in the work place and their personal lives. A key part of this equation is to understand and appreciate that we are all human, and sometimes lives get a little messy.

To that end, the C-SEAP program is designed to offer employees free services to help them through difficult

Please see GOOD GOVERNMENT, p. 3

Good Government Starts Here

DORA STAFF BUILDS AFFORDABLE HOUSING AND NAILS CONSUMER FRAUD

By

CARLOTTA KNOX
DIVISION OF REAL ESTATE, DORA

Colorado has one of the highest rates of foreclosure and mortgage fraud in the country. On June 2, 2007, Governor Bill Ritter addressed these issues, by signing into law, a comprehensive package of senate bills designed to combat Colorado's wave of foreclosures and mortgage fraud epidemic. For the first time in history, Colorado consumers will have recourse through their government against unscrupulous mortgage brokers. Colorado is the second-to-the-last state in the nation to enact laws that oversee mortgage broker practices.

To promote consumer awareness, the Division of Real Estate staff helped Habitat for Humanity, a nonprofit organization, build three affordable homes in Aurora, Colorado. Habitat for Humanity's mission is to provide affordable housing, which ultimately results in stability, pride, health and security for new homeowners. Like Habitat for Humanity, the Division of Real Estate also supports the American dream of homeownership by preserving public peace, health, and safety for homeowners as stated in Senate Bill (SB) 07-203. SB 07-203, one of the four new mortgage broker bills signed by Gov. Ritter, becomes effective January 1, 2008. The other three bills that passed were Senate Bills 07-085, 07-216 and 07-1322. These three bills were effective on June 2, 2007.

The approved legislation created a significant change in Colorado's regulatory environment, which aids in the Division's mission to protect Colorado consumers and ensure a competitive marketplace. SB 07-203 builds a foundation for regulating mortgage brokers by requiring mortgage brokers to become licensed by January 1, 2008, maintain errors and omissions insurance and obtain a \$25,000 surety bond. SB 07-203 also defines mortgage broker conduct that the Division of Real Estate regulates such as misrepresentation, false promises, and theft, to name a few.

SB 07-085 strengthens the Division's ability to protect consumers by prohibiting mortgage brokers and real estate brokers from forcing, intimidating, or influencing an appraiser's judgment when arriving at a property value. SB 07-85 also prohibits a mortgage broker from submitting an appraisal that is knowingly false or misleading.



Senate bill 07-216, allows the Director of the Division of Real Estate, to adopt rules regarding nontraditional mortgage products to ensure that mortgage brokers are acting in good faith and fair dealings. Lastly, SB 07-1322 requires a mortgage broker to obtain necessary information, documentation and disclosures, from the borrower. Subsequently, the mortgage broker is obligated to provide a beneficial loan package, to the borrower.

The Division of Real Estate welcomes you to visit their website to view the new senate bills 07-203, 07-085, 07-216 and 07-1322 at <http://www.dora.state.co.us/real-estate/mortgage/legislation.htm>.

If you are a victim of consumer fraud due to a mortgage broker, real estate broker or appraiser's actions, please visit our website at <http://www.dora.state.co.us/real-estate/Complaints/Complaints.htm> for the Division's complaint process. Also, please visit our website to learn more about the Division of Real Estate and your rights as a consumer.

STATELINE

is published by the
Department of Personnel & Administration
 633 17th Street, Suite 1600, Denver, CO 80202
Stateline@state.co.us



GOVERNOR, from p. 1

what responsible and forward-thinking public policy can achieve.

We'll continue building our New Energy Economy in 2008. We also must make significant strides in a number of other areas:

- Children's Issues - In both health care and K-12 education reform, expect to see substantive proposals introduced in the 2008 legislative session to address children's issues. With more than 180,000 medically uninsured children in Colorado, and with an education system in need of reform, we must devote significant time and attention to Colorado's future - our children and our grandchildren - in the 2008 session.
- Economic Development - We are working with several lawmakers on both sides of the aisle on business and economic-development legislation that will ease tax burdens, simplify tax codes and allow businesses to grow and stay competitive in the 21st century.
- Better Government - We will continue with the GEM (Government Efficiency and Management) performance review of state government, which in 2007 identified \$145 million in savings and benefits over the next five years thanks in large part to employee ideas and suggestions. We've now opened the process up to seek public input through a new e-mail address (gem.ideas@state.co.us) and a toll-free hotline (877-397-0013).
- Protecting People - We will strengthen efforts in 2008 to reduce Colorado's high rate of criminals who commit new crimes. The Department of Regulatory Agencies also will continue its transformation into a consumer protection agency. Among its top priorities will be ongoing efforts to combat mortgage fraud and foreclosures.

We will only accomplish these goals by working together, by listening to one another, and by setting bold and ambitious goals, but also by recognizing that achieving these goals will require patience and prudence.

We got off to a great start in 2007. Let's keep moving forward and making a difference in 2008.

Thank you for your service to the people of Colorado.

Bill Ritter Jr.

Bill Ritter, Jr.
Governor



GOOD GOVERNMENT, from p. 1

times they may be facing in the workplace or at home. This confidential service is offered in locations throughout the state, and provides private sessions and clinics on: workplace violence, drug and alcohol addiction; grief counseling, dealing with domestic abuse, and much more. Not only does C-SEAP offer these services, they also provide short term financial assistance through grants and maintain a food bank available to state employees in need. The money and food C-SEAP provides are donated by state employees, also committed to a strong partnership between employees across the workforce. If you are interesting in learning more about the C-SEAP program, or wish to schedule an appointment they may be contacted toll-free at **1-800-821-8154**. You may also wish to visit the C-SEAP Web site at www.Colorado.gov/dpa/dhr/eap/eap.htm.

Another important program dedicated to building strong partnerships is the recently created State Ombuds Office. The program was established to create an alternative source for information and guidance of conflict resolution for employees within the state personnel system. Employees, supervisors, and/or managers may obtain assistance in uncovering and resolving state work-related issues. What is discussed with the State Ombud, Karen Schaefer, is confidential and provides everyone within the state personnel system an opportunity be heard and receive impartial information without fear of reprisal, retaliation, or loss of privacy; a sort of Las Vegas philosophy for problem solving - *what is discussed in Ombuds meetings, stays in Ombuds meetings*. The Ombuds advocates for fair and equitably administered processes, and considers the legitimate concerns and interests of all individuals affected by work place issues. 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 any issue discussed within this program. The only interest of the Ombud program is to help government work better for citizens, employees and managers. If you would like to learn more about the Ombuds Program go to <http://www.colorado.gov/dpa/ombuds/index.htm>. If you would like to contact the Karen directly, she may be reached at 303-866-5383.

It is important to DPA that we build and nurture a strong partnership with all members of the state workforce. We will continue to keep our promise to communicate with you in an open and forthright manner. I personally hope that you will make a commitment to our partnership and take the opportunity to communicate with us. Together we can fulfill a promise that will reap benefits for the quality of life for everyone who lives, works, plays, and visits our great state; and it will be because you made it happen. On behalf of DPA, thank you for your support and your hard work.

GREENING GOVERNMENT IN 2007

MEGAN CASTLE, DIRECTOR OF COMMUNICATIONS
GOVERNOR'S ENERGY OFFICE



State Government has had several successes in meeting Gov. Ritter's Greening Government Executive Orders that require state employees to reduce energy, water, petroleum, and paper consumption; and to increase recycling and the amount of environmentally preferable product purchases. These are a few of the recent success stories that are helping the state lead by example.

Energy: The Colorado Department of Human Services (CDHS) is nearing completion of the design phase to renovate 25 historical cottages on the campus of the Colorado State Veterans Center at Homelake, located in the San Luis Valley.

The cottages are an Assisted Living facility or a "Domiciliary" for veterans. CDHS, which owns and operates the Domiciliary Cottages, plans to design and construct the improvements in accordance with the State's High Performance Certification Program standards and use the project as a design prototype for other DHS projects. If successful, the Homelake Domiciliary will become the first assisted living facility to achieve certification under the LEED for Homes™ program in the state of Colorado.

The cottages were originally constructed in 1890, making this project a unique opportunity to mix today's high-performance design technologies with the property's historic elements.

Water: Amazing water savings resulted from projects at the University of Colorado at Boulder and Colorado State University (CSU). CU Boulder reduced the consumption of potable water from 61.69 gallons per square foot in 2001-2002 to 30.63 gallons per square foot in 2006-2007. CSU also reduced their water during a similar time frame by identifying high water use in their steam sterilization systems. CSU installed water saver kits on the steam sterilizers, resulting in utility savings of 15 million gallons of water per month.

Fleet: The Colorado Department of Public Health and Environment (CDPHE) plans to reduce their petroleum consumption through the acquisition of hybrid vehicles and the use of alternative fuels. With the latest round of replacement vehicles, CDPHE's fleet configuration will be 60 percent conventional gasoline-powered vehicles, 32 percent hybrid-electric vehicles (19 Ford Escape, 12 Toyota Prius, 2 Honda Civic), and eight percent alternative fuel

vehicles (2 Compressed Natural Gas (CNG) and 6 Flex Fuel). CDPHE plans to fuel the flex fuel vehicles with E85 at least 50 percent of the time. E85 fuel is available at the corner of Alameda and Broadway, less than three miles from the CDPHE headquarters, in Denver.

Recycling: The Colorado Department of Labor and Employment, Unemployment Insurance (UI) Program, located at 251 East 12th Avenue in Denver, recycles paper, aluminum, plastic, tin, cardboard, and mixed metals from construction waste. Under the supervision of Richard Jaramillo, Facilities Supervisor, 57,843 tons of confidential office paper was recycled through the data destruction vendor, Docu-Vault in 18 months!

Recycling this much paper has a significant impact on the environment through resource conservation, energy, and water savings.

- 983,331 Trees (17 trees per ton)
- 31,372,000 Kwh (kilowatt hours) of energy (4,000 Kwh per ton)
- 404,901,000 gallons of water (7,000 gal. per ton)
- 173,529 cubic yards of landfill space (3 cubic yd. per ton)
- 3,470,580 pounds of air pollution (60 lbs. per ton)
- 7,288,218 gallons of oil (3 barrels @ 42 gallons per barrel)

Commingled Recycling through UI's no-cost contract with Weyerhaeuser Recycling resulted in the recycling of 106 cubic yards of mixed office paper (newspaper, magazines, non-confidential colored and non-colored office paper) and 36 cubic yards of plastic and tin during a ten month period. UI began recycling cardboard in August, and has recycled 440 pounds in just three months.

The UI Facilities Team hauls construction waste and aluminum cans to the scrap yard. In 18 months, they recycled 659 pounds of aluminum cans and over 14 tons of steel, bailing scrap, copper pipe and wire, aluminum, and brass from construction waste.

The UI Program established the "251 Trading Post," a common area in the building where an employee can deposit office supplies he or she no longer needs, making those supplies available to others. The UI Program plans to expand their efforts in 2008 through ink and toner cartridge remanufacturing.



A LABOR OF LOVE

By **BILL THOENNES**
PUBLIC INFORMATION OFFICER, CDLE

You don't have to be wealthy to make a meaningful difference. What you need is compassion and an understanding that your time and money are going toward something worthwhile and effective. That's the philosophy shared by hundreds of staff at the Department of Labor and Employment's Unemployment Insurance (UI) program. It's a philosophy they put into action each year during the holidays when they select a charity to assist.

In 2007, the charity they chose was Samaritan House, a unique shelter for homeless men, women and children that provides residents with employment counseling and resources, job training, and family and children services. The shelter serves all the populations that are homeless - single men, single women and families. There are 21 rooms on the family floor where anywhere from 50 to 75 children sleep each night. Separate dormitories are established for 125 male and 75 female residents. Offering 250 beds, the place is always at capacity.

It would be easy to simply put out the call for monetary donations and then write a check to Samaritan House. Instead, staff contributed their time and energy in a way that was meaningful and memorable. Pam Harris started the drive in November when she contacted Lydia Walstein, the Director of Social Programs at Samaritan House. Together, they compiled a list of all the essential things that resident families needed (things like hats, gloves, toothbrushes and clothes) as well as a variety of small gifts that could be stuffed into stockings.

Pam called it the "Labor of Love Stocking Drive" and her coworkers delivered. Virtually everyone in the building got involved. Staff brought in clothing, baby supplies, small stuffed animals, toys and candies. Money poured in as well, almost \$600 which was used to purchase twenty nine \$20 gift cards. So much was raised, in fact, that the project expanded from the Samaritan House Family Shelter to include residents at the St. Jude Single Mothers Shelter.

It was a lot of work. All the gifts were and sorted by age group and gender so that each child at Samaritan House would receive

appropriate gifts and then placed into 85 large stockings that were purchased expressly for the drive. Pam also pulled together a portfolio of resource information for the twenty nine families at the shelter. The packages contained information about filing for unemployment benefits as well as a directory of services designed to help them get through the tough times.

On Friday afternoon, December 21, with the temperature dropping and snow falling on the city, several employees loaded up cars with the gifts and drove to Samaritan House. Executive Director Don Mares had also made a donation and he joined Pam Harris, Bonnie Smith, David Kimball and UI Director of Operations Bill Beveridge at Samaritan House as the gifts were delivered.



Pictured from Left to Right, Bonnie Smith, David Kimball, Executive Director Donald J. Mares, Pam Harris and Bill Beveridge

"What I witnessed was incredible," Mares told the team, "and I don't mean just the smiles on the faces of the children and families who received the stockings and gift cards you all helped put together. What I saw was how a group of dedicated and caring people, whom I am proud to say work in my own department, came together and showed an amazing amount of love and compassion."

The "Labor of Love Stocking Drive" may have been a small gesture for everyone who made a donation ... but for the families who were assisted, those small gestures did indeed show an amazing amount of love and compassion. It put smiles of children's faces - and that alone makes a big difference. "You're getting presents and you're not asking for them," one parent told a child who held tightly to a stocking almost as big as he was. "They're just giving it to you because they care."

One gift may not change the world overnight. But it's a start.





COMMUNICATIONS SYSTEM TO BE UPDATED

BY JILL ELGGREN

DOIT COMMUNICATION OFFICER, DPA

The Department of Personnel & Administration's Division of Information Technologies (DoIT) has embarked on the implementation phase of the exciting project to replace its existing voice systems with a state-of-the-art VoIP (Voice Over IP)-based system. This phase, called the Colorado Integrated Communications Network (CICN), will bring together all the work of a multi-phase project that began in 2005.

In 2005, DoIT began a multi-phase project to investigate the options available for providing voice services to the Capitol Complex after the lease for the current system expired. The discovery phase yielded a determination that rather than replacing the older technology, the state's interests were better served by building a scalable platform that allowed for future growth and functionality. The solution that best met this objective was to implement a state-of-the-art system with a converged voice and data network environment that also allowed us to leverage state-owned networks using existing funding. After completion of the RFP process, ISC, Inc. was awarded the contract in 2007 to implement a unified communications solution using Cisco System products. One important aspect of the contract is that it allows agencies not currently availing themselves of DoIT's voice services to participate in the project. Some of the many benefits of the chosen solution include the ability of agencies to choose services such as Call Center and IVR systems and the reduction in the cost for telephone moves, add, changes. This solution also gives us the flexibility to pursue future services such as unified messaging (integration of voice mail, email and fax), implementing a voice portal (Denver's 311 system is an example of a voice portal), desktop video and more.

DoIT and ISC, Inc. are in the process of installing the core infrastructure for the new system. Once complete, the telephone sets used by DoIT customers will be replaced with a new VoIP-model. Replacements, or agency implementation, will be done site by site via Task Orders. Each Task Order has a specific set of activities that must be completed, including a site survey that is conducted with the agency, before implementation takes place. Execution of Task Order 1 is expected to begin in January 2008 with the DoIT Telecommunications team and OIT offices at 1580 Logan being the first conversion sites followed by the Colorado Historical Society and the Governor's Office. Danny Parks, CICN project manager, and ISC are working with CDLE on finalizing Task Order 2 which is implementation of CDLE's STORM Call Center. Danny and his team are also working on developing future task orders and expect that the project will be complete in the next 18-24 months.

To help keep agencies informed of the conversion activities, a CICN Users Group was formed and meets on a monthly basis. The CICN website provides a wealth of information. The website, accessible at <http://www.colorado.gov/dpa/doit/cicn/>, includes a link to the CICN's October 2007 End User Webinar, information about the project, equipment guidelines and more.

If you would like to learn more about this project or find out how your agency can get involved, please visit the CICN website, send an email to cicn@state.co.us or contact either Danny Parks, PMP, at Daniel.parks@state.co.us or Mary Lou LaCouture, telecommunications manager at Marylou.lacouture@state.co.us.

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 \$40,000 in 2007, 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 \$4,700. Plus, you also may qualify for a Child Tax Credit of up to \$1,000 for each of your children. There also are tax

credits for saving for retirement or for college expenses. According to The Piton Foundation, which sponsors a statewide public information campaign about tax credits for families, more than 260,000 Colorado families received \$427 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.

But there's 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, dial 211 (it's a free call) or go to www.piton.org/eitc. Claim all the tax credits you earned!



STATE PAYROLL SYSTEM TO BEGIN USING EMPLOYEE ID'S

On January 1, 2008, employees in State agencies were assigned an employee identification (EID) number for payment of wages and salaries. The Colorado Personnel/Payroll System (CPPS) will switch the use of social security numbers to employee identification (EID) numbers. All employees who are paid through CPPS will have a unique EID printed on their pay stub beginning in January, rather than the last four digits of their social security number; this will be reflected on pay stubs employees receive on Thursday, January 2008.

The EID will be a nine-digit number that is formatted similar to a social security number. CPPS will assign EIDs to all employees on CPPS at the time of implementation. The first EID will start at 997-00-0001. As new employees are hired, they will be assigned the next sequential EID.

The EID will be a lifetime State employment number. If an employee transfers from one agency to another, the employee will keep the same EID number. Additionally, if an employee leaves state service, and then returns they will be assigned the original EID number.

State employees who work in higher education and are paid by another payroll system have already been assigned an EID. The change to EIDs in CPPS will not affect the EIDs at higher education as each institution has its own unique numbering scheme.

This change to an EID will better enable state agencies to keep social security numbers confidential, reduce potential identify theft, and comply with Colorado Revised Statute 6-1-715 regarding confidentiality of social security

numbers. EIDs will also be used in the Colorado Financial Reporting System (COFRS), Document Direct, the Human Resources Data Warehouse (HRDW), and the time keeping system KRONOS. Agencies have also revised several internal systems to use EID numbers rather than social security numbers, including: EDSys, Labor Data Collection System, and others. All agencies' internal systems are ready to use EIDs as the key field beginning January 1, 2008.

The State will continue to use social security numbers to report W2 income to the Social Security Administration and Internal Revenue Service, as well as information to the Colorado Public Employee Retirement Association (PERA). Benefit providers also will continue to use social security numbers.

Because employees can move from one agency to another, and CPPS can only pay employees using one unique number, all agencies needed to make this change at the same time. To coordinate this effort a multifunctional DPA team (including State Controller's Office, Division of Human Resources and Division of Information Technologies staff) visited state agencies through out the spring and early summer. These on-site visits led to the choice of an implementation date, and the creation of an overall project plan.

The team holds conference calls every other week with all State agencies to address any concerns and share best practices across the agencies. These calls will continue through January, 2008.

Not that the conversion to EID is complete, it will be possible to allow agencies to use Employee Self Service (ESS). With ESS, employees will be able to view their pay stubs, change their address, and change their W-4 information. Agencies may even decide to discontinue printing pay stubs. ESS will be implemented on an agency-by-agency basis, and only at the request of the agency.

Training Opportunities from the Professional Development Center

The Respectful Workplace: March 10; Defining respect is an essential element for any team. Through interactive activities, participants will learn what constitutes a respectful workplace and practical skills for getting there.

Building a Retention Culture: March 11; learn why employees stay and why they leave, as well as strategies and skills for building a retention culture and understand the business case for doing so. March 13,

Leveraging Cultural Differences: March 13; This half day workshop provides information, skills and practice in

developing and implementing effective multi-cultural skills.

Leading in Extraordinary Times: March 19; In this one day workshop, you will build facilitation and delegation skills, evaluate your personal leadership style and learn how to build great teams.

Basic Procurement Training: March 25-27; For State employees responsible for purchasing goods and services or for State employees who would like to become familiar with State Procurement, Fiscal, and Personnel Rules (two and 1/2 day course).



OCTOBER, NOVEMBER & DECEMBER 2007

STATEWIDE EMPLOYEE STATISTICS

	October	November	December
Promotions	142	116	104
New Hires	932	625	520
Job Reclassification	2	0	2
Military	0	0	1
Demotions	22	18	18
Transfers	480	216	20
Resignations	290	196	305
Deaths	12	2	4
Terminations	36	14	34
Retirements	51	44	104
Contract/Temporary Appointment Concluded	565	312	660
Employees Laid Off	2	0	0

C-SEAP SERVICES PROVIDED STATEWIDE

Employee Clients	212	208	217
Non-Employee Clients	21	15	19
Total	233	223	236
Number of Workplace Consultations	51	51	43
Organizational Services Provided	15	10	17
Number of Employees Participating/Attending Auxiliary Service	1,307	1,327	729

OMBUDS SERVICES PROVIDED STATEWIDE

Employee Contacts	144	159	129
Ongoing Files Initiated	49	52	50
Departments./Institutions Using Services	19	20	19
Presentations	19	2	1



ANNOUNCEMENTS

STATE EMPLOYEES DOING GOVERNMENT BETTER

Division of Criminal Justice victims programs manager Nancy Feldman received the 2007 Exemplary Leadership Award of the Colorado Organization for Victim Assistance. Nancy was cited for her tireless efforts to assist those affected by the September 2006 incident at Platte Canyon High School in Bailey. The award represents COVA's top recognition for service during the prior year.

The National Safety Council awarded its Distinguished Service to Safety Award to Col. Mark Trostel, State Patrol Chief, in November, 2007. The award is the organization's highest honor to an individual by the council in recognition of outstanding service in the field of safety.

The Law Enforcement Torch Run for Special Olympics honored State Patrol Trooper Sam Trujillo with its John Carion Unsung Hero Memorial Award for his 22 years of volunteer service with the Special Olympics. Trooper Trujillo is assigned to Salida.

Corrections employee LuJean Zwirn was elected Director-Elect of the Region IX Correctional Educational Association, she will begin her term in 2009. Region IX encompasses the states of Colorado, Utah, New Mexico, Kansas and Wyoming. Ms. Zwirn works at the Sterling Correctional Facility.

Know of a fellow employee receiving recognition? Please send us an email to Stateline@state.co.us, so they can be included in the next issue of Stateline.

PAPERLESS STATELINE

We have had an overwhelmingly positive response to Stateline going paperless - thanks for all the feedback!

We have also had numerous suggestions that we modify the format to make it easier to read on-line. You asked, we responded: this month's issue has been re-formatted to allow readers to simply scroll down the document without having to jump to a double page screen. Please let us know how you like this adjustment, or if you feel there are additional changes needed.

Again, we apologize for any inconvenience this may cause, but feel the value of cutting down our use of paper is the responsible thing to do.



WHO SAID...

"THE HOTTEST PLACES IN HELL ARE RESERVED FOR THOSE WHO IN TIMES OF GREAT MORAL CRISES MAINTAIN THEIR NEUTRALITY."



NO ONE GUESSED THAT ROBERT F. KENNEDY GAVE US THE GEM: "PROGRESS IS A NICE WORD. BUT CHANGE IS ITS MOTIVATOR. AND CHANGE HAS ITS ENEMIES."

GREENING GOVERNMENT EMPLOYEE COMMUTE SURVEY RESULTS

Thanks to all of you that took the time to complete the employee commute survey. Of the 4486 people who responded to the survey:

72% drive to work alone;

The average commute is 34 miles a day;

and 52 % the employees said the estimated gas mileage of the vehicle they drive to work is in the 16-25 miles per gallon range.

On average, a state employee commuting in a single-occupancy vehicle is spending more than \$5 per day on gasoline alone. To calculate your personal commute costs, visit the ABA web site at www.AAA.com.

The Greening Government Transportation Efficiency Audit, due to Governor Ritter on December 1, will contain the complete results of the employee commute survey as well as a complete assessment of the state fleet. The report will be available on the Governor's Energy Office web site at www.colorado.gov/energy/

Stateside

MattHolman



"Do you have these in a size 6?"