



Stateline

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GIRL SCOUT TROOP 357 HELPS MAKE YULE MARBLE COLORADO'S OFFICIAL STATE ROCK

BY GOVERNOR BILL OWENS

Colorado is well-known for its impressive and diverse natural landscape - a landscape that attracts geologists and outdoor enthusiasts from all parts of the world. This unique characteristic is just one reason I was pleased to sign legislation recently making Yule Marble Colorado's official State rock.

Thanks to Girl Scout Troop 357, who first petitioned the Legislature to make Yule Marble a state symbol, and sponsors Rep. Betty Boyd and Sen. Lew Entz, Colorado becomes the 30th State to have a state rock.

And Yule Marble makes a wonderful choice. This white rock is a great patriotic complement to our other state geologic symbols. Just a couple of years ago, I had the pleasure of signing legislation making a red mineral, rhodochrosite, the State's official mineral. And along with our blue gemstone - aquamarine - the white Yule Marble is a perfect fit.

Furthermore, as a State rooted in mining, it is only appropriate to add Yule Marble to our line-up of state symbols. After all, Yule Marble has played a significant role in our history and reflects the strength and beauty of our great State.

Discovered nearly 135 years ago, it continues to be mined in Marble, a town just outside of Aspen. Since then, nearly forty structures in Colorado have been built from this white rock, including the State Capitol.

Yule Marble can also be found in many national buildings and monuments including the Tomb of the Unknowns, the Lincoln Memorial, and the Washington Monument, in Washington, D.C.

But despite the history and prominence of Yule Marble, this bill would not have been possible without the work of Girl Scout Troop 357. Through tenacity and hard work, these Girl Scouts learned how to move a rock through the legislative process. Most importantly, they learned that even the youngest citizen has a voice in our government.

HOUSE PASSES CIVIL SERVICE REFORM PACKAGE

BY PAUL FARLEY
DEPUTY EXECUTIVE DIRECTOR, DPA

On March 9, the Colorado House of Representatives passed HCR 04-1005 and HB 04-1373, the measures designed to reform the state civil service system. The compromise legislation was developed following the report of the Commission on Civil Service Reform issued last October, through discussions and negotiations with the Colorado Association of Public Employees (CAPE), the American Federation of State, County, and Municipal Employees Local 821, and the Association of Colorado State Patrol Professionals (ACSPP) actively participated in the discussions and negotiations.

HCR 04-1005 is a proposed constitutional amendment, which must be passed by a 2/3 vote of each house of the General Assembly, and then be approved by the voters at the election this November. HB 04-1373 would make implementing statutory changes should the constitutional measure be adopted, as well as additional statutory improvements that can be made without a constitutional amendment, and must be approved only by a majority of each house and signed by the Governor.

Both bills were assigned to the House Business Affairs & Labor Committee, which took testimony over two days, on Tuesday, March 2 and Thursday, March 4. Following the testimony, the Committee amended the legislation to reduce the number of exempt front-office staff from four to three, and to limit the total number of exempt senior managers and front-office staff to no more than 15 per department.

The following week, both bills went to the floor of the full House of Representatives.

There, additional amendments were offered by the sponsor, Representative Rosemary Marshall (D-Denver), which further reduced the maximum number of senior manager exemptions from 1% to 1/2% of the classified workforce, and reduced the front-office department exemptions to two. As amended, the proposed constitutional amendment passed by a vote of 49 to 15, while the proposed statute passed by a vote of 47 to 17.

The bills now move to the Senate, where at press time it had been assigned to the State Veterans and Military Affairs Committee, but no hearing date has been set. The revised bills are available for viewing and may be downloaded at www.colorado.gov/dpa/csrf/index.htm.



As we move into warmer weather take advantage of some of Colorado's world class State Parks. Park passes are available at reasonable rates and permits access to some of the most magnificent scenery in the world. For more information go to www.parks.state.co.us.



Warden Carochi (l) and Sgt. Gloven

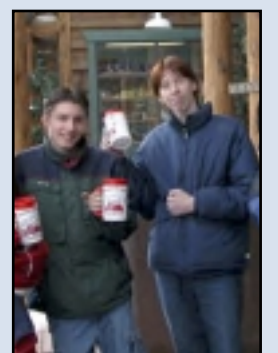
CORRECTIONS OFFICER SAVES INMATE'S LIFE

On Thursday, February 26, Buena Vista Correctional Complex Warden Tony Carochi presented a Department of Corrections Excellence Award to Sgt. Sid Gloven for saving the life of an inmate at a Corrections Center.

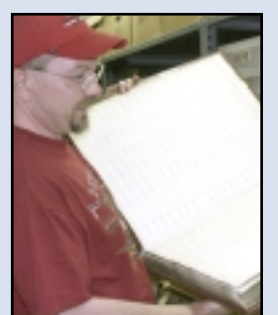
Sgt. Gloven was monitoring the noon meal when an inmate approached him in distress, pointing to his throat. Sgt. Gloven recognized that the inmate was choking and immediately began applying the Heimlich maneuver. After performing this action almost thirty times, the inmate finally dislodged a small piece of food that had been blocking his airway. Sgt. Gloven's fast response and tenacity saved the inmate's life.

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CELEBRATING EARLY CHILDHOOD CARE AND EDUCATION IN COLORADO

By AMI WILSON

HEAD START – STATE COLLABORATION OFFICE DIRECTOR, OFFICE OF THE LIEUTENANT GOVERNOR

Invest now or pay later. You've heard it before, and now more than ever, the importance of spending every dollar wisely is clear. Supporting quality Early Childhood Care and Education (ECCE) is one approach to accomplishing this goal. Quality early childhood programs are important for all families in every community and essential to the future progress of Colorado. Early childhood care and education is a thread that runs through multiple and diverse structures throughout our daily lives.

April is the Month of the Young Child and an opportunity for us to celebrate the on-going work in the early childhood community throughout our state. Colorado has a dynamic system that includes high quality programs, dedicated service providers, collaborative public and private partnerships and diverse family representation. Nationally, Colorado is considered a leader for developing and implementing innovative programs designed to meet the ever-changing needs of children and families.

Two key studies concerning early childhood programs, the High/Scope Perry Preschool Project and the Carolina Abecedarian Project found numerous benefits for supporting and investing in early childhood programs. Both studies found higher IQ scores, higher achievement test scores, and fewer placements in special education programs by the research participants.

The Perry Preschool Project found participants to have better grades through age 19, a higher graduation rate from high school, a higher employment rate at age 19, fewer welfare recipients through age 27, and fewer criminal arrests than their peers. The cost-benefit analysis of the study found

a \$7.16 rate of return for every dollar invested in early childhood programs.

The Abecedarian Project results identified lower retention rates through age 15, lower rates of child bearing through age 21, and higher college attendance rates at age 21. The cost-benefit analysis of this study found a cost-savings of \$4.00 for every dollar supporting early childhood programs.

There are a number of programs and initiatives directed toward building integrated, comprehensive early childhood systems in Colorado. State-wide efforts focus on delivering accessible, affordable, quality services to all families, emphasizing the importance of early care and education, health care and medical homes, social and emotional development and family support and involvement.

Local communities are able to provide early childhood services using state, federal, and private funds. Both local and national foundations and the philanthropic community offer grants to provide targeted assistance to existing early childhood service providers.

Among the notable efforts taking place in Colorado is the latest merger of the Colorado Office of Resource and Referral Agencies (CORRA) and Educare Colorado. This merger makes Colorado the first state in the nation to combine its accountability system with its statewide network of resource and referral agencies.

CORRA supplies comprehensive information on early childhood education, quality child care, out of school time care, Head Start and preschool and

operates local resource and referral agencies across the state.

Educare Colorado is dedicated to improving child development and early learning experiences for all children from birth to kindergarten. The program creates a statewide system that supports parents and promotes high-quality child-centered care. Additionally, the Educare Quality Rating System is a tool used to measure and evaluate the quality of the learning environment, family partnerships, training and education, adult-to-child ratios, and accreditation of early childhood service providers.

Childhood Care and Education System were developed by the Child Care Commission and early childhood experts. Additionally, there are task forces that work to address the needs of building a large-scale early childhood system with the technical assistance from early childhood experts involved with the North Carolina Smart Start Initiative.

Colorado is on the cutting edge of early childhood service delivery. As we blend all of our early childhood initiatives together to provide high quality services to children and families in our local communities, early childhood professionals across the nation are watching. We have an opportunity to shine and be recognized as a state that is great for raising children and supporting all families, while simultaneously respecting and supporting local community development.

To learn more about local Month of the Young Child activities, please contact Ami Wilson at 303.866.5957 or ami.wilson@state.co.us.

ON THE JOB TRAINING ON MAIN STREET

By BILL THOENNES

PUBLIC INFORMATION OFFICER, CDLE

Can a business owner trust a teen worker with more than just the simplest jobs or – worse yet – the dreaded “make-work”?

Yes, says Jim Rodkey, owner of Rocky Mountain Coffee Roasters in Frisco. In addition to running his own very successful business, Rodkey is also an instructor at Colorado Mountain College, teaching a business course on the fundamentals of entrepreneurship. It was his idea to give teens an opportunity to do more than simply bus tables or work a cash register. Rodkey wanted to help young people learn about running a business and he figured the best way to do that was to give them a real business to run.

Since Rocky Mountain Coffee Roasters is open for breakfast and lunch and closes after 2 PM, his idea was to let students open their own coffee house on the premises on Wednesday and Friday afternoons and evenings.

Rodkey brought the idea to Robin Albert of Summit County Youth and Family Services and Robin, in turn, brought the idea to Anna Sandberg and Jill Seal of the Frisco Workforce Center. The Workforce Center, run by the Department of Labor and Employment, helps teens enter and explore the world of work. Each Spring as high school and college students wrap up a school year and start thinking about summer jobs, the Governor's Summer Job Hunt program is there to assist.

Now, gearing up for its twenty-fourth year, the program has become a Colorado tradition, helping generations of high school and college students create their own future. For the people who work the program, its name is something of a misnomer because the Governor's Summer Job Hunt is really a year-round job, one that is hard at work long before most of us are even thinking about the warm weather months ahead.

When Rodkey laid out his idea, Seal and Sandberg got to work with Albert, quickly identifying several middle school and high school students in Frisco who were excited about starting their own business.



Some of Frisco's youngest entrepreneurs outside the Gravity Grindz location.

Although Rodkey always has one of his adult employees on site, the kids are actually running the business. They began by selecting a new name for their coffee house, calling it Gravity Grindz. The students are putting together a business plan, deciding on menu items, scheduling working hours and booking local musicians for the Friday night shows.

Gravity Grindz is open from 3-6 on Wednesdays and from 3-10 on Fridays. Students can stop by and study, and organizations and school clubs can hold their meetings at the coffee shop. Live entertainment is provided on Friday nights.

The Grand Opening was January 9. “We had great turnout,” says Albert, “and we appreciate all the support from the community for stopping by. The kids had a great time playing foosball and listening

to the DJ, while adults enjoyed just hanging out in a warm and comfortable place with a hot drink. Jim Rodkey and Matt Stinette from the Rocky Mountain Coffee Roasters worked hard training and supervising throughout the night to ensure the opening was a success.”

Increasingly, youth-run enterprises like Gravity Grindz have demonstrated their potential for providing a very real service to their communities. Every year, tens of thousands of young people across the country participate in these unique business endeavors. They build houses, publish books, run restaurants, staff child care centers and offer a wide variety of goods and services. Studies conducted by REAL Enterprises and the National Center for Research in Vocational Education have shown the potential for youth-run enterprises to make vital contributions to local economic development.

The kids at Gravity Grindz know that running a successful business isn't child's play and they would much rather learn while they work instead of simply disengaging their brains for “make work” activities.

In that respect, they're like millions of kids across the country. Several years ago, the question was posed to 250 students, “What do entry-level workers want?” The answer was, meaningful work. In fact, more than half the respondents answered that job content was the single most important factor – even more important than money.

If you know a young person (16-21) who wants a summer job, learn more about the Governor's Summer Job Hunt program by visiting www.coworkforce.com and clicking the Summer Job Hunt icon. Or contact Julie Berge at julie.berge@state.co.us for more information and assistance.

COLORADO STATE ARCHIVES: A BRIEF HISTORY OF TIME

By BILL THOENNES
PUBLIC INFORMATION OFFICER, CDLE

It didn't take legendary gunslinger Doc Holliday long to find trouble in Leadville. Or maybe he would argue that the trouble always came looking for him. Shortly after his arrival in the summer of 1884, Holliday learned that Billy Allen was looking for him. The two had been deadly enemies ever since their days in Tombstone when Allen had testified against Doc at the inquest following the shootout at the OK Corral.

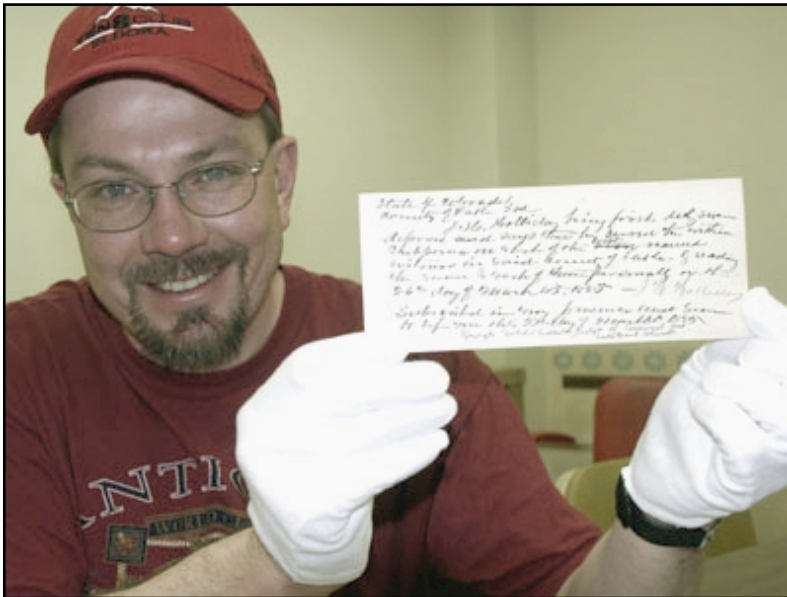
Holliday was working in a local gambling hall and saloon at 316 Harrison and he positioned himself at the end of the bar and awaited Billy Allen's arrival. Sure enough, around 5 PM, Allen entered the bar and spotted him. Holliday pulled his revolver and took a wild shot at Allen, grazing his head and sending him crashing to the floor. Doc leaned over the cigar case and fired again, this time hitting Allen in the left arm. Apparently those Old West gunfighters weren't the accurate shots we've been led to believe.

As he steadied his hand and prepared to pull the trigger again, saloon patrons wrestled the gun away from him. Doc was arrested and, early the next year, stood trial for attempted murder, the first time in his infamous career that he had to face a jury. That colorful episode from Colorado's history might have slipped away from us, disappearing like so much dust in the wind, but the story was saved thanks to court records that were deposited with Colorado's State Archives.

Archivist George Orłowski puts on white cotton gloves and removes the fragile court records from their protective plastic sleeves. "We've got the subpoenas that were served on the witnesses," he says. "Look at this. It shows here that the Sheriff was paid about thirty-five cents for each one he served. Here are the names of the jurors and here is their verdict which was folded and handed to the judge." Because Billy Allen was a much bigger man than Doc and had threatened him publicly, the jury sided with the defendant and on March 28, 1885, found him not guilty of attempted murder, citing self-defense.

Orłowski carefully opens another ancient paper in the collection. "This document may be the most important one," he says and points to the bottom of the page. There, in simple, cramped handwriting, is the defendant's signature: "J.H. Holliday."

"I've had a collector tell me that a Doc Holliday signature may be worth as much as \$200,000," Orłowski says, "and I think we've got several of them here." But he's the first to admit that putting



Archivist George Orłowski holds up one of the documents stored with the official court records of *People v. Holliday*. Scrawled on the bottom of this scrap of paper is the signature of one of the Old West's most notorious figures, John "Doc" Holliday.

a price tag on much of this astonishing collection simply isn't possible. The items are truly priceless because they are the remnants of our past, our link to another age, to our history.

State Archivist Terry Ketelsen, director of State Archives, sits with George Orłowski in their conference room with items spread out in front of them. "About sixty-five percent of our requests are for legal documents," Ketelsen explains. "The legal community is the primary user of the records maintained in the State Archives but we have all sorts of items that relate to the history of the State and researchers are always stopping in." He opens an enormous document, the text hand-lettered and bound into a beautiful book with inlaid gold

etching. "For instance, here is the original State Constitution which we keep in a vault, along with the proceedings of the Colorado Constitutional Convention."

As valuable as these documents are, the preservation of historical materials for future generations wasn't always considered so important. Before the State Archives were established, old documents were often discarded as irrelevant – or jammed into old filing cabinets and desk drawers and forgotten about. The tunnels under the State Capitol became storage space for many of the items that eventually found their way to the State Archives. Like an unfinished basement in an old house, the Capitol tunnels became a "catch-all" for anything deemed too old to be of any use but too important to simply throw away.

"There's not much left in the basement of the Capitol these days but if you had seen it thirty years ago, you would have been appalled," Ketelsen says. "Back in the 1940s, Governor Carr and some of his aides went into the basement of the Capitol looking for some documents and discovered a treasury of artifacts stacked in corners or scattered all over the floor collecting dust. The Governor decided that something needed to be done to ensure the State's history wouldn't be lost or destroyed." That trip to the tunnels under the Capitol resulted in an impressive step forward for Colorado's historical records. Governor Carr established the State Archives to act as the official depository for the government.

History is everywhere in the State Archives. Shelf after shelf of it; boxes and crates of it. Wherever you turn, you'll find it – paintings of former governors, audio tapes of legislative hearings from thirty years ago, records of the Ludlow Massacre, Governor Morley's correspondence and his records regarding the Ku Klux Klan in Colorado; there's a crumbling map of the route that Pony Express riders took through Colorado, Supreme Court case files, a registry of midwives – it's all here, buried under 13th and Sherman streets like a big time capsule.

Please see ARCHIVES, p. 4

WORK-LIFE EMPLOYEE DISCOUNT PROGRAM

By TRAVIS ENGELHARDT
STATE WORK-LIFE PROGRAM COORDINATOR, DPA

The Department of Personnel and Administration (DPA) has worked hard to create a robust Work-Life Program for all State of Colorado employees that includes options for flexible schedules, alternative work arrangements, and other opportunities to assist in creating a greater work-life balance for the workforce. One component of the Work-Life Program is the employee discount program, which was established to offer state employees discounts on various products and services.

Currently, the employee discount program lists over 30 vendors, offering products and services that range from computers, wireless telephones, clothing, sporting and seasonal event tickets, home furnishings, and lodging to services such as childcare, fitness and health clubs, home and automobile insurance, and mortgage services. All current offers may be viewed at www.colorado.gov/dpa/discounts.

DPA Executive Director Jeff Wells ardently supports the Program. "I believe this program creates a win-win situation for businesses within the State of Colorado and our hard-working state employees, by offering an additional benefit to state

employment at virtually no cost to the State." Employee discounts are generally available to all state employees, regardless of branch of government, and they are saving state employees hundreds of dollars each year.

For example, just one of the seven childcare vendors offering a discount has over 150 children of state employees enrolled. These employees are saving over \$800 a year, per employee. Another childcare provider shows that through a six-month period state employees saved \$65,000, with 300 families taking advantage of that discount. This past year over 170 employees have taken advantage of a discount offer for automobile and home insurance with an estimated savings of \$56,000. These are just three of more than 30 discount offers currently available that have saved state employees money.

The Work-Life Program does not solicit or search for new discount offers. All offers are received through employee referrals or business interests. If an employee knows of a business that wishes to offer state employees a discount, that business may be referred to www.colorado.gov/dpa/discounts.

Please see DISCOUNT, p. 4

LEAVE BILL DIES IN COMMITTEE

On March 10, Senate Bill 04-10 was defeated in the House Transportation and Energy Committee by a vote of 9 to 4. The bill, which was sponsored by the Legislative Audit Committee as a result of a June 2003 State Auditor report, would have required the State Personnel Director to adopt procedures for all types of paid and unpaid leave, including personal leave and leave for disaster service volunteers. It also included a provision which would have removed statutory requirements specifying the amount, conditions for use, accumulation, and conversion of sick leave.

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CHANGES AT THE STATE PERSONNEL BOARD

BY JOYCE LOTTNER
CHAIR, STATE PERSONNEL BOARD

The State Personnel Board makes rules governing the state personnel system and hears appeals by applicants and employees within that system. One tenet of the Board's mission is "to resolve disputes involving state employees and agencies in a manner that is fair, efficient, and understandable for all parties." This goal is difficult to meet if state employees are unaware of the Board and its mission. The Board saw a need to make itself more accessible and has taken steps to answer that need by revamping its web site.

Jane Sprague, the Board's legal assistant, took the lead to design a site that provides visitors with a comprehensive library of information that is easy to navigate and use. Visitors to the site have access to Board orders, rules, decision annotations, and initial decisions. Interest in this resource has been encouraging.

Also available are biographies of the board members, meeting schedules and agendas, and notices of special events and announcements. This provides the Board with an avenue to keep the public up-to-date on board members and activities or call attention to agenda items that may be of importance to a number of people. Please visit the web site at www.colorado.gov/dpa/spb/ to see what the Board has to offer.

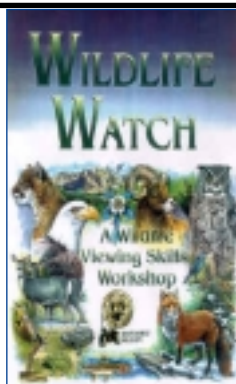
The Board also faced a change in personnel late last year when then-Director Stacy Worthington announced she was leaving to return to the Attorney General's Office. Stacy was a popular and effective Director and the Board knew it had its work cut out for them to find her replacement. Sprague graciously stepped in as Acting Director until Board Members were able to complete the search for a new Director. The Board finally decided on Rich Djokic, formerly Deputy Securities Commissioner in the Department of Regulatory Agencies, to be their new director.

When asked about his recent appointment, Djokic said, "One of the more important challenges facing state government today is providing state employees, managers, and the people of Colorado an efficient, functional, and balanced merit-based state personnel system. I am delighted and honored to have the opportunity as Director of the State Personnel Board to direct the Board's important mission and critical role in the state personnel system."

Rich brings with him years of experience within the state personnel system and will be a tremendous asset as the Board strives to meet the needs of those it serves. The Board looks forward to the challenges ahead and will continue to look for ways to make their services an accessible and useful resource.

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 and tell us how many are coming.



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

DISCOUNT, from p. 3

Along with all the current discount information for employees, the employee discount website contains the program policy, which outlines restricted products or services, and the vendor application form. All appropriate businesses are encouraged to apply and no business will be denied due to size or location.

Please remember that neither the State of Colorado nor Work-Life Program endorses any of the discount vendors. All arrangements and purchases are strictly between the discount vendor and the individual employee; the State assumes no obligation. The Work-Life Program does not negotiate any discounts, nor guarantee the vendor or discount offer is the best possible price. Employees should research and compare prices and services for any discount offer before completing any transaction or signing any contract with a discount vendor.

For more information, please access the employee discount program website at www.colorado.gov/dpa/discounts or contact Travis Engelhardt at 303-866-4252 or Travis.Engelhardt@state.co.us.

ARCHIVES, from p. 3

Materials keep coming in every day. They can't keep *everything*, of course. "We have to be very selective," Orlowski says, "but our collection is big and our unofficial motto is, 'It's in a box around here somewhere.' Here's an oddity I stumbled across one day." He opens a tube and pulls out a large piece of purple satiny material with fringe on the bottom. "Remember Teddy Roosevelt and the Rough Riders? Here's one of their old banners from 1900. It was used for a presidential campaign for McKinley. How it came to be stored with us, I don't know."

Anyone with an appreciation of history can only be thankful that this – and countless other artifacts – found their way here. Today, as a new century unfolds, the State Archives stands prepared to continue the critical function that challenges archives throughout the nation; to preserve the memory of a culture through the preservation of its documentary record. It is a public trust that enables people to inspect for themselves the record of what Colorado has done, ensuring access to the records that document the State's ever-evolving history.

Archivist George Orlowski opens a huge volume of military records from the Civil War. Civil War troops – including both Confederate and Union soldiers – are buried in Colorado, many in unmarked graves. This volume can help locate their final resting places.



MARK YOUR CALENDAR NOW FOR THE CFMA/CIMA/CSMA SPRING CONFERENCE ASCEND TO PEAK 9: THE CHANGING FACE OF STATE GOVERNMENT

The Associations' Spring Conference committee is currently planning another great conference. Plan now to join us on **May 19 and 20, 2004 at the Beaver Run Conference Center in Breckenridge.**

The on-line conference registration form will be available after March 15th at www.state.co.us/cfma/seminars/spring2004/registration-form.asp

Those who register before April 16, 2004 will receive an early registration discount. Early registration fees are \$50 for one day and \$75 for both days. After April 16th the registration fees will be \$60 for one day and \$95 for both days.

Individuals are responsible for their own lodging reservations. Contact Beaver Run at 1-800-525-2253. You will need to identify that you are part of the CFMA/CIMA/CSMA group. You can log onto www.beaverrun.com for more information concerning the resort. We encourage reservations to be made by April 19, 2004.

Look for more details coming soon, or check the CFMA, CIMA, and CSMA websites:
www.state.co.us/cfma/home.htm
www.state.co.us/cima
www.csma.info

The CSMA Manager of the Year will be announced at the Awards Luncheon on Thursday, May 20th. **Deadline for nominations to be received is March 31, 2004!** Go to www.csma.info for details on how to nominate an outstanding manager for this award!

We hope you will be able to join us for another great Spring Conference!

Stateside MattHolman



"Abraham Lincoln was born in a log cabin on a three-day weekend in 1809."