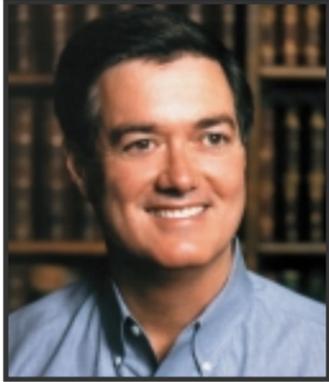




Stateline

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FIRE SAFETY AND MANAGEMENT

BY GOVERNOR BILL OWENS

March and April gave us an early and frightening reminder of the need for fire safety and preparedness. The first major wildfire of the year broke out on March 30—one of the earliest wildfires ever to erupt in Colorado. Most Coloradans will remember the terrible fires of 2002, when 4,600 wildfires ravaged over 600,000 acres of land.

While April rains and snowfall have helped, the warning signs are there: an early diminution of the snowpack, warm and dry conditions in the early spring, and continued drought. Last month was the second driest March on record. And to further complicate matters, over six million acres and almost one million people are in the “red zones” — heavily forested, highly populated areas with a high risk of fire.

When it comes to wildfires, the Boy Scouts have the right philosophy: “Be prepared.” That’s why I have authorized \$5.8 million in federal funds to help fight this summer’s wildfires.

We are doing everything in our power to provide the emergency workers on the front lines with the tools they need to combat wildfires. We have set aside \$1.1 million to “pre-position” air tankers, National Guard helicopters, and state fire engines — locating them in the high-risk areas before a fire erupts. Last summer, this strategy of pre-positioning our resources was very successful, with over 95 percent of the fires controlled at under ten acres.

Again this summer, 10 state fire engines will be placed in the “red zones.” Those ten engines were busy last summer, when they battled fires for a combined total of 254 days. In addition, we’ll have National Guard helicopters available to attack fires in their early stages. As always, National Guardsmen will contribute manpower to keep Coloradans and their homes safe.

Government can’t do everything, however. We need the help of each and every Coloradan in our efforts to guard against wildfires. About half of our wildfires are caused by people, mostly unintentionally.

We are blessed with millions of acres of beautiful forestland. Colorado offers our citizens and visitors unparalleled opportunities for camping, hiking, and enjoying the outdoors. This is a great gift from nature, and it is one that we all must enjoy responsibly.

When you’re out with your family this summer enjoying our natural treasures, please make sure to learn about potential fire hazards, take precautions, and be responsible. Together, we can protect our fellow citizens, our homes, and our magnificent forests from the outbreak of wildfires.

TRACKING IN A TIME-HONORED WAY

BY TRACY HARMON
THE PUEBLO CHIEFTAIN

Department of Corrections escape team members have had the job of tracking down elusive escaped inmates here since before Colorado became a state, but this week they got a lesson in the fine art of tracking from American Indian “Shadow Wolves” who use ancient, time-honored techniques.

Three Shadow Wolves, members of a specialized Customs Patrol unit in Sells, Ariz., visited Canon City this week to teach tracking to 82 officers, primarily Department of Corrections escape team members as well as members of area law enforcement agencies.

“One of the reasons we got up here had to do with a Mexican National who escaped and practiced some deceptive crossings that they needed help with identifying,” said Shadow Wolf Harold Meyers, 34. According to Department of Corrections spokesperson Alison Morgan, two separate escape incidents by Mexican Nationals proved to be especially rough on the escape team. One, involved 44-year-old Mario Rendonbritto who escaped the minimum-restricted security Four Mile Correctional Center in Canon City last September and eluded authorities for three days by removing his state-issue notched shoes.

Rendonbritto was recaptured in Custer County when he was discovered by builders as he was sleeping in a home under construction. Morgan said

another Mexican National who escaped the Delta prison hid out in the wilderness for three weeks before he was apprehended.

The three-day tracking training started Tuesday in the classroom then moved out into the field where officers got some hands-on training in detecting different types of crossings on paved roads, fences and other places where they typically lose a trail.

“We have been laying track and they are trying to follow the deceptive crossings that we have seen with drug smugglers on the (U.S./Mexico) border,” Meyers said.

Among those tracking in the Oak Creek Grade Road area near Tanner Trail Thursday were Custer County Sheriff Deputy Jason Koch and Centennial prison officer Michael Daugherty.



A Shadow Wolf sharing tracking techniques with a DOC officer.

The two adeptly spotted a footprint among dense brush at the side of the road based on the flattened portion of a weed.

“You’d be surprised where they like to hide,” Daugherty said.

This article originally appeared in the April 14, 2004 edition of The Pueblo Chieftain. Re-printed here with the permission of Tracy Harmon.



NEW STATE GEOLOGIST APPOINTED

Russell George, Executive Director of the Colorado Department of Natural Resources (DNR), recently announced the appointment of Vince Matthews to the position of State Geologist. Matthews offers years of experience and a level of expertise necessary to carry out the duties of State Geologist.

“Vince brings to the table over twenty years of experience in his field - his credentials are unmatched,” said George. “He has served the Colorado Geological Survey (CGS) well for the past four years, and he will continue to do so in his new position.”

Ron Cattany, Director of the Colorado Division of Minerals and Geology (DMG), echoes George’s praise. “I have worked with Vince for many years. I depend on his breadth of knowledge on geological issues as we work with our various constituencies. I know that, as State Geologist, he will have the respect of his peers and will continue to capably serve the DMG and the DNR.”

Inside Stateline

LT. GOVERNOR
JANE NORTON
PROMOTES
ADOPTION,
PAGE 3



STATE
PARTNERS
WITH LOCAL
COUNCIL TO
IMPROVE AIR
QUALITY,
PAGE 3



UP PERISCOPE! TARGETING ORGANIZATIONAL INNOVATION AND IMPROVEMENT

BY RICHARD PENNINGTON, DIRECTOR
DIVISION OF FINANCE AND PROCUREMENT, DPA

In what has become another monumental book about exceptional companies, Jim Collins in *Good to Great* says this:

“Stop doing” lists are more important than “to do” lists. . . . Systematically unplug anything extraneous.

Before we talk about SCOPE™ – an approach to innovation and improvement – we’d like you to participate in a survey.

First, how many of you think your organization – however, you define the term “organization” – has a significant problem with either “air in its processes” or tired policies that should be fixed? Raise your hand – figuratively of course – if you do.

Second, of those with your hands still in the air, how many of you think you have the expertise and training necessary to assemble a team, do relevant analysis, make recommendations, decide, and then implement the solutions?

Third, if your hand is still up, how many of you think you have the resources – technology, financial, people – necessary to embark on a meaningful improvement mission?

Now, please do us a favor and follow the instructions in the text box to email us some feedback. We’ll report the results of our less-than-scientific survey next month.

Now on to SCOPE. The dictionary defines “scope” this way:

‘scope \n: any of the several instruments for viewing or observation, as a: MICROSCOPE b: TELESCOPE c: OSCILLOSCOPE d: RADARSCOPE.

When the Division of Finance and Procurement (DFP) first implemented the SCOPE model, it was intended to be a mechanism for “viewing” customer needs and public stewardship responsibilities while trying to improve. The acronym SCOPE stands for Systematic Controls, Oversight, and Policy Evaluation. It serves as a model for continuous improvement in the context of what the division does: State Purchasing, State Controller, State Buildings and Real Estate Programs, and Central Collections. All have missions related to effective financial management, training and outreach, and some oversight. DFP establishes statewide policies and procedures that have the potential to drive considerable costs.

We have compared what we do in the division to a submarine, dependent on its periscope.

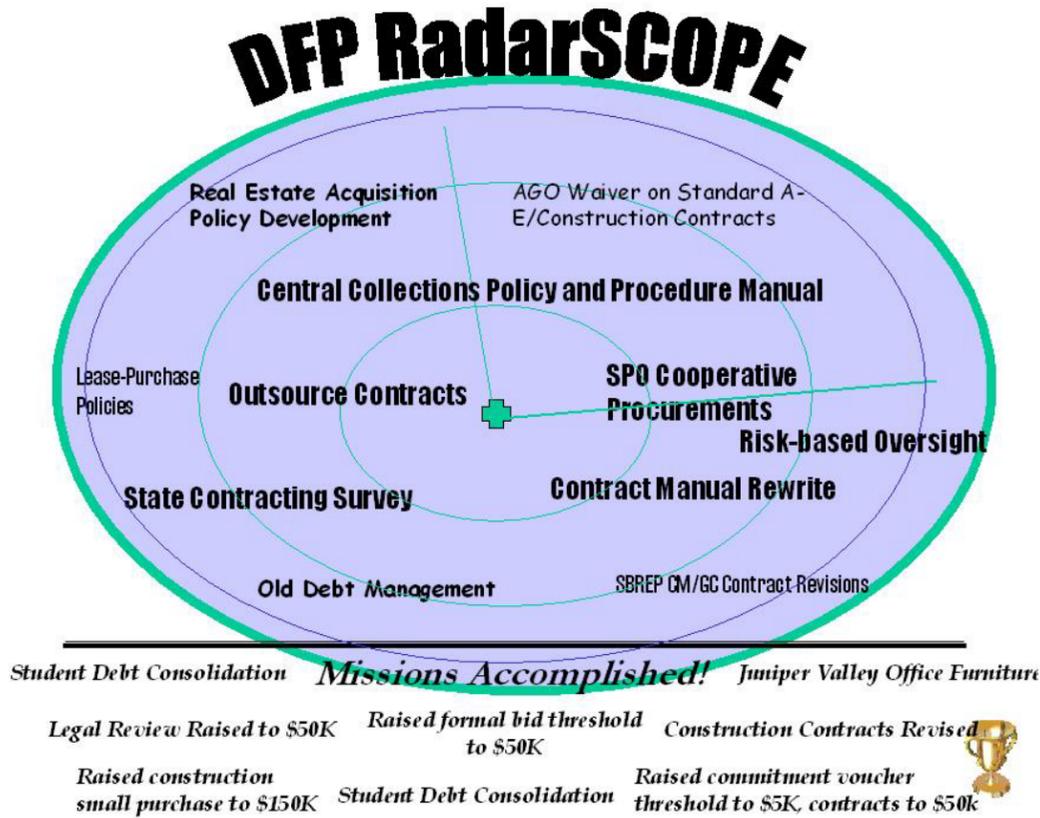
‘per-i-scope \n: an optical instrument that permits observation of objects from a position not in a direct line of sight. Many DFP programs are like submarines. We operate below the surface, have an important mission, and for the most part no one knows we are there. Periodically, though, we

need to surface and take a careful look around. Through the periSCOPE, we periodically check priorities with customers.

What we have realized is that day-to-day we get so engaged with issues, we sometimes don’t take the time to step back and explore with our customers the essential questions: how do they see our

Central Collections Services for its detailed process examination and data analysis); a gyroSCOPE (State Buildings and Real Estate Programs’s facility condition indexing/controlled maintenance priority system provided credible criteria that enabled efficient allocation of flexible federal funds last Summer); and a teleSCOPE (we all use national benchmarking in our programs). Overlaying all of this is the department’s three C’s – credibility, customers, and communication – that serves as DPA’s touchstone for all of our operations.

The problem with continuous improvement is not finding the motivation: it is managing the process. This is one model that may work for you. We know lots of innovation is occurring all over the state. DPA would like to hear from you about your radarSCOPEs! Email julie.postlethwait@state.co.us with your success stories.



mission, what do they think we can do to improve, what one thing could we do (or stop doing) to help them better succeed? The State Controller’s contracts unit went up-periSCOPE last fall with its statewide contracts survey, responses to which have already reaped benefits in terms of better training.

DFP strives to go up-periSCOPE annually with a customer survey. DFP’s work with advisory groups – the Colorado Contract Improvement Team (CCIT), Procurement Advisory Council (PAC), Controller’s Forum, Internal Auditors Forum, State Buildings and Real Estate Programs delegates training, Colorado Association of Administrators of Student Loans and Accounts Receivable (CAASLAR) – also helps us identify improvement opportunities. Occasionally, we see an opportunity for improvement that may warrant involvement of customers and tracking as a “target” on our radarSCOPE, our way of monitoring the SCOPE initiatives.

‘ra-dar-scope \n: the screen serving as the visual indicator in a radar receiver. A radarscope is constantly changing and shows the targets in the distance. Key threats at close range are prominently displayed, and often “noise” and collateral targets are displayed as well. SCOPE would highlight for customers the “targets” that are on our radarSCOPE.

RadarSCOPE provides a visible way to keep everyone aligned with our division goals and the work going on to get better. It also is a way to celebrate our “missions accomplished.” When we go on the road and meet with clients, we carry our radarSCOPE with us. We invite you to check our Web site (www.colorado.gov/dpa/dfp links to the SCOPE screen) periodically to see the “targets” change and more “missions accomplished.”

The DFP Web page has more about the SCOPE model. The SCOPEVision toolkit also includes: a kaleidoSCOPE (being used by State Purchasing to team with the PAC to work on issues involving Juniper Valley office furniture purchasing); a microSCOPE and oscilloSCOPE (deployed by

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PERISCOPE SURVEY

If you don’t have any concerns with your organizations polices or programs you have found *Six Sigma* success - we need to talk! If you have any comments or ideas you would like to share please email them to either Paul.Farley@state.co.us or Richard.Pennington@state.co.us. Please use SCOPE Idea as your subject line.

If you don’t feel your organization has the necessary expertise and training to run smoothly please email Jeff.Schutt@state.co.us, use the subject line SCOPE Idea. Jeff is the Director of DPA’s Division of Human Resources.

If you feel you don’t have the technology resources necessary to improve, send your email to Rick.Malinowski@state.co.us, with SCOPE Idea in the subject line. Rick is the Director of DPA’s Division of Information Technologies.

If you see your problems as primarily one of staffing or resource issues – other than IT – send your email to either Art.Barnhart@state.co.us or Jennifer.Okes@state.co.us, use SCOPE Idea as your subject line. Art is the State Controller, Jennifer is DPA’s CFO.

One “vote” only please . . .
by June 1 if possible.



FINDING A HOME FOR EVERY CHILD

BY LIEUTENANT GOVERNOR JANE E. NORTON

As Colorado's 46th Lieutenant Governor, my primary responsibilities are outlined by the Colorado Constitution, Colorado statutes, and those issues on which Governor Owens asks me to work.

My constitutional responsibilities call for me to be ready at all times to assume full power and responsibility for the Governor when he is absent from the State or is unable to perform the duties of the office, and to serve as a member of his cabinet. My one Colorado statutory responsibility is to chair the Colorado Commission of Indian Affairs.

In addition to these responsibilities, the Governor has asked me to work on promoting adoption through our Strengthening Families Initiative. He underscored the importance of this issue during his State of the State address which he delivered back in January of this year.

The most recent statistics suggest that there are 700+ legally free children waiting for a permanent family in Colorado today. We know there are good parents and good homes waiting for these children; our challenge is to help every child find a home they deserve.

After working for several months last year with a grassroots adoption task force, I launched the Lt. Governor's Committee to Promote Adoption in early 2004. The committee is highly diverse and includes participation from various adoption organizations, judicial and legal experts, adoptive parents, an adoptee, and faith-based organizations as well as many other individuals and agencies.

The full committee has met twice this year and plans to meet several more times before finalizing our recommendations for the Governor and the legislature by July. In order to tap into the expertise of those on the committee and to gain a greater understanding of the important issues affecting adoption in Colorado, the committee has been divided into three working groups.

One group focuses solely on the legal issues that exist within the adoption structure. They review pertinent laws, regulations and judicial procedures that impact the state's adoption system.

Another group looks at the existing support system for families that are looking to adopt and for those that already have. Their aim is to provide families with statewide, centralized assistance regarding the adoption process, both pre- and post-adoption.

The third group concentrates on developing a public relations and educational campaign to increase awareness of a child's needs and to recruit potential adoptive families. They also work to dispel adoption 'untruths' and to promote adoption.

The findings of these working groups will determine which obstacles are the greatest impediments to timely adoptions and will serve as the basis for specific recommendations to the Governor on how Colorado can create an adoption-friendly system.

State employees have proven time and again that they care about their communities and their neighbors. As our faithful and committed social services workers continue to see more and more children coming into the system for abuse and

neglect issues, we as Coloradans must step up to the plate and do more to help until every child in Colorado has a family to call their own.

The committee to promote adoption is considering many creative ideas to lend more flexibility to employees who might consider adopting or becoming foster parents - 65% of the foster families in Colorado end up adopting the children that are placed in their homes.

The idea of Family-to-Family care, where families are targeted in specific neighborhoods for their diverse backgrounds and cultures where foster children are being taken into custody, is fast becoming a national view. The trauma a child experiences when removed from their home is far less impacting if they can continue going to their same school with their same friends, and live with people who share the same culture and customs.

It takes a family - a community - a State - to raise a child. The number of available foster homes has decreased while the number of children being removed from their homes has increased. Less than 50% of children needing foster care can be placed with a family. When foster family shortages exist, child welfare workers are forced to place children in facilities where they miss out on the nurture and care only a family can provide.

We need to lead by example - do what we can - and then do more. Until, *every* child has a home to call their own. For information on how to become a foster or adoptive parent please visit my website at www.colorado.gov/ltgovernor or contact Stephannie Finley at stephannie.finley@state.co.us or (303) 866-2526.

STATE HEALTH DEPARTMENT PARTNERS WITH LOCAL AIR QUALITY COUNCIL TO REPAIR THE AIR

BY NICOLE HURD, REPAIR YOUR AIR PROGRAM COORDINATOR
REGIONAL AIR QUALITY COUNCIL

The Colorado Department of Public Health and Environment (CDPHE) is working with the Regional Air Quality Council (RAQC) - the lead air quality planning agency for the Denver metro area - on a voluntary program to repair high polluting vehicles in an attempt to curb ground level ozone pollution during the critical summer months.

The program, called the "Repair Your Air" campaign, utilizes mobile emissions testing vans parked in various locations throughout the Denver area to identify high polluting vehicles. These vans are also the same testing devices used by the RapidScreen emissions testing program.

Vehicles that are identified as potential high emitting vehicles may be eligible for the program, which offers a free confirmatory emissions test, up to \$500 in emissions-related repairs, and a free rental car while the vehicle is in the repair shop. Motorists' whose vehicles are identified as potential high emitters will receive a letter and invitation - printed on Colorado state letterhead - to participate. Only vehicles that have been identified, and whose owners have been contacted, are eligible for repairs under the program (unsolicited requests to participate in the program cannot be honored).

Many people whose vehicles are in need of simple repairs may not realize that these vehicles could have decreased engine performance, leading to reduced fuel economy and increased emissions. All of these problems could be costing vehicle owners a lot of money!

Milo Struble, a 75-year old retiree, and his 1989 Oldsmobile Cutlass were the first participants to benefit from "Repair Your Air." After tests confirmed that Struble's vehicle was in need of repairs to reduce emissions, minor repairs were performed. "The guys didn't even recommend as much work as I expected," Struble said. After technicians replaced an oxygen sensor and spark plugs, follow-up testing confirmed a 91 percent reduction in hydrocarbon emissions.

Hydrocarbon emissions, as well as volatile organic compounds and nitrogen oxide emissions, are all sources of ozone pollution. At ground level, ozone is harmful to all of us. It can cause breathing problems and respiratory infections in the elderly, the young, and those with pre-existing ailments. Even healthy people who exercise or work outdoors can experience breathing problems when exposed to ozone.

Last summer, the Denver region violated the U.S. Environmental Protection Agency's new 8-hour health standard for ozone pollution, making it vital that the region implement strategies to bring the area into compliance. It is through voluntary programs, like "Repair Your Air," that CDPHE and RAQC work together to

educate motorists on the importance of vehicle maintenance and help reduce ozone pollution.

Since the launch of the campaign, "Repair Your Air" has repaired approximately 70 vehicles. "Repair Your Air" is funded through a federal transportation grant, which will pay for repairs on up to 250 high polluting vehicles.

If you think your vehicle may qualify for emissions-related repairs, drive by one of the remote sensing vans located throughout the metro area. Visit www.aircarecolorado.com/rapidScreen/locations.html for a list of current van locations.

For more information, contact RAQC's Steve McCannon, RYA program manager, at smccannon@raqc.org or (303) 629-5450, ext. 230 or CDPHE's Shirleen Tucker, Mobile Sources program manager, at shirleen.tucker@state.co.us or (303) 692-3109.



PUTTING A FACE ON THE CRISIS

BY LARRY T. DAVIS
CCC CHAIR, 2003

Thank you, employees of the State of Colorado for \$1.4 million. We Surpassed our Goal! Once again the true spirit of community and generosity that has buoyed the Colorado Combined Campaign (CCC) for nearly 20 years, is alive and well in the philanthropic hearts and minds of fellow state employees. While budgetary uncertainties loomed on the horizon and state agencies prepared for the worst, the CCC geared up for what we (secretly) thought might not be a very good year for our fundraising efforts. Nevertheless, we pressed on with high hopes and enough optimistic enthusiasm to convince the most stalwart of pessimists.

Each meeting prior to the campaign kick-off was riddled with ideas as to how we could convince anxious or apprehensive employees to share what little they had for someone who could possibly be a neighbor or a friend.

And then it dawned on us. That was it. That was the answer all the time. The idea that each state employee could and probably would be affected by this dilemma was a way to "put a face on the crisis." A person you shared an office with; a person you went to lunch or breaks with every day; or just someone you greeted every morning...someone that you know.

Once we conveyed that message to the wonderful Lead Coordinators, the donations poured in and the benevolent nature of the citizens of the State of Colorado was, once again, revived.

We have to remember, however, that this challenge is far from over and there will still be those that will need our help and support. And, if at all possible, we should be willing to dig deep again for those that continue to need our assistance.

My best wishes are to all who benefit from the charitable organizations that we help to support...and to those who may not be able to give as well as those who gave.

Thank you (again) from the bottom of my heart.

S.T.I.N.G. GOLF TOURNAMENT JUNE 25, 2004

The Colorado Security Threat Intelligence Network Groups (S.T.I.N.G. Golf Tournament) will be held on Friday, June 25, 2004 at the Colorado City, Colorado Hollydot Golf Course. This is a four man scramble and is open to the first 128 golfers. The cost of the tournament is \$70.00 per player and prizes will be awarded to the first, second, third and last place teams. Prizes will also be awarded for the Longest Drive and Closest to the Pin. Lunch will be served immediately following play at the new Mulligan's Sports Restaurant and Lounge in Pueblo, offering lasagna, pizza, pasta salad, dessert and drinks.

Funds generated from this event will be used to offer scholarships to outlying counties that are unable, because of budget constraints, to send a representative to the upcoming N.M.G.T.F. (National Major Gang Task Force) conference to be held in Denver this September .

For registration information contact
Leonard Vigil at 719- 226-4917 or Russ Guerrero 719-583-5959

13TH ANNUAL C-SEAP GOLF TOURNAMENT

Colorado State Employees Credit Union will host its 13th annual golf tournament to benefit the Colorado State Employee Assistance Program (C-SEAP) Emergency Assistance Fund on **June 10, 2004** at the Meadows Golf Course in Littleton, CO. The fund helps state employees in crisis situations by providing them with short-term financial assistance for such items as groceries and living expenses.

The cost per player is \$95, which includes greens fees, a golf cart for every two players, a buffet lunch and a donation to the C-SEAP Emergency Assistance Fund. Golfers have a chance at two hole-in-one prizes. There will be various team prizes, closest to the pin, and longest drive prizes. Individual prizes will be awarded for both men's and women's categories as well.

Golfers may sign up on an individual basis or as a group, with a maximum of 144 golfers. The registration deadline is May 26, 2004. Reservations may be made by calling the CSECU Marketing Department at **303-812-1872** or **1-800-444-4816, extension 71412**. Sponsorships and donations are being accepted for those who are not able to participate.

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

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Stateside

Mattholman



"He never listens to me."