



Stateline

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FT. LOGAN STUDENTS HELP TSUNAMI SURVIVORS

BY FLORIE FISCH
PRINCIPAL, CMHI-Ft. LOGAN

As the students at the Rene Spitz School at the Colorado Mental Health Institute at Ft. Logan were learning about the tsunamis, they questioned how they could help the survivors. Danae Smith, the school Speech Pathologist, spearheaded the idea of the students holding a bake sale and donating the proceeds to the American Red Cross Tsunami Relief Center. (From left to right) Ruth Jantzen, Jennifer Danae, and Paula Moore, Linda McGregor, Danae Smith, Linda Stuchlik, Gary Stuchlik, Ruth Jantzen, Jennifer Smith, Paula Moore, Julie Ratcliff, Florie Fisch. Hunter, Karen Pavek, Gary Smith and Julie Ratcliff, worked



collaboratively to teach the students about the tsunami, their victims, and the survivors. The students on the Mountain Star Residential Treatment Center designed a poster that described where the tsunamis hit and the numbers of people who were affected by the tragedy in those areas. The children and adolescents studied the tragedy through newspaper articles and research projects.

Kate Elder, the Medical Librarian, worked with the students and teachers and provided additional information about the tragedy. The students wrote letters to some of the survivors and designed posters. With the assistance of the teachers, the students baked some of the goods sold, and many staff members throughout the Hospital donated baked goods.

As staff members lined up to purchase the baked goods, one of our

Please See FT. LOGAN , p. 6



KNOW YOUR RIGHTS

BY JEFF WELLS
EXECUTIVE DIRECTOR, DPA

Many of us have had the following experience: We go to a doctor's office or the hospital for a child or for ourselves and we are asked to sign a multitude of forms before we can get any treatment, emergency or not.

These forms usually have provisions like the following:

- We will bill your insurance company for all services provided. **You are responsible for any balance due.**
- Not all insurance plans cover all services. In the event your insurance plan determines a service to be "not covered," you will be responsible for the complete charge. Payment is due upon receipt of a statement from our office.
- Payment is due at the time of service unless arrangements have been made in advance by your insurance carrier. We accept Visa and MasterCard.

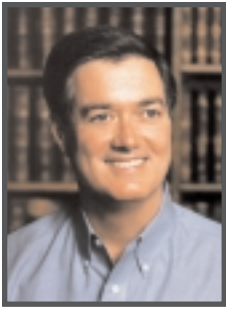
- We have made prior arrangements with many insurance companies and other health plans to accept an assignment of benefits. We will bill them, and you are required to pay your deductible or co-payment at the time of your visit.

It is important that you know your rights when agreeing to these types of provisions. Let's review each of these clauses:

We will bill your insurance company for all services provided in the hospital. You are responsible for any balance due.

Many health care providers have this provision in their documentation, and a few of them even bill you for the "balance due" after they receive a payment from the insurance carrier.

Please see YOUR RIGHTS, p. 5



MAKING AN IMPRESSION

BY GOVERNOR BILL OWENS

Sometime in May, I will have the honor of selecting a final design for the official Colorado state quarter to be minted and circulated in the summer of 2006. The State Quarter program has been extremely popular with Americans – giving each state the opportunity to have a distinctive coin to represent their state.

Selecting a single design will be a difficult choice. With so many great places, Colorado could easily fill up all 50 quarters. But we are limited to one.

The 12-member Colorado Commemorative Quarter Advisory Commission, chaired by First Lady Frances Owens, traveled the state to talk with hundreds of citizens, including many school children, about possible designs and some 1,500 Coloradans made suggestions. From the collected ideas, the Commission forwarded five “narratives” to the U.S. Mint. Artists at the U.S. Mint used

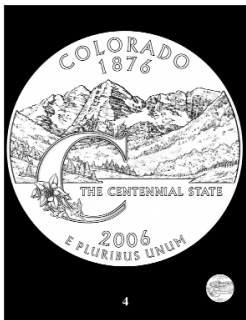
the narratives to create the five designs you see here. By May the designs must be reviewed and approved by the United States Fine Arts Commission and then by the Secretary of the Treasury.

Each of the five designs incorporates the Rocky Mountains, and includes the banner, “Colorado 1876.”

One design features Mesa Verde’s famous Cliff Palace, another has a visual of Pikes Peak with a miner’s pick and shovel, while a third includes an alpine soldier with the words “Birthplace of the 10th Mountain Division.” The other two designs have rugged mountain backdrops - one with the inscription “Colorful Colorado,” and the other with a columbine flower over the words “The Centennial State.”

Selecting the final design will be a difficult choice, but one I look forward to. As I said at the news conference unveiling the finalists, this will be one decision that will truly have a lasting imprint.

If you would like to learn more about the state quarter program, please visit the state quarter website at www.colorado.gov/quarter.



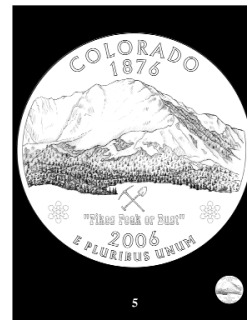
Centennial



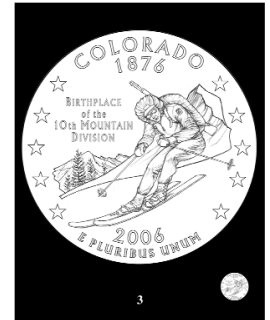
Colorful Colorado



Mesa Verde



Pikes Peak



Skier

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CORRECTIONAL OFFICER PUBLISHES FIRST BOOK

BY JULIE POSTLETHWAIT
COMMUNICATIONS COORDINATOR, DPA

Corrections Officer Clarence West, has just published his first novel, A Boys Quest and the Gifts of the Buffalo. The young adult/children's book focuses on an American Indian boy's passage into manhood and his struggle to face and ultimately conquer his fears.



Publishing a novel is an impressive feat and West was able accomplish it while working for the State. *Stateline* conducted a brief interview with the author, which we would like to share with our readers.

What specifically do you do for the State?

I am a Correctional Officer I at Arkansas Valley Correctional Facility (AVCF). I have been there a bit over 3 years.

Where did you grow up?

I was born and raised in Colorado Springs, Colorado. I graduated from Mitchell High School in 1969.

When did you begin writing?

I began writing in earnest in 1976. My first endeavor took ten years. It was the beginning of the learning process into my heritage and it changed my life forever.

How do you balance your time?

When the words come, I have to sit down and write. I have no real schedule. Sometimes with two days off, I will set at the computer for 10 hours or more in a day. I try to spend at least 10 hours a week putting thoughts down and getting stories ready for a book. I also run a small ranch and write, compose, and record my own music. I have one CD out now and am working on the second. For the most part, work is when I am there. The rest of the time my life is busy; but very worthwhile.

Please see WEST, p. 7

UPGRADE STREAMLINES ID PROCESS

BY LINDA SUMMERS
DIRECTOR OF CENTRAL SERVICES, DPA

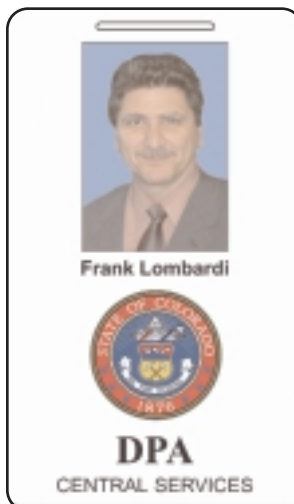
The new computerized state employee ID card process is being successfully used by many state agencies. The system was updated last summer with a new camera, printer, and secure web interface, which allows agency human resource representatives to simply complete a quick and easy web-based form. The information is automatically sent to the ID card program and once processed, the system sends a response informing the HR representative that the employee may come in and have their picture taken. Turn-around time once the form has been submitted is generally less than 24 hours.

Pictures are taken in the Division of Central Services administrative offices located at 225 E. 16th avenue., in Suite 800, in downtown Denver, between 8:00 a.m. and 5:00 p.m., Monday through Friday (holidays excluded).

For security purposes the employee must present a valid driver's license or other State-issued photo identification.

If your badge has expired or is lost, please consult your agency HR office to request a new badge. Agencies are charged \$3.00 per badge. In the case of a lost ID you will need to speak to your HR office to determine if that cost is passed on to an employee requesting the replacement ID.

For more information on obtaining a badge, please visit the ID badge website at www.colorado.gov/dpa/dcs/idcards.htm. If you have questions about the process, please contact the ID Card Program administrator, Delaine Piontkowski at 303-866-2743 or delaine.piontkowski@state.co.us.



Protecting Colorado from Avalanches

BY PHIL DROZDA
INTERN, DPA

Since 1950, avalanches have killed more people in Colorado than any other natural disaster. In fact, Colorado accounts for one third of all avalanche deaths in the country. For the forty year span between 1950 and 1990, Colorado had more than twice the number of avalanche-related fatalities than the next most dangerous State. The Colorado Avalanche Information Center has been forecasting avalanches for twenty-two years, and in the 1990s began advising the Colorado Department of Transportation (CDOT) on avalanche conditions and working to prevent avalanches on the highways. The CAIC monitors weather, snow pack, and potential avalanche conditions while CDOT works to control conditions on the highways. According to the CAIC, there have been no avalanche-related highway deaths since the two agencies have been working together.



The Colorado Avalanche Information Center is under the Colorado Geological Survey, within the Department of Natural Resources. The CAIC operates a forecasting website, telephone hotlines, each getting thousands of visits or calls each year, and also distributes forecasts via e-mail. The center also gave some 95 avalanche awareness talks across the State between 2003 and 2004. The center staff consists of thirteen experienced avalanche forecasters, eight of which are based in the mountains, the other five work out of the center's main office in Boulder. The center also maintains a network of more than forty mountain-based observers to help monitor possibly dangerous conditions.

What is a dangerous condition? How do the forecasters predict potential avalanches? There are four elements that must be present for an avalanche to occur: a steep slope, snow cover, a weak point in the snow cover, and some sort of trigger. The avalanche can be triggered naturally or artificially, such as by a skier or an explosive. In an average year the CAIC gets reports of about 2,300 avalanches, with the majority occurring during or immediately after major snowstorms. Generally, areas are in the highest danger of an avalanche between 24-36 hours after a heavy snow or thaw, although in Colorado the risk can remain high for weeks after a snowstorm. Snowstorm-related avalanches occur most often in the months of February, March, and January, respectively, with thaw-caused avalanches taking place most often in April.

Most avalanches happen above timberline and in the back country, but they also happen well below timberline and near developed areas, especially ski resorts and highways. "Paths within ski area boundaries are monitored by professional ski-patrollers employed by the ski area in question," says avalanche forecaster Scott Toepfer. The Department of Transportation runs all highway involved avalanche control around the state and CAIC provides weather forecasts and avalanche forecasters for the various highway corridors that require avalanche work and mitigation."

One such corridor is Highway 550 between Durango and Ouray. The area has some 110 avalanche paths which can potentially hit the highway, and it is in fact the most avalanche prone highway in the United States. The CDOT's

avalanche atlas has over 522 known avalanche paths and includes Loveland Pass, Berthoud Pass, Grand Mesa State Highway 65, Wolf Creek Pass, Monarch Pass, and Independence Pass when it opens in the spring.

Avalanche control measures generally take the form of artificially triggering an avalanche with an explosive while keeping the area tightly controlled and people at a safe distance. For example, in the 2003-2004 avalanche season, DOT triggered more than 700 avalanches with explosives.

The explosive can be delivered from a launcher or artillery cannon, dropped from a helicopter, or placed by hand. CDOT most commonly uses a specialized explosive launching device called an avalauncher to trigger avalanches and get the highways reopened as quickly as possible. Helicopter delivery is rare due to cost and dependence on the weather, and hand placement of charges is very time consuming.

Currently, training for positions in avalanche control is highly dependent on past experience as opposed to more traditional type instruction. "Education in the past has almost always come from ski patrolling experience," Toepfer said. "There are only a few universities in the country that have any kind of snow related programs, and most of those revolve around research and not forecasting... I have heard it said that avalanche forecasting is as much art as it is science. There are so many variables that computers, at this point, are unable to deal with the issue. I like it that way."

YOUR RIGHTS, from p. 1

Consider, for example, that you go to your doctor’s office and pay the doctor a \$50 co-payment. Later you get a statement from the insurance company that shows the doctor “charged” \$325 for the visit and that the insurance company paid a pre-approved amount of \$200.

A few days later you get a bill from the doctor for \$75 (\$325 less \$200 and less \$50). Do you owe this amount? After all you signed a form saying “you are responsible for any balance due”. PROBABLY NOT.

If you are eligible and enrolled in a health insurance plan and the health care service you receive is a covered service under the plan, the participating (in-network) doctor or hospital can only charge the fee negotiated and pre-approved under the contract with your insurance carrier or self-funded employer. In most cases that contract rate is lower than what the provider generally charges. The providers should write off the difference between the charged amount and the approved fee for a covered service and **not** bill you for the difference.

Not all insurance plans cover all services. In the event your insurance plan determines a service to be “not covered,” you will be responsible for the complete charge. Payment is due upon receipt of a statement from our office.

This is a critical provision. You must know if the service is a “covered” or “not covered” service. In many ways a service that is “not covered” is treated almost the same as if you had no insurance, and in fact, you are generally liable for the complete charge for the service

Payment is due at the time of service unless arrangements have been made in advance by your insurance carrier. We accept Visa and MasterCard.

We have made prior arrangements with many insurance companies and other health plans to accept an assignment of benefits. We will bill them, and you are required to pay your deductible or co-payment at the time of your visit.

Our state insurance plans include extensive lists of in network providers. If you are seeing an in-network provider under a state plan then you will **only** be expected to pay your co-payment, deductible or co-insurance at the time of your visit.

In most instances there are substantial savings to be had by using in-network providers. The difference can be substantial, as shown in the table on page 7. While this is only an illustration and is not meant to exactly represent typical savings, it is still clear that using an in-network provider can be substantially less expensive.

You never know when you will be faced with a medical emergency. It pays to plan ahead, to know which hospitals and providers are in your network. Keep your insurance card with you and be familiar with your benefits. If possible establish an emergency savings fund into which you make regular deposits and as indicated above please don’t be misled into paying for medical fees that you are not liable for.

Note: This is general guidance only and should not be considered legal advice. For any legal question you should always consult an attorney.

Billed Charge	\$12,000	In-Network (Participating) Provider	Out-of-Network (Non-Participating) Provider
Allowed Charge	\$9,000	Of \$9,000 ¹ You Pay	Of \$12,000 ² You Pay
Deductible	In/Network \$1000 Out/Network \$2000	\$1000	\$2000
Co-insurance	In/Network 80%/20% Out/Network 60%/40%	\$1,600 (\$8,000 x 20%)	\$2800 (\$7,000 x 40%)
Subtotal		\$2,600	\$4,800
Balance		\$0 ¹	\$3,000 ²
Total		\$2,600	\$7,800
<p>1. By contract with the insurance plan, the in-network or participating provider writes off the \$3000 difference between the billed charge and the allowed charge.</p> <p>2. The out-of-network or non-participating provider charges the full-billed amount of \$12,000 but the plan only pays based the allowed amount of \$9,000.</p>			

CYCLING HAS A LONG HISTORY IN COLORADO



In the late 1800s, Coloradans from all walks of life started riding the bicycle for transportation and pleasure. Cycling enthusiasts claimed that there was nothing so exhilarating as exploring the outdoors on two wheels.

On weekends, the parks and roads were filled with groups of cyclists, like these friends (pictured above) on Denver's Alameda Avenue bridge.

Some people even documented their passion for the bicycle. This man, fashionably turned out in his cycling clothes and – appropriately enough – a handlebar moustache, posed with his high wheeler for a portrait in Oliver Aultman's studio in Trinidad.



The Colorado Historical Society's Stephen H. Hart Library has thousands of images of other ordinary – and not so ordinary – Coloradans. Explore the history of your state at the Colorado Historical Society's museums and library. For more about the Society, call 303-866-3682 or visit the website at www.coloradohistory.org.

STATE PERSONNEL BOARD VACANCY BY RICH DJOKIC, DIRECTOR

The term of Board member Linda Siderius will expire on June 30, 2005, and she has decided not to seek another term. So it is time for someone else to step up to the plate and represent members of the state classified system.

Nominating petitions are due **April 29, 2005**, for the State Personnel Board election scheduled in early June. **The new five-year term will begin on July 1, 2005.** The five-member Board's duties include resolving appeals arising in the state personnel system, adopting rules, considering petitions for hearing and declaratory orders, and participating in the development of personnel policy. Members serve overlapping terms, with three members being appointed by the governor and two being elected by certified employees. In addition to Ms. Siderius, the other four Board members are: John Zakhem, Diedra Garcia, and

Troy Eid, who are gubernatorial appointees, and Elizabeth Salkind, who was elected to the Board in 2001.

All members must be qualified electors in the State of Colorado, and may not be an officer or employee of the State or of any employee organization. The Board regularly meets on the third Tuesday of every month for an average of two hours. Visit the Board's website for more information at www.colorado.gov/dpa/spb/.

Nominating petitions may be obtained from the Board's office at The Chancery Building, 1120 Lincoln Street, Suite 1420, Denver, Colorado 80203. The Board's phone number is (303) 764-1472; the fax number is (303) 894-2147. Nominating petitions require supporting signatures of 100 certified state employees, which will be verified according to procedure.

Nominating petitions must be received by Rich Djokic, Director, State Personnel Board, on or before close of business, Friday, April 29, 2005

FT. LOGAN, from p. 1

Mountain Star Residential Treatment Center students served as the projects spokesperson. She described the areas hit by the tsunamis to everyone who came through the lobby. "I feel good that I actually got to help people out instead of worrying about myself all the time," she beamed. "I also like the fact that when people came down to buy, they were happy that they could help out others as well."

By the end of the morning all of the baked goods were sold, and many Hospital staff members had donated to the cause with cash and checks. The proceeds were counted, and far exceeded anyone's expectations. A total of \$1,200 was

collected, with additional proceeds coming in after the sale. The next day, several of the students personally delivered the check to the American Red Cross Tsunami Relief Fund headquarters in Denver. Paula, one of the Mountain Star teachers, thought the response to the bake sale was incredible. "The \$1,200 earned for the relief effort was way beyond my expectations and spurred my students to show more altruism. One boy gave all he had, seventeen cents, and another one got out all of his money and gave all the silver coins instead of buying a pop." In the end, the students learned a powerful lesson about how giving can make a difference. Isn't that, after all, one of the greatest lessons anyone can learn?

WEST, from p. 3

Do you enjoy writing or is it more of a need to get the story out?

I love to write; but getting the story out is the reason for the love. There is so much in this world, which needs to be told, to be shared. The gift of putting it down on paper pushes, and challenges, me to write.

Are you Native American?

To the core, I am a member of the Choctaw Nation. I dance and compete nation wide in Pow Wows, teach and tell stories to children of all ages, carry my People's messages as far and wide as I can. I have studied for over 28 years of the ways and life styles of the First People of Turtle Island.

Who are the First People of Turtle Island?

Turtle Island is what the Americas was called by the Native Americans. It refers to Canada and the United States. All of the Native Peoples here call themselves the First People, since they were the first ones to populate this continent. The names of the tribes, when translated, mean First People in the language of that tribe. Choctaw, or as they called themselves, Okla's, means

People. The word Oklahoma actually is two words, Okla Homma, which means Red People. The Navajo, or as they call themselves, Dine'; means the First People. The Cheyenne, Tsetsehese-stahase, means People like us. The Cherokee, Sioux, and many others all call themselves, The People or the First People.

Is the story somewhat autobiographical?

This story came to me in many dreams and from many Grandfather's tales. I lived much of it and put some of my own experiences into it.

How long did it take?

Once I sat down and really got into it, I finished it off in about 2 weeks of intensive writing. It is 15,503 words and full of surprises, adventures, tears, and triumphs.

Do you intend to keep writing?

I have to. There are too many stories to tell to let it go now. The doors have been opened and its my time to give it to every one that I can reach. As for a career; I need to keep working for the state to help balance my life. The writing will be steady and continual. Once we slow down and stop challenging ourselves, we will grow old way too fast.

CSMA ACCEPTING MANAGER OF THE YEAR AWARD NOMINATIONS!

Nominees must have at least five years' experience in middle or senior management with one in the current job; a reputation for high ethical and professional standards; and at least one major contribution in state government.

The annual Award will be presented at the CSFA/CIMA CSMA Spring Conference in Breckenridge on May 19th, 2005. The Manager of the Year will receive a commemorative plaque and \$500 toward educational purposes.

Packets must include nominee's resume or career history; and several letters of recommendation, including at least one from each of the following: a peer or co-worker in the organization; a past or present supervisor of the nominee; other Colorado managers who attest to the person's contributions and experience; and from someone outside the nominee's agency. Nominations should include a cover letter with contact information and must include Six copies of the packet when sent to Andrea Smith.

The deadline for nominations is April 15, 2005. Send packets to Andrea Smith, Department of Public Health and Environment, Laboratory Services Division, 8100 Lowry Boulevard, Denver, CO 80230-6928.

THE GOVERNOR'S STAR AWARDS LUNCHEON

WILL BE HELD ON THURSDAY, MAY 12

WATCH FUTURE ISSUES FOR INFORMATION





MY BACK PAGES: NO MAN'S LAND

BY PAUL FARLEY

Our family recently celebrated the third birthday of our dog, Duchess: It was after much discussion and re-discussion, and patiently indulging the desperate, anguished entreaties of our children, that my wife and I had decided we would get a dog. The debate wasn't so much about *whether* to get a dog, but rather *what kind* of dog to get. You see, I have always had German shepherd/collie mixes, while when my wife was growing up, her family had some sort of poodle/terrier thing, so our relative ideas about what is a "normal"-sized dog are very different. In the end, we compromised on a Shetland sheepdog - essentially a poodle-sized collie. My young daughter insisted we get a female, in order to balance our familial demographics (my wife and I have two sons and one daughter). I called a highly recommended breeder and she invited us down to see the latest litter at her place near the town of Walsh, Colorado.

If you haven't been to Walsh (which is very likely), it is in the extreme southeastern corner of the State, 28 miles from Oklahoma, and 12 miles from Kansas. Wanting to make sure we saw all the local sights, we made a point of following remote gravel ranch roads through Baca County to the "Three Corners" monument, which marks the spot where Colorado, New Mexico, and Oklahoma meet. OK, so it's not as famous as "Four Corners" (at least in part because there are dozens of places where *three* States meet), but I will say that there was no admission charge and there was no one trying to sell me any souvenirs. And, who else do you know that's been there?

But our adventure had only begun as we continued on into the Oklahoma panhandle: we had entered "No Man's Land." How this area came to be is a classic example of congressional decision-making.

In the decades following the Louisiana Purchase, the national struggle over slavery had led to fights in Congress (literally) as it organized and re-organized the western territories. In the "Missouri Compromise" of 1820, Congress prohibited any further slave States north of the line forming Missouri's southern border at 36° 30' latitude. In the "Compromise of 1850," Texas gave up its claims to parts of what are now New Mexico and Colorado, and the New Mexico Territory was established with its eastern border at 103° longitude. In 1854, the "Kansas-Nebraska Act" repealed the Missouri Compromise and put the new slavery limit and the Kansas Territory's southern border at

37° north latitude. By changing the anti-slavery line, Congress unwittingly created a large windswept rectangle 168 miles long and 34 miles wide that had no laws, courts, officials, or government of any kind.



Peter Farley at "Three Corners."

The absence of law had predictable results: the area became a magnet for outlaws and crimes were committed without fear of punishment. Honest settlers were forced to band together to protect themselves and provide an efficient - although not necessarily thorough - means of justice. The result was "bizarre, pulp-story type of outlaw escapades, killings, thievery, vigilance-committee justice, and border rawness."

By the late 1880's the settlers could not put up with their uncertain situation any longer - they established a Territorial Council and adopted Colorado's laws; although because there was no treasury from which to make purchases, they never owned a copy of the statutes. They also held a convention and sent delegates to demand Congress organize the area as the Cimarron Territory. However, because it was thought the area was too small, it was instead attached to the new Oklahoma Territory in 1890. Acting with its usual efficiency, Congress had taken only 36 years to fix a problem it had created.

Additional information drawn from "No Man's Land" by Carl Coke Rister (Univ. of Oklahoma Press 1948).

This and That:

- *"This country has come to feel the same when Congress is in session as when a baby gets hold of a hammer." - Will Rogers*



Virginia Farley with new friend. Virginia is the one with the **long** hair.

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