

State Ine The Publication for Colorado State Employees July/August 2005

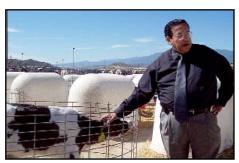
Published by the Department of Personnel & Administration • www.colorado.gov/dpa/stateline • Email: Stateline@state.co.us

DOC Provides Inmates with Options

By Julie Postlethwait COMMUNICATIONS COORDINATOR, DPA

The East Canon City Prison Complex (ECCPC) is located in 5600 acres of one of the most scenic areas of the State, and includes the three minimum-security prisons overseen by Warden Carl Zenon. Zenon recently took responsibility for the Arrowhead, Skyline and Four-Mile prisons and was happy to show me around and explain how he and Warden Zenon checks on the welfare of a his staff put the motto "Return calf born at the prison dairy farm, which inmates to the community in a better operates 24-hours a day and provides state than they were received" into milk for the prison population. action. The 1,250 inmates housed in

the three prisons are given the opportunity to learn a sellable trade and receive certification if they have reached a specific level of competency in that field. The



Department of Corrections provides a variety of work choices relevant to the current job market, both inside and ofthe facility Correctional Industries and facility maintenance operations. All ablebodied offenders are required to work unless assigned to an approved education or training program.

The inmates must display a certain level of responsibility and motivation to be accepted into one of the various training programs and must complete

their high school education or receive a GED prior to being eligible for the programs. The focus of these

Please see PRISONS, p. 5

KNOW YOUR RIGHTS

By JEFF WELLS EXECUTIVE DIRECTOR, DPA

College Opportunity Trust Fund

This past session the General Assembly passed and Governor Owens signed into law, the creation of the College Opportunity Fund (COF), a creative way to provide funds for Colorado public colleges and universities (or a participating private institution) and directly benefit Colorado undergraduate students. Beginning with the fall semester of the 2005-06 academic year, this fund highlights the State's contribution by providing a stipend for a portion of an undergraduate student's in-state tuition and applies to both new and continuing students.

As you all know, our State has faced rather challenging economic times in the past few years and this fund is an ingenious way to get more mileage out of our limited financial resources by directly benefiting both Colorado's

undergraduate students and our institutions of higher education. Once a student has enrolled at an approved college or university they simply complete an application and if the necessary requirements are met, a check will be sent on their behalf to the institution in which they are enrolled. Registration for the COF is a simple process; the application may be accessed at https://cof.college-access.net/cofapp/ and either completed on-line or printed out and mailed.

What are the eligibility requirements?

Students enrolled in state (public) institutions of higher education must be:

- 1) age thirteen (13) or older, and
- 2) classified as "in-state' students for tuition purposes.

Please see COLLEGE, p. 4



STATE COMPLETES NEW EMERGENCY **OPERATIONS** CENTER

By Governor Bill Owens

In March we opened the doors on the State's new Multi Agency Coordination Center (MACC) which also houses the States Emergency Operations Center (SEOC). On the day of the tragic transit bombings in London, the new SEOC proved to be an effective base for coordinating our homeland security efforts as the "orange alert" was activated for transit systems nationwide, including RTD and other transit systems in Colorado.

There is no higher priority than ensuring the safety of our citizens, the continuity and government preservation of our way of life. The new MACC is an important step in meeting that priority. Whatever efficiently able effectively coordinate appropriate response from the new facility.

We now have the capacity for multiple agencies to manage an incident from one room – in one location. The provides emergency center our management professionals the technology to work more effectively in managing any crisis.

Previously the SEOC – and the Division of Emergency Management - were housed at Camp George West in Golden. That facility served the State well for many years and will continue to be used for backup support. But the Camp George West facility, known as "the Bunker," lacked the capacity to keep up with the evolving technology that is critical to securing our homeland – limiting our ability to effectively coordinate operations in the event of a major emergency.

The new SEOC is a secure facility designed for multipleagency communication and coordination support for local, regional, state, and federal disaster emergencies. It is my hope the SEOC will seldom, if ever be needed,

but every State must be equipped to respond to the This facility will help provide all Coloradans with security coordination well into the 21st century.

To support statewide terrorism preparedness while reducing vulnerability to terrorist attacks, the Colorado Information and Analysis Center (CIAC) is also located within the MACC. The CIAC provides key resources necessary for an enhanced system of assessing potential terrorist threats, including information sharing and integration with local, state and federal agencies. With

the MACC in place, first responders and state/local jurisdictions can expect even greater support when disaster strikes.

During a terrorist incident, the MACC could serve as the virtual State Capitol. more typical use will be during natural disasters, such as blizzards, floods, or wildfires. In any event, we are better prepared today than ever before.

Many state officials deserve thanks for completion of the MACC, including Mike Beasley, the executive director of the Department of Local Affairs; Barbara Kirkmeyer who led the project team; and Tommy Grier, director of the State's Division ofEmergency Management. I also want to thank the South Metro Fire Protection District that was an

invaluable partner in making the MACC—and subsequently a better prepared Colorado— a reality.



the Governor Bill Owens and Michael Brown, the Under Secretary of Homeland Security for Emergency Preparedness and Response and the head of the Federal Emergency Management emergency, Agency (FEMA), take questions from the media future Colorado leaders will be following a briefing on state's emergency and preparation. The governor provided Brown with a the tour of the facility on June 24.

INSIDE STATELINE

STOCKING COLORADO'S LAKES AND RIVERS, P. 3 CHANGES AT THE STATE PERSONNEL BOARD, P. 4 Apply for Innovative Government Grant, p. 6 Conservative Vending Machines, p. 6 New Compensation Calculator On-Line, p. 7 My Back Pages, "Lend me Your Ears", p. 8

KEEPING COLORADO'S LAKES AND RIVERS STOCKED

By Phil Drozda Intern, DPA



A large transport truck from the Rifle Falls Hatchery

Every year, a n y Colorado residents and visitors enjoy favored pastime: fishing in Colorado's waters. To ensure that these waters have fish to catch, and to effectively manage this

valuable resource, the Colorado Division of Wildlife Hatchery System produces, raises, and distributes over 65 million fish statewide every year. In addition to producing and stocking some 39 species of warm, cool, and cold-water fish, the 88 trained professional workers of the Hatchery System also operate hatcheries that aid in recovery and restoration of native endangered fish species. "We are a very powerful management tool," says Chief of Hatcheries Rich Kolecki. "We maintain both the highest quality of resource management and fishing recreation for our residents and visitors."

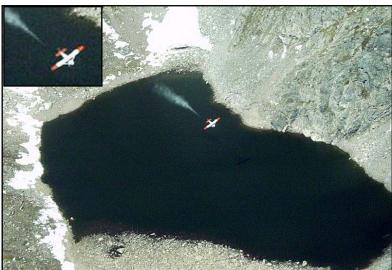
The history of fish hatcheries in Colorado goes as far back as 1877, when Governor John Routt appointed William E. Sisty as Colorado's first fish commissioner. The Denver Hatchery, the State's first fish hatchery, opened four years later in 1881. Today, a centralized Hatchery System still operates under the Division of Wildlife (CDOW), part of the Department of Natural Resources. Because the fish produced at the State's 19 hatcheries are used statewide, this centralized system allows for the hatcheries to efficiently conduct business. All state hatcheries are solely CDOW operated, but they do work closely with two federal fish hatcheries located in Hotchkiss and Leadville.

Each year the hatcheries receive requests from the fishery biologists in the field on their needs for the waters they manage: species, sizes, and numbers of fish, as well as the months they would like to have them stocked. The hatchery managers then order the number of eggs they will need from brood stations around the State. The CDOW brood stations produce over 16 million eggs of a variety of

species and age classes; Colorado is primarily considered a trout state, but the brood stations also produce largemouth bass and catfish. The eggs are then incubated for about a month until they reach the "eyed egg" stage, when you can actually see the fish's eyes in the egg. At this point the fish are shipped to the hatcheries, where they hatch in fiberglass troughs. Soon the young fish reach the "swim up" stage, where they are fed 6-8 times a day. Once the fish reach 3-5 inches they are moved several times to progressively larger tanks better able to accommodate the growing fish.

Once the fish reach "catchable" size (usually around 10 inches), they are loaded onto trucks (anything from a pickup to a large tractor-trailer) in large fiberglass aquariums and taken to the lakes to be stocked. Fish can also be stocked by backpack, ATV, horseback, and even aircraft for high altitude stockings. "The hatchery system puts in over 750,000 miles annually distributing fish throughout the State," Kolecki says.

The hatchery's fish culturists are always striving to preserve native fish populations, doing their best to keep them healthy and in balance. Their efforts to preserve an important natural resource while also replenishing stocks for fishing continually benefit both Colorado's environment and recreation. Kolecki sums up the Hatchery System's importance thusly: "the State's diverse and excellent fishing program owes much of its success to the continued effort and dedication of the professionals in the CDOW Hatchery System."



One of the Division of Wildlife's planes aerial stocking a high lake. The white or spray at he back of the plane are the fish and water coming out.

College, from p. 1

Students enrolled at participating private institutions of higher education may be eligible if the Colorado Commission on Higher Education approves the institution for the program, and the student is:

- 1) age thirteen or older;
- 2) classified as "in-state: for tuition purposes;
- 3) a graduate of a Colorado high school or have successfully completed a non-public home-based educational program in Colorado;
- 4) is able to demonstrate financial need through the student's eligibility for the Federal Pell Grant, or its successor program, and
- 5) meets any other eligibility requirements established by the Colorado Commission on Higher Education (CCHE).

Some courses are excluded from the program; basic skills courses, high school fast track courses; courses taken pursuant to the *Postsecondary Enrollment Options Act*; international baccalaureate courses and advanced placement courses. The colleges/university receive the funds directly from the COF; thus they have a vested interest in encouraging and helping students register for the stipend.

Which institutions are approved for this program and how much of my tuition bill will the fund pay? The stipend pays a portion of your total in-state tuition when you attend a Colorado state institution or a participating private institution. At the time of publication of this article, two private institutions were

approved for this program: Regis University and the University of Denver.

The amount of the stipend is set *each* year by the General Assembly and stipend funds are capped at 145 credit hours per student. The amount of the stipend for the 2005-2006 academic year is \$80 per semester credit hour for public colleges in the state, and \$40 per semester credit hour for those attending approved private colleges in the state. Each participating college or university bill will show the amount paid by the fund and the portion for which the student is personally responsible. The student is responsible for payment of the total tuition bill, minus the portion paid by the College Opportunity Fund and any financial aid received. It is important to note that the stipend is not a grant and does not impact eligibility for student financial aid.

The COF provides a tremendous opportunity for state employees planning a career with the state. Over the next five years, more than 30 percent of state employees will become eligible for retirement. Employees that prepare themselves now, and further their education, will be well situated to fill positions that will be made available through attrition. I strongly encourage any employee eligible for the stipend to participate in this program. Through the pursuit of improved education the State will gain yet another benefit from this program; it will have encouraged its employees to improve their skills and ultimately the services we provide our fellow citizens.

CHANGES AT THE STATE PERSONNEL BOARD

Former state legislator and Denver Auditor Don Mares has been elected to the State Personnel Board in the first contested election in over ten years. "I am honored to have been chosen to serve the people of Colorado on this very important Board," he said. "I also wish to salute and thank Pat Robbins, the other candidate for this position, on her 35-year career with the State." John Zakhem, Board Chair, stated, "I am excited to have Don Mares join the State Personnel Board. Don will bring a wealth of experience, education and character to our team. He will be able to hit the ground running and I expect that he will make a major contribution in our deliberations."

Mr. Mares attended Regis High School, graduated from Stanford University with a Bachelor of Arts degree with honors, and received his Juris Doctorate from the University of Pennsylvania School of Law. After law school he clerked for Judge William Doyle of the 10th Circuit Court of Appeals. Recently he served as the elected Auditor of the City and County of Denver. He

was a state Representative and state Senator from 1989 to 1995 before being elected to two terms as City Auditor. Currently, he is serving as Special Counsel to Fleishman & Shapiro P.C. Having worked for several years with public employees at city and state levels, and representing employees and employee organizations, both public and private, Mr. Mares brings a wealth of experience as well as a unique



Don Mares

perspective on public employees' roles, duties, rights and responsibilities.

The Board also appointed Kristin F. Rozansky as its new Director, effective July 5. Ms. Rozansky had served as an Administrative Law Judge with the Board for nearly five years, handling administrative hearings and conducting mediations. She said, "I am honored to be appointed and look forward to working with the Board and its staff to continue fulfilling the Board's mission of providing Colorado with a fair and efficient personnel system that protects merit-based principles."

programs is to provide inmates with a skill and the discipline to keep a job; they learn what it is like to get up at 5:00 a.m., work a full day and then get up the next day and do it again. Fully 85% of the inmates are willing to make that commitment and participate in the work/training programs. The programs are run by specialists in their fields, who are Employees of Correctional Industries, a cash funded unit in the Department of Corrections. All products are used within the prison system or sold with the profits going back to the Correctional Industries' operating budget.

One of the most popular programs allows specially selected inmates train donated and stray dogs that are then sold to the public. Participants in this program are well screened and must have no anger management issues. Under the supervision of three certified dog trainers, the inmates prepare the dogs to meet the specific needs of the individual that will be adopting them. While some dogs are trained to work as service dogs, some are simply adopted out to good homes, where the owners are looking for a well-trained and housebroken pet. Each inmate is assigned a dog that they live with 24 hours a day; the dogs actually sleep in their cells, in kennels located under the inmates raised bunks. Watching the inmates interact with their dogs, it is was easy to see that they had genuine affection for the animals, and are proud that they were training dogs to make a difference in the quality of life for someone with special needs. Not only are the inmates learning a valuable trade they will be able to use once they leave the prison system, through their efforts dogs that may have been destroyed are given a new lease on life.



The dog-training program participants with their current charges.

The prison complex also houses a 60,000 square foot greenhouse, which is a training program for sex offenders. The inmates are trained to run a successful greenhouse, a growing field in today's economy. The greenhouse produces flowering and bedding plants, which are sold to the general public and more than 40 nurseries across the State. Also, grown on the campus grounds is a vineyard, an apple orchard and various vegetable crops, which are used to feed the prison population, with the excess being sold to public enterprises. For example, grapes are sold to the local winery on the Canon City Abbey grounds.

Interested inmates have the option of working in the fish hatchery raising tilapia, trout, and catfish. Fish farming is one of the fasting growing businesses worldwide and inmates within the program learn all aspects of running a successful fish hatchery, a highly marketable skill. Producing healthy, sellable fish for human consumption is a complicated business and requires constant monitoring. Program participants must be able to understand the chemistry and filtration needs of such large fish tanks; once the chemical make-up or air-towater ratio is off balance things can go horribly wrong in a short time. The inmates are trained how to spot these problems and how to resolve them quickly. One inmate I spoke with explained that in the past he knew nothing about fish other than how to catch them: now he is able to build a hatchery from the ground up and keep it running smoothly.

Perhaps the most wellknown trains program wild horses trapped by the Federal Bureau of Land Management (B L M) Presently, 900 horses are being

housed on the



Some of the programs' less willing participants.

prison campus, but as many as 1,800 can be accommodated. Once the horses are received from the BLM they are evaluated and any medical conditions are treated. In some instances the horses are simply housed and fed before being returned to the BLM for re-release, others are trained by inmates and sold to the public, a popular service since some the best handlers in the region operate the program and closely supervise the inmates as they work with the horses. This program has been in operation for more than 12 years and is used as a model across the country. On the day of my visit two gentlemen from the Utah Corrections Department had flown in to learn about the program first hand.

Other training programs provide the opportunity to learn how to manage an egg-laying operation where more than 8,000 eggs are produced daily, a dairy farm that operates 24-hours a day and provides milk for the prison population, how to operate heavy equipment, or run a restaurant, including producing gourmet meals. Each of the programs culminates with the inmate receiving certification in their chosen field and the ability to earn a living wage. This investment in inmates gives them a much better chance of succeeding once they leave the correctional system. Warden Zenon and his staff, together with Correctional Industries, are committed to providing legitimate work and training opportunities for inmates while serving their time, and ultimately providing greater opportunities for them to live a crime free lifestyle.

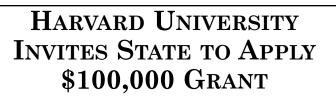
LOOK FOR THE GREEN STICKER ON VENDING MACHINES

By Megan Castle,
Public Information Officer, OEMC

The next time you purchase a soda from a vending machine in a state building, you may not know it, but your soda could be chilled using less energy, due to a plan to save money for state agencies.

Vending machines run continuously to provide cold refreshments, and now there is a device that is able to control that energy use, without altering the temperature or quality of the refreshments. Standing near a vending machine modified by VendingMiser triggers a motion sensor, which powers it up immediately. The motion sensor is part of a energy control device that reduces the overall number of running cycles of the motor, which saves on maintenance, repairs and energy consumption. This simple device makes the vending machines consume less energy without compromising the taste or temperature of the cold beverages.

The VendingMiser installations are a pilot project with the aim to reduce pollution, energy costs and usage for state agencies. The Governor's Office of Energy Management and Conservation (OEMC) and the Pollution Prevention Advisory Board (PPAB), working in



The Ash Institute for Democratic Governance and Innovation at the John F. Kennedy School of Government, in partnership with the Council for Excellence in Government, administers the *Innovations in American Government Award* and is looking for applicants.

The award is heralded as the premier public-sector award in the nation and is given annually to programs that serve as examples of creative and effective government at its best. All units of government within the United States —federal, state, local, tribal, and territorial— are eligible to apply. Each of the winners of the 2006 Innovations Award will receive a \$100,000 grant to support replication and dissemination activities.

Applications and additional information are available at: www.innovationsaward.harvard.edu. Applications are due September 15, 2005.



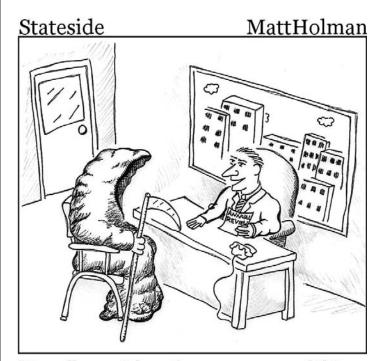
Look for the sticker in Colorace the upper left corner of Health the machine. Sustain

cooperation with the Department Human Services Business Enterprise Program for the Blind (BEP), are behind this project. PPAB provided grant funding to purchase the VendingMisers. The project is expected to save approximately \$15,600 per year for taxpayers.

In an earlier test conducted by the Colorado Department of Public Health and Environment's Sustainability Program, nine Vending Misers were installed on

cold beverage machines. These machines used 41% less electricity, which is an approximate annual savings of \$78 per machine. Most important to the vending machine managers the machines experienced no reduction in sales, thus the VendingMiser produces a win/win situation for both the machine vendors and the building in which they are housed.

The OEMC has received enthusiastic feedback about the VendingMisers and are fielding more requests for the devices. In the meanwhile, the devices are available on a commercial basis and to the public. For more information on this project, visit OEMC's website, www.state.co.us/oemc or contact Susan Castellon at 303-866-2259.



"Overall, your job performance was good this year. But you need to work on having a little more positive attitude."

DPA DEVELOPS NEW COMPENSATION TOOL FOR STATE EMPLOYEES: MY TOTAL COMPENSATION

DPA's Division of Human Resources has developed a new web-based tool for employees to calculate their total compensation. Total compensation represents the State's investment in each employee and includes many things other than monthly salary. DHR believes this new calculator will help employees realize the total value they receive from the State, as an employer. Total compensation includes base pay, the employer's contributions to medical, dental, life/AD&D, Medicare-B plus PERA and benefits that may be unique to their college or department, like RTD's ECO-Pass program or reduced tuition.

Additionally, leave has a monetary value that is part of the total compensation package. Classified state employees are encouraged to use the website to compute the total value of their pay, benefits, and leaves.

The website can be accessed at www.colorado.gov/dpa/dhr/forms/tcvsinstruct.htm. You should have a copy of a recent pay advice received from your department's payroll office and know your leave earning rates. All other information is provided on the site as menus or links to other DHR web pages.

Based on comments received during a field test, many employees were surprised at the total value they receive from the State. Since contributions to employees' health, dental, life, PERA and Medicare-B aren't reflected in our gross pay amounts, employees sometimes overlook the total amount of money the State is providing to them as part of their benefits. This new total compensation statement will allow employees to see the total value they are receiving.

Even though the website doesn't have a true calculator capability to compare different withholding scenarios or the tax advantages of pre-tax deductions, the site does include the ability to estimate the value of such things as the 10 days of holiday leave employees are provided and other miscellaneous leaves like bereavement or administrative. Visit the **M.T.C.** site soon.

Secretary of State's Office Move

The Secretary of State's Office is now at 1700 Broadway, Denver, CO 80290. New suite numbers are as follows: Business, Suite 200; Administration, Suite 250; Elections, Suite 270; Licensing, Suite 300

The phone and fax numbers will remain the same.

STATE EMPLOYEE HELPS PROMOTE TAX ADVOCACY

The IRS Taxpayer Advocacy Service (TAS) entertained a group of tax professionals from the Federation of Bosnia and Herzegovina who are touring the United States. The group is studying elements of modern tax processing including IRS customer service practices. The group met Colorado's Taxpayer Advocacy Panel (TAP) citizen volunteer, Maryann Motza of the Department of Labor and Employment. The Bosnian tax officials were very interested in the advocacy concept as their country does not have a similar organization.



Pictured Left to Right: Two interpreters, Senior TAS Analyst Connie Hough, LTA Tom Sherwood, TAP Member Maryann Motza, Bosnian Herzegovina tax officials: Hajrudrin Hadzinchanovic, Ilinka Gavrilovic, Miodrag Duric, and Suljo Kasapovic.

State Employees Allocation Survey

The Department of Personnel and Administration (DPA) is conducting an effort to evaluate the impacts of the State's total compensation package on its workforce. Employees' opinions are a crucial part of assessing the relative importance of the major components of the package – namely pay (both base and performance), and benefits. DPA is requesting that state employees complete a short survey in which they will be asked to prioritize funding for those components. Please take the time to complete this 5-minute survey. Your responses will be combined with responses from other state employees; no individual's unique responses will be separated out.

Visit www.colorado.gov/dpa/dhr/forms/TCAlloc.asp and you will have an opportunity to complete the survey between August 1 and September 2. After September 2, the link below will no longer be active.

If you have any questions concerning this survey, please contact Jerry Wittmer at **303-866-2523** or **jerry.wittmer@state.co.us.** This is your opportunity to let us know *your* priorities for allocating future funds. Thank you in advance for taking the time to complete the brief survey on your total compensation.



MY BACK PAGES: Lend Me Your Ears

BY PAUL FARLEY

A couple of years ago we were on a family trip and spent an afternoon in Hannibal, Missouri, home town

of Mark Twain. I learned that in 1861 President Lincoln appointed Twain's brother Orion to be the Secretary of the new Nevada Territory. Orion asked his brother to come along as his personal assistant, and they began the 1700-mile journey to Carson City on the Overland Stage. Twain chronicled the trip in *Roughing It*, his more-orless factual account of his adventures in the American west. On the way, they stopped in Julesburg, Colorado, which Twain called "the strangest, quaintest, funniest

frontier town that our untraveled eyes had ever stared at and been astonished with."

Julesburg had been founded only a couple of years earlier by Jules French-Beni, а Canadian-Indian with a reputation for both shrewdness and meanness. His trading post, at an important South Platte River crossing, briefly served as a stagecoach station for the Leavenworth and Pikes Peak Express, as well as the Pony Express.

TOM SAWERS FENZ
PRICE WHAT THE SERVE WHAT
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Peter and Virginia Farley at the legendary whitewashed picket his enemy to see that he was fence in Hannibal, Missouri. securely tied, and then went

Beni welcomed gamblers, horse thieves, and desperados, who typically mistreated and took advantage of unwary travelers – horses which he swapped often found their way back to his corral, and goods that he sold were stolen from the buyer to be sold again.

When the Overland Stage took over the line, the division agent (regional manager), Jack Slade, soon discovered that Beni was the source of the crime and corruption. Slade was no angel himself, a short-tempered gunslinger who exercised ruthless control. Twain described him as "a high and efficient servant of the Overland, an outlaw among outlaws and yet their relentless scourge, Slade was at once the most bloody, the most dangerous and the most valuable citizen that inhabited the savage fastnesses of the mountains."

The superintendent told Slade to fire Beni, which he did (they also tried to change the name of the town to "Overland City," but it didn't stick). Soon thereafter, Beni ambushed Slade outside the station, first shooting him several times with a revolver, and then with both barrels of a shotgun. Bleeding profusely, Slade was carried into the station, and placed in a bunk. Beni was so sure he had killed Slade that he said, "When he is dead, you can put him in one of these dry-goods boxes, and bury him." Slade, hearing this, rose upon his bunk and yelled, "I shall live long enough to wear one of your ears on my watch-guard. You needn't trouble yourself about my burial." A few minutes later, the superintendent arrived, discovered what had happened, had Beni arrested, and set about to hang him. They tried three times, but despite their best efforts he just wouldn't die. Finally, the superintendent let him go on the promise that he would never return.

When Slade eventually recovered, he waited for his opportunity to get revenge. The day came when several of his men ran across Beni in southern Wyoming, tied him up at a corral, and sent word that they were holding him for Slade. Twain provides this account ofwhat happened next:

"It is said that the pleasure that lit Slade's face was something fearful to contemplate. He examined his enemy to see that he was securely tied, and then went to bed, content to wait till morning before enjoying the

luxury of killing him. Jules spent the night in the cattleyard, and it is a region where warm nights are never known. In the morning Slade practiced on him with his revolver, nipping the flesh here and there, and occasionally clipping off a finger, while Jules begged him to kill him outright and put him out of his misery. Finally Slade reloaded, and walking up close to his victim, made some characteristic remarks and then dispatched him. The body lay there half a day, nobody venturing to touch it without orders, then Slade detailed a party and assisted at the burial itself. But first he cut off the dead man's ears and put them in his vest pocket, where he carried them for some time with great satisfaction."

Afterwards Slade used one ear as a watch fob, while the other was repeatedly used in a bizarre and macabre saloon stunt, where he would casually toss it on the bar and ask for change.

For some reason, Twain didn't stay in Colorado but instead got back on the stagecoach and never returned.