



## Charting Colorado's Path Forward Together

BY BILL RITTER, JR.

The new year and the new legislative session have begun, and like families all across Colorado, state government will start 2009 by continuing to tighten its fiscal belt as a result of the ongoing global economic crisis.

Colorado is still better off than many other states. We've made wise investments in education, health care and human services. We're building a New Energy Economy and have crafted a focused 21<sup>st</sup> century economic-development strategy that will help us emerge from this crisis stronger than ever.

Together, we also are making government work better for taxpayers. We're more efficient, more transparent and, with an ever-increasing number of services available online, more accessible.

But we are not immune to the fiscal crunch nearly every other state is experiencing. We initiated spending reductions early in the fall, and I have asked all department heads to identify ten-percent worth of cuts from their budgets.

On January 15, my budget office will present the Joint Budget Committee with a staged plan to cut general fund programs, borrow from available cash funds, and dip into the state's emergency reserve if that becomes necessary.

We need to make tough choices here in state government to navigate this budget shortfall, and we must collaborate as we chart the Colorado way forward.

As I stated during my State of the State Address, I am eager to work with employees and to listen to your ideas. We must work together to make the tough choices that lie ahead.

As we undertake the difficult work of cutting the budget, I also will look for ways to continue building on our successes from the past two years, so that when the economy does turn around, and it will, we are best poised to take advantage of the rebound.

This must include:

- Continuing to build our New Energy Economy;
- Building a modern transportation system and a sustainable funding formula;
- Reducing the number of high school dropout rates by encouraging students to finish high school while also earning an associate's degree;
- Partnering with hospitals on a plan to draw down greater federal Medicaid funds and provide health coverage to more than 100,000 uninsured Coloradans.

The people of Colorado are counting on us to serve them well and to work together to chart a clear path forward.

## UPCOMING TRAINING OPPORTUNITIES

**Organizing Work With Project Management Principles:**  
January 22nd

*Supervisory Certificate Classes*

**Building A Retention Culture:** January 29th

**The Respectful Workplace:** February 12th

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**Level I: Febuary 3rd** Understand terms, options and opportunities for successful fiscal fitness.

**Level II: Febuary 3rd** - Learn how to manage your personal investment strategy especially in uncertain economic times.

**Level III: Febuary 10th** - Learn the essential elements of a complete retirement plan.

Please visit the Professional Development Center web page for registration, schedule and fee information. <http://www.colorado.gov/dpa/dhr/train>





## WE'RE STRESSING AT WORK, AT HOME, AT PLAY – NOW WHAT DO WE DO?

BY RICH GONZALES  
EXECUTIVE DIRECTOR, DPA

It's no secret that life is generally stressful. Given the conditions of the economy, world events, and the ever-more complex personal issues we face, it's no wonder that the Colorado State workforce believes that their work is stressful.

The recent Workforce Opinion Survey found that more than 87 percent of the employees agreed that they felt some stress at work.

We need to realize that the continual bombardment of daily stressors overwhelms and, in some cases, mentally or physically debilitates employees. This is a concern for all of us. Employees and managers alike should understand that they share in the workplace stress that we deal with on a daily basis.

Managers are pressured with deadlines, the responsibilities of day-to-day supervision and evaluation of employees, working with shrinking budgets and personnel issues that may be escalating in the workplace. These things create greater levels of stress than many people may realize.

Similarly, employees have to cope with constant requests for them to "do more with less" and now are being asked to do more than more with less than less. Employees often have concerns about lack of sensitivity in the workplace, misunderstandings with supervisors and a host of uncategorized issues that cause stress within the workplace that are quite often carried home.

So, what can we do about stress? First, we need to understand what it is:

Stress is a natural reaction of the mind and the body to any demand placed upon it, sometimes causing feelings of inadequacy, frustration, anger, or fear regarding one's personal health, wealth, and well-being. Showing a level of patience, sensitivity and genuine concern for our fellow co-workers is a great first step to recognizing stress in the workplace. By doing so, you have the power to create a mutually beneficial foundation to begin to address those things that cause stress in everyone.

Supervisors who genuinely engage employees, and are concerned about the welfare of their workforce, will be rewarded with a reciprocating response from their employees. Employees who genuinely communicate with supervisors, and show concern about the stres-

sors supervisors face can take control of their work environment to reduce their own stress. A more cooperative workplace crafted by both supervisors and employees can only create a more productive situation that will benefit not only the employees and the organization, but the entire State of Colorado.

Addressing stressful workplace situations is the job of everyone in State government. To ignore or simply minimize the impacts of workplace stress can easily manifest into personal health concerns. Conditions such as high blood pressure, obesity and mental lassitude are just a few of the byproducts of stress. Unchecked, stress in the workplace can contribute to people who act-out in abhorrent ways under what most would consider normal circumstances.

By proactively assessing the effects of stress many of these behaviors wouldn't take place, whether it is the use of intimidation, threats, screaming, finger-pointing, or, in some cases even violence. None of which have a place in any well functioning, healthy workplace..

It is imperative that people understand that, through no faults of our own, we live in pressure cookers. From time to time we *all* need a vehicle for releasing the built-up stress and pressures we feel on a day-to-day basis. Doing so when these needs appear enables us to avoid the more damaging affects of these negative emotions.

Employees and supervisors alike need to understand that simply being able to discuss concerns with peers, in staff meetings or one-on-one is a great place to start. If this approach proves unsuccessful and you need outside help there are remarkable resources that the State of Colorado offers its employees through counseling and mediation at C-SEAP, or the ability to discuss work place concerns neutrally with the State Ombuds.

One of the more important and gratifying steps we can take is to practice a lifestyle that promotes wellness. Time and time again, studies have proven that the people who are mentally and physically healthy are able to cope with the effects of stress in a more productive and less traumatic manner than those that don't take time to nurture themselves. This is the classic win - win scenario.

The fact of the matter is that each of us controls our workplace environment making it more productive and less stressful or onerous and stressful by our actions. No matter what the circumstances, it is important to know that we collectively control our own environment AND we are solely responsible for how we react to it. No matter what stressors we face, we determine on a daily basis whether we will be sad, angry, cooperative or just plain happy. Granted, there will always be stress in our work and home lives, but we are the ones that *choose* how we react to that stress.

It takes an organization that's willing to promote the type of environment which encourages people to communicate and  
*Please see STRESS, page 8*



## STATE EMPLOYEES LEND A HELPING HAND DURING 2008 HOLIDAY SEASON

### HCPF SPREADS HOLIDAY CHEER

BY BETH MARTIN

SENIOR STATISTICAL ANALYST, HCPF

In late November and early December, many people at Health Care Policy and Financing (HCPF) participated in the Salvation Army's Adopt-a-Family program. This was the sixth year HCPF participated in the program and by November HCPF staff begins asking when we are going to find out about our families. Through the program, families facing difficult times are invited to sign up to have other families or organizations provide something for Christmas for each of the children and possibly for the family as a whole. The donations do not need to be excessive nor elaborate. It is enough that each child has something under the tree and each parent is encouraged by the thought that someone cares about them and their children.



Department of Health Care Policy and Financing employees deliver gifts to The Children's Hospital. Pictured are: Ana Jaramillo and her children Abby and Dhiona, Sean Bryan and Claudia Guillen.

Since times are difficult, I wasn't sure how many people would be interested in participating, so I asked Frank Muller of the Salvation Army to assign HCPF just one family this year, but to make it a large family. Frank said that he did have a few "Waltons" families that may be hard to place and that he would find one for us. Our family was comprised of a single mom with six young children. She has been trying to keep a hold on everything while her son has been in and out of the hospital. The children's father left them this year and he doesn't support the family.

After so many years, I should have recalled that HCPF hearts and HCPF generosity expand in proportion to the need around them. Given the interest and donations, we could easily have adopted two large families. This year our sleigh contained grocery gift certificates, a baby exersaucer, coats and other clothes for each of the children, a vacuum, a variety of toys and games, and an explosion of Barbie gear including three Barbie cars (undoubtedly donated by people who recall just how hard it is to share on Christmas morning.)

Jean Ayres and Sally Langston quickly and graciously volunteered to steer the project this year. They were delighted to experience the Christmas-every-morning phenomenon that happens as the gifts pour in for strangers in need. Their energy and organizational skills made everything from publicity to the wrapping party and gift delivery fall smoothly into place.

During the holidays and throughout the year, there are many worthy causes and many opportunities to help others. State employees serve every day both at work and in the community; at HCPF alone we have people serving on library boards, in Sunday schools, at animal shelters, and via myriad other avenues. Sometimes it can be overwhelming to try to determine where and how to help. To some, Adopt-a-Family may seem very small and focused.

Not only did HCPF employees participate in the Adopt-a-Family program they also spread cheer at Denver's Children's Hospital. Thanks in part to the efforts of the HCPF Employee Council kids spending the holidays in the hospital received a gift to enjoy during their stay. "The wonderful people in our Department came through in a big way this year even though we are all feeling the pinch of these tough economic times," says Claudia Guillen, Chair of the Employee Council. "We are extremely happy about the contributions we received and hope that the gifts will bring joy to these wonderful children."

This year HCPF made a difference to those in need this holiday season. We are grateful for the means and for the opportunity to do so. We are likewise grateful for each state employee that takes the time and energy to make a difference to others. There is a poem about an old man walking on a shore filled with starfish after a storm. Upon encountering a young man flinging them back into the ocean one by one, he asked why the youth bothered, what difference he thought he could make. As he threw a starfish back into the ocean, the youth replied that he, "made a difference to that one."

### DPA EMPLOYEE STARTS A NEW THANKSGIVING TRADITION

When Maggie Leiman, a contracts administrator with the Department of Personnel & Administration, thought of Thanksgiving and all the excess food and good fortune we tend to take for granted, she wanted to celebrate the holiday in a more giving manner than eating a huge meal and indulging in a trephine coma. So she contacted C-SEAP and asked if they knew of any volunteer activities to which she could contribute or participate. Well, she came to the right place; C-SEAP was able to match her with a fellow state employee facing the hectic holiday while dealing with the often debilitating effects of chemotherapy.

See *Holiday Giving*, on page 4



## NOW MORE THAN EVER COWORKERS NEED FINANCIAL ASSISTANCE

The economic environment has greatly reduced donations and increased the need from hardship-stricken state employees. If you are in a position to help there are two organizations that enable you to assist fellow employees. One is Working Together, a non-profit foundation established in 1992 by a group of state employees who wanted to help fellow state employees with emergency financial grants.

Last year there were more than \$21,000 in requests from state employees that could not be filled. By giving a one-time-only or monthly amount you can help Working Together avoid having to turn away your fellow employees who are going through crisis such as unexpected injuries, uninsured medical emergencies, natural disasters, the impact of crime, or dire domestic situations. The most common reason an employee needs help from Working Together is due to a medical condition and the most common use of the funds is for housing.

Employees may also receive help from the C-SEAP program, which is able provide one-time cash grants or grocery store gift cards to employees in need. Due to space constraints C-SEAP is no longer able to maintain a food bank and provide the gift cards to those employee needing help to feed their families. As this is the first year of the transition from an actual food bank to providing gift cards any contribution you can make will have a significant impact.

You may donate to Working Together through the [Colorado Combined Campaign](#) via a payroll deduction or credit cards payment – donate to agency #1300. Employees may [sign up](#) for the Colorado Combined Campaign any time during the year. Credit Union of Colorado members can also set up convenient electronic fund transfers. Complete the [authorization form](#) and return it to the Credit Union of Colorado. Direct donations may be made by checks payable to Working Together and sent to 1373 Grant St., 2<sup>nd</sup> Floor, Denver, CO., 80203.

For more information about the Working Together Foundation, making donations, or volunteer opportunities, call 303.831.8645 (voice message) or go to [www.state.co.us/dhr/wt](http://www.state.co.us/dhr/wt). Please note that Working Together has no office or staff so contact with the foundation itself is limited to voice messaging.

You can make a monetary or grocery gift card donation to C-SEAP by dropping it off or mailing directly to C-SEAP at 633 17<sup>th</sup> Street, Suite 1120, Denver, CO 80202 (Attn: C-SEAP Donation). Grocery store gift cards will be distributed to state employees in need of food assistance throughout Colorado. (Please be sure to note the denomination loaded on the gift card.) You can also transfer money from your Credit Union of Colorado Account directly to



the C-SEAP Emergency Assistance Fund through Online Banking. Within Online Banking select the *Transfer* option and then select *Transfer to another member's account* to make your donation (C-SEAP's account is 774300, account type 08.)

### LEAVE AND JOB PROTECTION FOR EMERGENCY VOLUNTEERS

In April 2008, Governor Ritter signed into law HB-1097, which provides leave and job protection for volunteer emergency management, emergency services and disaster workers under certain circumstances. In order to receive this benefit the organization for which the volunteer is working must be a qualified volunteer organization.

The Department of Local Affairs (DOLA) determines if organization meets the criteria to be recognized as a qualified volunteer organization and maintains a list of organizations that have met this qualification. If you belong to an organization that provides volunteer support of disaster or emergency services please check out the Web link at [http://dola.colorado.gov/dem/volunteer/volunteer\\_leave.htm](http://dola.colorado.gov/dem/volunteer/volunteer_leave.htm) to review the qualification process and access a certification request form.

#### Holiday Giving, from page 3

Hoping to put her medical concerns aside for just a brief time, the employee wanted to enjoy a nice dinner with her mother, teenage son and young daughter. As we all know, preparing a full course Thanksgiving dinner can be exhausting when we are at our physical best, so imagine facing those long hours in the kitchen while you are ill and working full-time. This is where Maggie got her opportunity to help – she prepared a complete Thanksgiving dinner and delivered it to her new friend with plenty of time to make it to her family's holiday's festivities.

"This was a really gratifying experience, my two daughters (Sarah and Riki) and husband Bruce helped with the shopping and cooking, so it became a family project," said Maggie. "I know of several people that give a tremendous amount of time volunteering and they inspired me to take action. I plan to do this again next year, as does the employee that we helped out this Thanksgiving. That way two families will get help next year and we can start a tradition of saying thanks by giving back."

#### CCC 2008 UPDATE

Thanks to everyone that donated during the 2008 Colorado Combined Campaign (CCC) pledge drive. The Final numbers aren't in yet, but to date we have collected \$1,873,881!!!

# OIT SAVES MONEY BY CELLULAR PHONE PLAN CONSOLIDATION

BY JOHN CONNLEY  
DEPUTY CIO, OIT

The Governor’s Office of Information Technology (OIT) recently completed an 18 month effort to consolidate the individual cellular phone plans used by agencies in the Executive and Judicial branches and Secretary of State’s Office. This consolidation will allow these agencies to take advantage of pooled minutes and for the state to realize a significant cost savings - approximately \$750,000 annually - as well as enterprise level reporting. Additionally, with OIT being responsible for providing enterprise-wide management of the contracts, agencies can focus on their business of providing services to the taxpayers rather than managing a cell phone contract. Earlier this year, Senate Bill 08-155 was passed which requires consolidation of certain IT activities across the Executive agen-

cies under the Governor’s Office of Information Technology. This consolidation is just the first of many being undertaken by OIT to meet the expectations of both SB 08-155 and the multi-year information technology plan Governor Ritter introduced in 2007 to centralize IT management, purchasing, spending and planning.

Governor Ritter stated, “I am pleased to see the efforts being made by the Governor’s Office of Information Technology to consolidate services and reduce costs. Such efforts promote the Colorado Promise I made when elected and are the right thing to do for our citizens.”

Michael Locatis, State Chief Information Technology Officer, added, “OIT has many short term and long term initiatives in the works and we look forward to rolling them out. It has been a pleasure to work with agency directors who recognize the importance and value of consolidation.”

## GREENING EFFORTS ACROSS THE STATE

State employees who take a position of leadership to reduce the environmental impact of state government operations are also leading state government’s effort to reduce expenses. Consider the following Greening Government initiatives that also reduce costs:

GREENING GOVERNMENT GOAL	ACTION	ESTIMATED BUDGET SAVINGS
Reduce Petroleum consumption by 25%	Each state fleet vehicle driven a mere <u>ten fewer miles per week</u> , would eliminate almost two million vehicle miles traveled per year and save 115,000 gallons of fuel.	\$135,700 (\$1.60 / gallon retail fuel price)
Reduce Petroleum consumption by 25%	Use a telephone conference in place of an in-person meeting once per month.	\$265,000 (avoid mileage reimbursement for 10,000 meetings at 50 miles round trip, \$0.53 cents per mile)
Reduce Petroleum consumption by 25%	Carpool to a meeting in a state vehicle	\$150,000 (avoid 10,000 single-occupancy trips, 50 miles round trip, \$0.30 per mile variable rate)
Reduce Paper consumption by 20%	Reduce paper purchases by 20%	\$325,000 (State paper spend for FY 2007 was \$1.8 million, assumes 10% unit cost increase)
Purchase environmentally preferable products	Purchase remanufactured toner and ink cartridges through Colorado Correctional Industries at 20% less cost than new cartridges	\$279,000 (analysis for the Department of Corrections, alone)



for more information go to [www.colorado.gov/energy/greening/index.asp](http://www.colorado.gov/energy/greening/index.asp)

## STATE PARKS CELEBRATE 50TH ANNIVERSARY

Colorado State Parks celebrate their 50<sup>th</sup> anniversary in 2009 with events throughout the year to commemorate State Parks' role in conserving Colorado's unique landscapes and providing outdoor recreation for the enjoyment, education and inspiration of present and future generations.

Cherry Creek State Park, created in 1959, was Colorado's first state park. Colorado now has 42 state parks that are open to the public and two more under development. The state parks span 244,000 acres of exceptional natural settings, welcome more than 11 million visitors a year and provide economic cornerstones for communities across the state.



Eldorado Canyon State Park

Colorado State Parks is a leader in providing diverse outdoor recreation experiences through the dedication of many individuals - volunteers, employees, community members, visitors - and organizations, including Great Outdoors Colorado (GOCO) and the Colorado Lottery. Lottery and GOCO funds are essential to a wide range of parks' projects that preserve, protect and enhance wildlife, parks, trails and open spaces.

Looking forward to the next 50 years, Colorado State Parks are committed to providing the same high quality outdoor experiences that our visitors have come to expect. Join us in commemorating our Golden Anniversary. Go and enjoy YOUR Colorado State Parks!

## LT. GOVERNORS' CHALLENGE

Your HEART is in your HANDS



### You're invited to take the Lieutenant Governor's Challenge!

As the fittest state in the nation, we recognize the importance of eating well and exercising regularly to improve our frame of mind, stay productive, lose and maintain our weight, and overall reduce our risk for chronic illness.

Our goal is not only to be the fittest state in the nation, but defy the trend of the rapidly increasing rates of obesity that we are experiencing just as much if not more than the rest of the country. Therefore, Lt. Governor Barbara O'Brien, with the support of the American Heart Association, American Diabetes Association, AstraZeneca, Kaiser Permanente, and the Colorado Department of Health and Environment, is challenging the state to take advantage of all Colorado has to offer, get outside, and enjoy the variety of ways to lead an active life.

The 12 weeks of the program are designed to be a starting point for your introduction, continuation, or improvement on living a healthier life. You choose which activities you enjoy and that best fit into your busy schedules. Points are awarded on the basis of what that activity is and how long you are moving - the more intense the activity, the higher the point value. It is up to you, as the participant, to keep track of your activities.

Depending on the number of points you log during the 12-week period, you can be eligible for a gold, silver, or bronze medal.



#### Medal Levels

**Bronze Medal:** 140–239 points

If you walk briskly for 30 minutes, three times per week you can achieve 144 points in three months.

**Silver Medal:** 240–339 points

If you walk briskly for 30 minutes, five times per week you can achieve 240 points in three months.

**Gold Medal:** 340–500 points

If you walk briskly for 60 minutes, four times per week, or jog 30 minutes, five times per week you can achieve at least 350 points in three months.

Lt. Governor O'Brien recognizes that children, as well as adults, are just as much at risk for cardiovascular disease, diabetes, and other complications of obesity later in life if they continue down the road to a more sedentary lifestyle. In the last 20 years, childhood obesity has more than doubled while teen obesity has tripled. Currently, 1 in 10 children in Colorado are considered overweight. Schools and families can help encourage kids to increase their daily physical activity inside and outside of school hours.

To register, go to the health and wellness section of the Lt. Governor's website starting on Monday, January 12, 2009: [www.colorado.gov/ltgovernor/](http://www.colorado.gov/ltgovernor/)

The Lt. Governor's Challenge was launched at the Legislators Steps to Health press conference on Monday, January 12, 2009 at the State Capitol.

# CDOT AND THE BENEFITS OF PUBLIC/PRIVATE PARTNERSHIPS

By Bob Wilson - CDOT Public Relations Manager

In these days of making more with less, the Colorado Department of Transportation (CDOT) has come up with a unique way of stretching its resources through a public/private partnership with the commercial trucking community. That opportunity was provided as part of the recently developed Interstate 70 Traffic Incident Management Plan (TIMP) for Eagle County.

An important part of the TIMP involves keeping truckers safe and comfortable when they are waiting out an extended closure on I-70 over Vail Pass. This fall, CDOT built a large parking lot in Dotsero (Exit 133) that can accommodate up to 60 semi-trucks. That is in addition to the 220 existing emergency parking spaces along U.S. Highway 6 from Dotsero to Gypsum and 120 spaces along the Frontage Road west of Dotsero.

Commercial truck traffic accounts for approximately 15 percent of the traffic volume on I-70 west of Denver. CDOT reached out to the trucking community to discuss what options were available and feasible as far as partnering on the new parking facility. Budget constraints would not allow CDOT to also provide food and water to drivers who were stopped. The Colorado Motor Carriers Association (CMCA) and other private trucking entities realized that would be a problem during an extended closure and came up with the CARE package solution.

Johnson's Corner Truck Stop near Loveland then stepped up and asked several food and water vendors for donations. Shortly thereafter, the contributions began coming in, which included trail mix, Jolly Rancher candy, Oreo Cookies, pudding snacks, Rice Krispie Treats, beef jerky, energy bars, water, vitamin water and juice. CMCA, along with staff from Johnson's Corner and CDOT then got together at the truck stop for part of an afternoon to assemble the packages in sealed plastic bags, with CMCA delivering the packages to CDOT at the lot's grand opening in early December. CDOT is storing the packages at a climate-controlled location in nearby Gypsum and will bring them out for distribution when truckers are stopped for an extended period.

"This is a wonderful partnership with our friends in the trucking industry," says CDOT Region Three (Western Colorado)

Transportation Director Weldon Allen. "It is great to know that there are people out there that really care about the folks that move America. These CARE packages are a wonderful way of showing that they are important".



Celebrating the Dotsero Truck Parking Facility Grand Opening with initial CARE packages, from left: Martha Miller, Peter Kozinski, Joe Elsen, Saeed Sohbi, all CDOT; Trucker Henry Lodge; Weldon Allen, CDOT; CSP Trooper Major Barry Bratt; Vail Detective Jessica Mayes, Stan Linnertz and Greg Fulton with CMCA.

CDOT is aware that adequate truck parking facilities are vital to maintaining highway safety as well. By allowing truckers to wait out a road closure in a lot instead of along the shoulder, it allows CDOT to safely and effectively plow the highway and reopen it more quickly. "The ultimate goal here is safety, and we think this plan contributes to it," says CMCA President Greg Fulton. Future plans include additional truck parking areas along the corridor, as funding permits.

As traffic continues to increase on the I-70 west corridor, CDOT continues to implement other winter services, including: A pilot project is in its first season, allowing vendors to sell chains and chain-up services along I-70 between Dotsero and Denver West Boulevard. CDOT-preferred vendors assist drivers of commercial vehicles at any one of 21 chain stations when the chain law is in effect.

A Heavy Tow program, designed to promptly clear large trucks from the highway, is in its second season. Heavy wreckers are on standby at strategic locations along I-70, allowing commercial vehicles to be moved quickly from traffic lanes to a safe location during weekends, holidays and adverse weather. The Courtesy Patrol operates on weekends and holidays, providing free roadside assistance for services such as flat tires, fuel or water transfer, jump starts, short-distance towing, accident scene protection and minor mechanical assistance. Three trucks patrol I-70 between the top of Floyd Hill and Silverthorne, looking for disabled vehicles, as well as responding to requests from the Colorado State Patrol, local police or Eisenhower Tunnel.

"A dialog with the trucking community is a long-term relationship, developed over many years," adds Allen. "We're all stronger working together than working apart and all parties have realized that as we work to solve our transportation problems. The Truck Parking Facility, along with the CARE packages, can serve as a model for future public/private partnerships."



# HONORING A HERO'S SACRIFICE

BY TECH. SGT. CHERESA D. THEIRAL, COLORADO  
NATIONAL GUARD PUBLIC AFFAIRS

November is a month marked by gratitude and remembrance of the men and women who came before us; those who survived some of the harshest conditions imaginable and helped mold the United States of America into the nation we know today.

But this November brought with it a striking and painful reminder to the family and friends of a Colorado National Guardsman that the path to freedom is crimson, and the toll is absolute. It was the 13<sup>th</sup> day of November when Sgt. Jon Stiles of Battery B, 3rd Battalion, 157<sup>th</sup> Field Artillery, and member of the Colorado Army National Guard State Honor Guard, was killed in action. He was deployed with engineers from the Louisiana Army National Guard, helping clear deadly explosives from a road in Afghanistan, when his last breath was stolen from him by a violent act of terrorism.

It was unseasonably warm that day in Colorado, when Stiles' wife Launa was notified. Three members of the Colorado National Guard family, Air National Guard Maj. Gen. H. Michael Edwards, the Adjutant General of Colorado; Army National Guard State Chaplain (Lt. Col.) Andy Meverden; and Sgt. 1<sup>st</sup> Class Jeanine Williams, a casualty assistance officer, carried the burden of telling Launa her husband's life had ended.

On Nov. 18, Jon and Launa Stiles would have celebrated their eighth wedding anniversary. Instead, the new widow spent that day planning her husband's funeral. The following day, a quiet ceremony marked Sgt. Jon Stiles' return home. As his flag-draped coffin was lowered off a chartered jet at Buckley Air Force Base, in Aurora, Colo., hundreds of family members, friends and fellow Guardsmen came face-to-face with the tangible reality that this Soldier would not walk among them again.

Although many of those Guard members - Soldiers and Airmen alike - never knew Stiles, that fact didn't stand in their way. Their tears flowed unabashed; symbolic of their profound understanding of the sacrifice this hero made in order to ensure the battle for freedom is won.

Though the sun soared high in the sky, a bitter breeze penetrated Fort Logan National Cemetery in Denver Nov. 21. Flocks of geese punctuated the air, calling out as if sounding their own memories of Stiles.

Stiles' fellow Honor Guardsmen posted the colors. Silently, they carried his casket to a shelter, then folded the American flag that had draped

over him. The colors that had adorned him throughout his journey home were folded and presented to his family in honor and remembrance of this man, who gave his life in defense of freedom.



*The casket of Colorado Army National Guard Sgt. Jon Stiles is moved to Shelter B at Fort Logan National Cemetery in Denver.*

Sgt. Jon Stiles couldn't respond when 1<sup>st</sup> Sgt. Ed Schwaigert conducted roll call. He couldn't stand and salute when the firing squad from the 157<sup>th</sup> Field Artillery fired the rifle volley. And he couldn't render honors when Army Staff Sgt. Leonard Fahrni played Taps. Instead, the Soldier rested, safe in the land he loved.

It was the 13<sup>th</sup> day of November when Sgt. Jon Stiles took his last breath. Eight days later, he was laid to rest. A Soldier, a former Marine, a husband, a son, a brother, an uncle and a friend. A hero among many. A hero forevermore.

## IEC ISSUES POSITION ON GROUP DISCOUNTS

The Independent Ethics Commission ("IEC") is responsible for the implementation of Article 29 of the Colorado Constitution and its enabling statute, C.R.S. 24-18.5-101. The purpose of the IEC is to give advice and guidance on ethics issues arising under the amendment, and any other standards of conduct or reporting requirements as provided by law, and to hear complaints, issue findings and assess penalties and sanctions where appropriate.

The IEC recently issued a position statement regarding public employee's taking advantage of commercial discounts or benefits: the Commission believes that a "special discount" as addressed in the amendment refers to a discount that is specifically targeted at a particular government employee or official, a small group of government employees or officials, where there is a potential to influence government action. However, commercial discounts that are made available to a broad group of individuals, where there is no realistic possibility that the offeror is seeking to influence an official act or decision or to reward a government official or employee for any official action would not be a violation of the intent of the amendment.

Under this analysis, the IEC believes that government employees and officials may generally accept discounts or benefits that are available to the general public or to all government employees and officials, or to a subset of employees and officials, so long as the opportunity is uniformly offered and the group is large enough that it is unlikely that the discount would in any way influence the recipients in the performance of their official duties. These benefits may include reduced rates for government employees at hotels, telephone service, or other commercial consumer discounts. They may also

*Please see IEC, page 9*





## STATEWIDE EMPLOYEE STATISTICS FOR NOVEMBER 2008

	Classified	Non Classified	Totals
Filled Permanent Positions	23,843	5,338	29,181
Filled Temporary Positions	410	337	747
New Hires - Permanent Positions	532	145	677
Deaths			0
Terminations	32	2	34
Retirements	28	6	34
Resignations	57	20	77
Layoffs	1		1

*These numbers include both full and part-time employees of the Executive, Judicial and Legislative Branches. Higher Education has not been included as comprehensive, statewide data is not available to DPA.*

## C-SEAP SERVICES PROVIDED STATEWIDE, NOVEMBER 2008

Number of Clients	391
Total Client Contacts	555
Number of Workplace Consultations to Individual Supervisors/Managers	53
Number of Group-Based Organizational Development Services (Training, Mediation, Crisis Response, Problem Solving Facilitation, Work Group Performance Enhancement)	39
Number of Employees Participating/Attending Organizational Development Service	366

**STRESS, from page 2**

express themselves in a way that will be heard. An organization that address stress head-on will create a workplace that is far more productive, and populated with happy, healthy employees. We at DPA are dedicated to creating such an environment across the state workforce, and hope you will join us in this endeavor to make your day-to-day work life as stress free and pleasant as possible.

If you wish contact C-SEAP they may be reached at 303-866-4314 or outside the Denver area at 1-800-821-8154, you may also see the services they offer at [www.colorado.gov/dpa/eo/eap/contact.htm](http://www.colorado.gov/dpa/eo/eap/contact.htm) . If you wish to reach the State Ombud, Karen Schafer, she may be reached at 303-866-5383, or via email at [ombuds@state.co.us](mailto:ombuds@state.co.us). You may also review the services available through the Ombuds office at [www.colorado.gov/dpa/ombuds/index.htm](http://www.colorado.gov/dpa/ombuds/index.htm) .

Finally, if you have any comments or concerns about this or any other issue, please contact us at [dpacomment@state.co.us](mailto:dpacomment@state.co.us).

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include general discounts that are available to the public, such as coupons accessible on the Internet, AAA discounts and other similar consumer discounts.

The Commission recognizes that the size of the group may be irrelevant in some situations; *e.g.*, as in the case of a county contract procurement officer who participates in a group discount from Vendor A and who has influence over whether Vendor A is awarded a contract by the county. In such situations, individuals are strongly encouraged to seek advice from the Commission through a request for advisory opinion.

This, as with all Position Statements, is intended to give broad advice to government officials and employees and the public. The Commission encourages individuals with particular questions to request more fact-specific advice through requests for advisory opinion and letter ruling. If you need to contact the Independent Ethics Commission please call Executive Director, Jane T. Feldman at 303.866.5727 or email her at [jane.feldman@state.co.us](mailto:jane.feldman@state.co.us). The Commission's mailing address is 633 17th Street, 13th floor Denver, CO 80202.