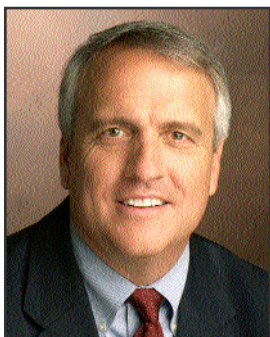


# StateLine



## MANAGING THE STATE BUDGET CRISIS

By **BILL RITTER, JR.**

Our country and our state are facing the worst economic crisis in recent American history. I am writing to you, the valued employees who provide the

key services to our citizens, to let you know how my team and the General Assembly are attempting to work through this extraordinary challenge. As we do so, I am ever aware of our need to honor the sacred trust with voters by working together to make the tough choices we face. While our situation is not as bleak as some other states, I and the General Assembly must take strong and decisive measures to maintain essential services and sustain our workforce, all within the context of a balanced budget.

I also want to thank you and your elected employee partnership organizations for the many constructive suggestions you and they have offered. I have tried to consider each idea fairly and consistently in light of the magnitude of the budgetary shortfall. Several ideas proposed by Colorado WINS and other employees across the state are still under active consideration. Additionally, early in the process, many employees expressed how important it was to keep the state's health care contribution at the current proportion. I have agreed to keep any changes to health and dental insurance off the table for the time being. This exchange of ideas and initiatives will continue throughout the budget process.

However, there are only a few tools at my disposal which materially affect the enormity of the revenue shortfall. As a result, I have concluded that, in addition to the many other measures we're taking to balance the budget, we will not be able to fund the salary-survey pay adjustments and the performance-based pay plan for the 2009-10 fiscal year. Additionally, I am requesting from the General Assembly the authority to establish up to three furlough days in the current fiscal year ending June 30, as well as 5 days in the 2009-10 fiscal year. While the three days this year would be held in reserve to be used only if needed, the budget as it now exists does anticipate the full 5 furlough days in the 7/1/09 - 6/30/10 budget year.

I am working closely with the legislature in a collaborative effort to chart a Colorado way forward. While we are hopeful

that federal assistance will permit us to restore some of these budget reductions in the future, at this point we cannot count on such funding in establishing the budget. I will also work with employees to ensure that the furlough program is crafted in an equitable fashion. While I am hopeful that these will be the last of the changes directly affecting you - our most valued employees - I can't be certain at this time. I will attempt to keep you informed at critical junctures as my administration and the General Assembly bring the budget into balance.

As always, I am grateful to you all for the many services you provide to the citizens of Colorado.

We recognize and value the input of state employees. If you or any of your fellow employees would like to share any cost saving opportunities please send them to us at [DPAComments@state.co.us](mailto:DPAComments@state.co.us).

## UPCOMING TRAINING OPPORTUNITIES

### **Dominance, Influence, Steadiness, and Conscientiousness (DiSC) Personality Profile Workshop: (Feb 11th)**

In this half-day workshop you will complete the DiSC assessment and learn how to work and communicate more effectively with a variety of styles and personalities.

### **Managing From the Middle: (Feb 18th)**

Learn skills to be effective as a leader up and down the chain of command.

### **Performance Management - Setting Performance Standards: (Mar 9th)**

This one-day workshop will help supervisors set up criteria, and develop methods to define and use performance standards for the most important processes, practices, and projects as well as daily and routine work tasks.

### **The Rules for Supervisors and Managers: (Mar 11th)**

This full day class provides training for managers and supervisors in the appropriate application of State personnel rules.

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





## WE ARE ALL IN THIS TOGETHER

BY RICH GONZALES  
EXECUTIVE DIRECTOR, DPA

DPA knows that you have many questions regarding the state budget and how the current crises may affect you. I want you to know that DPA will get the latest information out to you as soon as we can, but in many cases it may take awhile as numbers need to be crunched, affirmed and analyzed before we can publish them. We do not want to make the mistake of providing incorrect or misleading information that would worsen an already stressful time. That being said, I want to address some the rumors and horror stories that may be flying about.

**Total Compensation:** The Governor has had to make a very difficult decision and has approved, following my recommendation, not to fund achievement pay (both the salary survey and performance pay components) for FY09-10. I can tell you that this decision does not mean that the Governor, nor I, do not value the contributions and sacrifices you have made. Also, this in no way means that your performances over the last year and coming years do not matter. We are still doing all we can to obtain funding for employee health benefits to maintain the current employer contribution, but no decision has been made at this time. With the seriousness of the budget difficulties we face, nothing is certain until a final legislative action is enacted

**Furloughs:** The Governor's January 27<sup>th</sup> presentation to the Joint Budget Committee (the legislative committee that creates the budget that the full General Assembly must pass), included a budget recommendation for authority to require state employees to take five mandatory furlough days in the upcoming fiscal year (July 1, 2009 - June 30, 2009) and the option of requiring state employees to take three mandatory furlough days this fiscal year. The details of how to implement mandatory furloughs, should they be necessary in order to balance the state's budget, are still being worked on. As soon as we are made aware that furloughs are determined to be necessary, we will get the information out to state employees immediately, we will do this through email blasts and notices posted on Web sites across the state system. As of the publishing of this article no action has been taken to initiate mandatory furloughs.

Under current law, correctional officers, police officers, employees providing hands-on nursing care, employees of the Colorado State Patrol, and employees of the Department of Human Services providing hands-on care are exempted from mandatory furloughs. These exemptions are subject to modification, and we will continue to keep you apprised of any such changes. Additional information regarding furloughs may be found under Furlough FAQs at [www.colorado.gov/dpa](http://www.colorado.gov/dpa) under Hot Topics. Information regarding the impact furloughs

may have your PERA retirement package may be found at [www.copera.org](http://www.copera.org).

Finally, many of you may be aware that House Bill 09-1221 has been introduced, and that bill would require each state employee (with certain exceptions) to take between one and two mandatory furlough days each month, with the number of days depending upon the employee's annual salary. This bill is not the Governor's proposal and does not reflect the plan that the Governor proposed to the JBC last month. Moreover, the bill still must go through the legislative process in both chambers of the General Assembly, during which the bill may be amended or killed. It is far too early in the process to conjecture as to its passage or what it will ultimately look like if it does pass.

**Layoffs:** Currently there has not been any official declaration that would initiate layoffs. The decision regarding implementation is contingent upon many factors that must be considered and to which a strict compliance with rule must prevail.

This is a frustrating situation for everyone, and I thank you for your patience and sensitivity, and support during this difficult time. We are committed to providing you updated information as it become available.



## GIRLS STATE CURRENTLY RECRUITING HIGH SCHOOL STUDENTS TO PARTICIPATE IN 62<sup>ND</sup> SESSION



The non-profit Colorado Columbine Girls State is recruiting girls who are completing their junior year in high school to spend a week creating a mock government. The 62<sup>nd</sup> annual session of Girls State will take place in June and is held in Gunnison on the Western State College campus.



*Elected officers take oath of office.*

During the week of activities, the girls elect city councilwomen, mayors, county and state officials for hands-on lessons in local government. Each participant is also assigned as a state senator or state representative to the Girls State Legislature, where she is encouraged to draft bills, lobby and debate.

During the week, participants also learn about flag etiquette, voting rights and respect for veterans. Participants can receive optional college credits for their successful completion of the week. To qualify for one of the 250 Girls State positions, each girl must have good grades, a good moral character and possess leadership qualities.

Girls State is a great experience for young women and a unique opportunity to learn about American democracy and the roots of patriotism. Additionally, several college scholarships available

for Girls State participants. In past years, speakers have included Colorado legislators, mayors, city council members and other government leaders.

The Girls State experience often starts a life-long commitment to political involvement and community service. For several Colorado State employees the program has also become the passion of a lifetime. Rochelle Whitney, the 2009 Colorado Columbine Girls

State director, is a Court Reporter for the 4<sup>th</sup> Judicial District and attended Girls State in 1985.

Former Directors of the program include Joan Shoemaker, Deputy Director of Corrections; Maria Yslas-Brandt, Program Assistant for State Parks and retired state employees Donna Thompson, Roberta Rogers and Deborah Shissler-McBride.

For more information on applying, please visit the Girls State website: [www.ColoradoColumbineGirlsState.com](http://www.ColoradoColumbineGirlsState.com). The deadline for applications is May 1.

Learn about Colorado Boys State at [www.colegionboysstate.org/](http://www.colegionboysstate.org/)

### COLORADO LOTTERY ROLLS OUT NEW LOGO

The Colorado Lottery marked its 26<sup>th</sup> anniversary in January by unveiling a new logo. Contemporary but also classic, the new logo resembles a state seal and features the snow-capped 10 Mile Range near Lake Dillon, framed by the Colorado Lottery name. The updated logo is designed to gain greater brand recognition for the Lottery and create a closer link to our proceeds partners. While the new logo will begin appearing on billboards and point of sale material this month, branding all of the Lottery's materials with the new mark will likely take a year so as to minimize cost. The new logo was developed by the Lottery's advertising agency, Cactus Communications, after more than a year of development and exploration.



Please contact Kristen Shew at 303-759-6846 if you need images of the new logo.

### DPA EMPLOYEES KNIT FOR THE TROOPS

When we think of troops stationed overseas we often imagine them in the desert sunshine battling heat, but just often they are battling cold temperatures. A program facilitated through the Denver Public Library Fresh City Life program, local knitters are trying to make a difference by knitting helmet liners for our troops to wear in cold weather. A number of DPA employees have jumped on the band wagon and are knitting their little fingers to the bone *and* have offered to teach fellow employees how to knit or crochet in an effort to get them knitting caps for the troops as well.

To date the program has collected 5,333 helmet lining caps and has surpassed the goal of sending 5,280 caps to our troops stationed overseas. If you want to get involved a list of needed materials, instructions, and patterns are available at <http://denverlibrary.org/programs/fresh/knitting.html>.

Thanks to DPA employees for supporting this effort with such gusto.

# MLK HUMANITARIAN AWARDS PROGRAM AND CONCERT

FRANCES McDONALD

OUTREACH & EDUCATION COORDINATOR, DORA



Honorees await their award presentations from Governor Ritter.

On January 13, 2009 the annual Dr. Martin Luther King, Jr. Humanitarian Awards Program and Concert were held at the Boettcher Concert Hall. Desiree Marchman from the Division of Civil Rights, a committee member of

the group organizing and presenting the evening, participated in planning the public's nomination of nine Honorees. The Honoree were selected through public nomination and committee selection, were chosen because they have helped to bring about Dr. King's dream of "an equal chance for all persons to build a better life regardless of their race, gender, religion or disability". This year, the Honorees were Christie Donnor, Russ Nesiba, Tracy Jenkins-Winchester, Calvin Natt, Maria Guajardo, Pastors Leon and Yvonne Emerson. A Lifetime Achievement Award was presented to Jean and Sam Guyton.

After a private reception for the Honorees and sponsors which was attended by the Lieutenant Governor O'Brien, Civil Rights Division Director Steve Chavez, Mayor Hickenlooper, Auditor Gallagher, City Councilwoman Madison and numerous other elected officials and notables, the party adjourned to a community reception which was well-attended. After that reception, the Awards Program hosted by newscaster Tamara Banks began. Governor Ritter presented awards to the Honorees and mentioned each person's significant contribution to the community.

Following the Awards Program the Colorado Symphony Orchestra and the East High School Honors Choir, under the direction of Chelsea Tipton, II (symphony) and William Taylor (Honors Choir), performed spectacularly. Nothing was more spectacular, though, than the violin performance of Clayton Penrose-Whitmore, a fifteen year old protégé who brought the house to its feet.

It will be a challenge to top this year's program, however, keep an eye out for nomination forms beginning in the fall of the year since planning for the 2010 event has already begun.



# TOASTMASTERS WELCOMES STATE EMPLOYEES



Kenneth Beazer of the Department of Local Affairs' Division of Property Taxation was awarded 2008 Toastmaster of the Year. He leads the Daybreak Toastmasters Club every Friday at 7 a.m.

Toastmasters International (TI) is a non-profit, educational organization that has been helping millions of people through its communication and leadership programs for over 86 years. The group's mission is to provide a mutually supportive and positive learning environment in which members have the opportunity to develop communication and leadership skills, which, in turn, foster self-confidence and personal growth.

The "On Broadway" and "Daybreak Toastmaster" Clubs are two well established and successful local charter clubs of TI that have been helping State Employees improve their communication and leadership skills for decades. These clubs are open and welcome State Employees to be guests and join in the exhilarating fun.

Participation in Toastmasters will help you to:

- Run more effective meetings;
- Speak confidently without fear;
- Think more quickly on your feet;
- Develop leadership skills;
- Improve listening skills.

**Be our guest this week to see how Toastmasters can work for you!**

On Broadway Toastmasters meet every Thursday from 11:55 a.m. - 1:00 p.m., 700 Broadway, 3rd Floor, Meeting Room, Denver, CO 80203.

Daybreak Toastmasters meet every Friday at 7 a.m. in the Colorado State Administration Building, 1525 Sherman Street, Room B-70, Denver, CO 80203.

For more information, please visit our local club websites at: [www.onbroadwaytoastmasters.com](http://www.onbroadwaytoastmasters.com) or [www.daybreaktoastmasters.com](http://www.daybreaktoastmasters.com)

**Toastmasters International**



## STATEWIDE EMPLOYEE STATISTICS FOR JANUARY 2009

	Classified	Non Classified	Totals
Filled Permanent Positions	24,130	5,364	29,494
Filled Temporary Positions	411	309	720
New Hires - Permanent Positions	757	210	967
Deaths	5	0	5
Terminations	20	5	25
Retirements	12	14	26
Resignations	42	21	63
Layoffs	0	0	0

*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, JANUARY 2009

Number of Clients	280
Total Client Contacts	389
Number of Workplace Consultations to Individual Supervisors/Managers	67
Number of Group-Based Organizational Development Services (Training, Mediation, Crisis Response, Problem Solving Facilitation, Work Group Performance Enhancement)	66
Number of Employees Participating/ Attending Organizational Development Service	1,258



OK, class, let's go! Kick up those heels!  
It's not *Rockette* science we're doing here!