

Summer 2005

## **Associations' Joint Spring Educational Seminar Earns Positive Feedback**

*by Joe Montoya and Jane Crisman, CSMA Board Members*

The Colorado Fiscal Managers Association (CFMA), the Colorado Information Management Association (CIMA), and the Colorado State Managers Association (CSMA) hosted their annual Spring Educational Seminar at the Beaver Run Conference Center in Breckenridge on May 19th and 20th. The seminar was attended by 225 state and public employees, and 48 vendors exhibited or were involved at the conference. Attendees ranked the quality of the facility as high, and suggestions garnered from their feedback for next year's conference are already being considered.

Five educational tracks were available. Attendees were free to choose from all sessions, no matter the track, and some sessions were repeated to give more people the opportunity to participate in them. Presenters ranged from state employee who are experts in their field to industry experts, and from former political figures to a former professional athlete. Feedback from the attendees regarding the line up of presenters was enthusiastic, and the presenters reported they were pleased with the event, as well.

Greg Churchman presented **Mattering and Marginality** – a seminar developed to help attendees be the best supervisor or manager possible, while giving them tools to motivate and keep the best employees. Reggie Rivers was a keynote speaker for the session entitled **DARE to be a LEADER**. On Friday, Buie Seawell was a featured speaker, facilitating a session entitled **Leading Change**. It focused on how our values are the key to both being trusted and engaging others. Finally, Sal Silvester provided practical solutions to **Navigating the Challenge of Change**.

In keeping with tradition, each association presented its annual awards at the conference during Friday's luncheon. More information on those awards appears in a separate article in this issue (page 10).

An outstanding seminar such as this would not be possible without the state and other public entity employees who attend, nor without the support of the many vendors who reserve exhibit booths. This year's vendors were pleased with the way the scheduled events allowed them to meet and assist state employees. Many

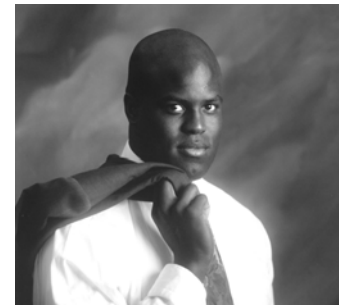
*(continued on page 2)*



*(Spring Educational Seminar, continued from page 1)*

of these vendors work with state employees on a daily basis, but seldom have an opportunity to meet them face-to-face. Problem solving and communication about new and more efficient services and products to help the state perform its job are valuable benefits to those who attend the seminar.

This conference takes a considerable amount of (volunteer) time to plan, organize and present. Each year, a committee comprised of members from each of the associations collaborates on various tasks concerning the seminar. These tasks include: site selection, contract and room rate negotiation, contacting vendors/exhibitors, topics and contacting speakers, conference budget, securing audio-visual needs, session room assignments, online registration, door prizes/giveaways and attendee/speaker gifts, registration desk, agenda and speaker bios, attendee packets, exhibitor needs like internet/phone/shipping/booth assignment, meals and counts, conference announcements, office equipment and materials, signage, printing, pre- and post-conference meetings with hotel staff, payment to speakers, payment by attendees and vendors, review and approving voluminous invoices from the hotel, speaker introductions, awards presentation, room counts, lodging issues, networking—and still having fun at the event (after and while performing all these tasks). The 2005 committee deserves recognition for all these things, and more! The committee members were:



*Reggie Rivers*

**For CSMA:** Yvonne Anderson, Personnel & Administration (DPA); Jon Reitan, Agriculture; Joe Montoya, Law.

**For CFMA:** Brent Voge, Revenue; Mindy Densmore, Revenue; Mary Pearce, Regulatory Agencies; Roger Cusworth, CU Boulder; Rose Marie Auten, Local Affairs.

**For CIMA:** Lee Baughman, Law; Lorilie McCann, DPA-DOIT; Phil Green, Natural Resources; Tina Camblin, Regulatory Agencies; Carol McDonald, Law.



*Buie Seawell*

The 2006 Spring Seminar Committee is already considering options for next year. If you have suggestions or wish to help with next year's event, please contact one of the CSMA Board Members who will serve on the committee. They are **Jon Reitan, Yvonne Anderson, Joe Montoya, Barbara McBride, and Barbara Groth**; their contact information appears on page 12.



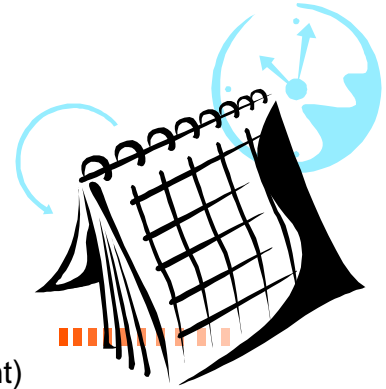
## **They're back!**

**CSMA's Brown Bag Workshops**, organized around the theme that "*Management is More Than a Theory*," return with four new offerings in FY 2006. **The fall workshops will be held on September 15th and October 13th.** The tentative dates for the spring workshops are February 9th and March 9th, 2006. More details on the spring workshops will be available soon.

**September's Brownbag Workshop** will introduce you to the **Colorado State Employees Assistance Program (C-SEAP)**. Program Director Randi Wood will cover a variety of topics within the program, such as employee referrals, workplace violence, domestic violence, and suicidal employees in the workplace. For the **October Workshop**, Andrew Gale from the Department of Personnel and Administration will provide **updates on personnel issues and the secrets of applicant testing.**

For information on these workshops, please visit [www.cзма.info/Events.htm](http://www.cзма.info/Events.htm), where you can also register on-line. The cost for CSMA members is only \$5 per workshop. For those who are not members, the first workshop is \$30, of which \$25 will apply to membership in CSMA for FY 2006. We look forward to seeing you there, and don't forget to bring a lunch!

# Upcoming CSMA Events



**September 7, 2005**

**Monthly Board Meeting**

Noon to 1:15 p.m.  
Department of Human Services  
Multi-Purpose Training Room (Basement)  
3350 West Oxford Avenue, Denver

**September 15, 2005**

**Brown Bag Workshop**

***Colorado State Employee Assistance Program***

Noon to 1:30 p.m.  
Department of Human Services, Ft. Logan Campus  
Multi-Purpose Training Room (Basement)  
3350 West Oxford Avenue, Denver

**Register on-line! <http://www.csma.info/forms/workshops.htm>**

**October 5, 2005**

**Monthly Board Meeting**

Noon to 1:15 p.m.  
Colorado Department of Public Health & Environment  
Lowry Lab - 8100 Lowry Blvd, Denver

**October 13, 2005**

**Brown Bag Workshop**

***Personnel Issues Update & Secrets of Applicant Testing***

Department of Public Safety  
700 Kipling, Suite 1000, 1st Floor Conference Room  
Lakewood  
Check [www.csma.info](http://www.csma.info) for more details, coming soon!

**November 2, 2005**

**Monthly Board Meeting**

Noon to 1:15 p.m.  
Department of Public Safety  
700 Kipling Street Suite 1000, 1st Floor Conference Room  
Lakewood



**CSMA OFFICE CONTACT INFORMATION**  
**Ms. Kathy J. Barta, CSMA Office Administrator**  
**P.O. Box 19276**

**Denver, Colorado 80219-0276**

**Phone 303.922.3736 Fax 303.922.5295 Email: [adminoffice@csma.info](mailto:adminoffice@csma.info)**

**Visit CSMA on the web: [www.csma.info](http://www.csma.info)**

# REMIND ME, WHY SHOULD I JOIN CSMA?

## or The Top 10 Reasons You Should Join CSMA!

By Michelle Pedersen, Human Resources Director for the

Department of Regulatory Agencies and CSMA Board Member; reprinted from Summer 2004 Leaders' Digest

As I begin writing this article, I'm finding myself at a bit of an impasse. Not because I can't formulate any number of good, solid reasons to join—but because it seems odd to encourage or solicit membership via an article in the association's newsletter. Shouldn't it be reasonable to assume that a *privilege* or *benefit* of membership is receipt of the *Leaders' Digest*?

As many of you already know, CSMA is a "companion association" to the Colorado Information Management Association (CIMA) and the Colorado Financial Managers Association (CFMA). The CSMA Board is interested in significantly increasing its association membership in order to expand the many benefits it currently offers to its members, and to become an even more credible contributor to the effective management of Colorado State Government.

In lieu of initiating a comprehensive membership drive, the CSMA Board quickly offers the following "**Top 10 Reasons You Should Join CSMA**" (as you'll see, in random order):

1. **P**rice is Right: Annual membership is a **bargain** at \$25.00. (Even purchasing *Managing for Dummies* is going to set you back \$21.99.)
2. **L**eaders' Digest: Membership will include the "free" subscription to the *Leaders' Digest*. Each quarterly newsletter features a variety of useful articles, and timely information about any number of issues of interest and criticality to state employees.
3. **E**xcessive amounts of time or energy are not needed. Don't be mistaken—you can spend as much time, or as little time, as you'd like in participative activities; however, you can feel free to leave "the work" to others.
4. **A**dditional opportunities, workshops, speakers, conferences, informational materials and resources, etc., will be available, given an increase in membership.
5. **S**eriously discounted registration fees for several worthwhile CSMA-sponsored events including (but not limited to) Brown Bag workshops, conferences, and the annual Legislative Luncheon. As many of you know, this luncheon is typically held at the Brown Palace, and is, without exception, the place to be following the Governor's State of the State address. Attendees are provided with a truly unique opportunity to listen to, learn first-hand from, and visit directly with legislators about key legislative issues and subjects of interest to state employees and state government.
6. **E**ase of registration (on-line or on paper—see page 5, fax or snail mail); credit cards are accepted; and for the reasons highlighted on the CSMA web-site (<http://www.csma.info/membership.htm>) including access to the exclusive "members only" pages.
7. **J**oining CSMA is an opportunity that is available to state employees across all jobs, disciplines, professions, areas of interest, etc. You need not be in any specific occupational field to join—and also need not specifically or currently be a "manager."
8. **O**bligatory language: Networking; looks great on a resume; discounted workshops; value added, educational forums; information exchange opportunities; dynamic and well-received conferences, etc.
9. **"I** am a member, I've just forgotten to renew my dues—but thanks for the reminder," is your response to this article.
10. **N**o hidden fees, costs or obligations; members get **more** than they pay for; membership **does** have its privileges (and includes a commemorative pin and membership card that any state employee should be proud to possess).

Certain that this information has compelled you to promptly renew your membership, or join anew, please feel free to also take a moment to share this article (and any resulting enthusiasm) with col-leagues, counterparts, office/cubicle neighbors, and (even retired) friends.

Thank you in advance for your interest and attention—and as always, please feel free to contact any board member with questions.

# COLORADO STATE MANAGERS ASSOCIATION

## Membership Application

For Fiscal Membership Year July 1, 2005– June 30, 2006

I am a  new member  renewing member  retired state employee

NAME: \_\_\_\_\_

TITLE (skip if retired): \_\_\_\_\_

AGENCY (skip if retired): \_\_\_\_\_

DIVISION (skip if retired): \_\_\_\_\_

MAILING ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP CODE: \_\_\_\_\_

TELEPHONE: (\_\_\_\_\_) \_\_\_\_\_ FAX: (\_\_\_\_\_) \_\_\_\_\_

E-MAIL ADDRESS: \_\_\_\_\_

I prefer to receive information from CSMA via:  US Mail  E-mail

**MEMBERSHIP DUES: \$25 PER FISCAL YEAR CSMA VENDOR #742-467-782D**  
**\$10 PER FISCAL YEAR FOR RETIRED STATE EMPLOYEES**

Payment Method:  Enclosed is my check for (circle one) \$25.00 / \$10.00 **OR**

Credit Card Info for payment of the \$25.00 / \$10.00 is: Type of Card: MC Visa

Card #: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Signature of Credit Card Holder: \_\_\_\_\_

Name Imprinted on Credit Card: \_\_\_\_\_

**Mail your check or fax the credit card information along with this membership application to:**

Colorado State Managers Association  
P.O. Box 19276  
Denver, CO 80219-0276  
Phone (303) 922-3736  
Fax (303) 922-5295  
E-Mail: [adminoffice@csma.info](mailto:adminoffice@csma.info)



*Dedicated to Improving Colorado State Government*

# Leadership

*compiled from various sources by Ken Doby, CSMA Board Member*

A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others.

Leaders do not set out to be the leader, but become one by the quality of their actions, and the integrity of their intent.

**In the end, leaders are much like eagles:**

**They don't flock, you find them one at a time.**



## Veteran and New Officers Head CSMA Board for FY 06

At its June Board meeting, the CSMA board elected officers to head the association for Fiscal Year 2006. The nominating committee recommended the slate, which was unanimously approved. These are the officers for the Colorado State Managers Association, and their terms run from July 1, 2005 through June 30, 2006.

### Jon Reitan - President

Jon served as CSMA Vice President in Fiscal Year 2005, and as Secretary in Fiscal Year 2004. He is the Chief Financial Officer for the Colorado Department of Agriculture. He began his career with the state in 1997, as an analyst for the Governor's Office of State Planning and Budgeting. Jon has served on the CSMA Board since 2002.

### Jane Crisman - Vice President

This is Jane's first term as a CSMA officer. She is the policy director and a budget analyst for the Colorado Department of Public Safety. She began her state career as a Patrol Dispatcher for the Colorado State Patrol in 1980. Jane has served on the CSMA board since 1994, and has been editor/co-editor of the *Leaders's Digest* newsletter since 1996.

### Judy Rose - Secretary

This is Judy's second term as Secretary for CSMA. She is the Community Relations Manager for the Colorado Lottery, and is the

Division's liaison with the 400-plus recipients of Lottery proceeds across the state, as well as with many state agencies. A 15-year state employee, Judy has been awarded the Governor's STAR award for the diversity program she oversees.

### Andrea Smith - Treasurer

Andrea returns for her third term as CSMA Treasurer. She is currently the Fiscal Officer for the State Laboratory at the Department of Public Health and Environment and has worked for the State for over 17 years. Andrea joined CSMA in March 2002 and has served as a Board Member since she joined.

If you'd like to learn more about our officers, short biographies appear on the Internet at URL <http://www.csma.info/biographies.htm> You can also learn more about the CSMA board at <http://www.csma.info/board.htm>

There are several vacancies for state department representatives on the board (see page 12). If there is a vacancy for your department, and you are a CSMA member who is interested in representing your department on the board, please contact CSMA President **Jon Reitan**.

All CSMA members are welcome, and encouraged, to attend board meetings. If you'd like to attend a board meeting, see the Upcoming Events on page 3 of this issue.

## Colorado's Fiscal Debate Heats Up

This November's election is shaping up as one of the more contentious "off-year" elections in recent memory. Unless you have been living in the past or under a rock, or don't listen to radio, watch television, or read the print or on-line media, you likely have heard about what many people term Colorado's "budget crisis". Regardless on which side of the issue you stand (and there are probably more than two sides), you might agree that this election is important to the state's future.

While CSMA is not endorsing or rejecting Referenda C and D, it is taking a position on the election: **No matter how you vote, vote!** This is a critical issue and CSMA asks all state employees to take the time to learn about the referenda, the pros and the cons. Then, be certain to cast your vote---this issue is too important for you to sit on the sidelines!

In this issue of Leaders Digest, the CSMA Board wanted to present information on the referenda. That information follows. Some of it is in favor the referenda, some is not. You will also find links to more information that is available on the Internet.

Remember: **No matter how you vote in the November election, be sure to cast your vote!**

## Budget Fix, Bonding Heading to Ballot

*by Mike Braaten, Intergovernmental Affairs Coordinator,  
Colorado Municipal League*

The 2005 session was marked by an historic compromise between the new Democratic leadership and the Governor that will place two referred measures on the ballot this November. They are aimed at improving the state's fiscal health and improving state services.

The first will be Referendum C, introduced as HB 05-1194 by Speaker of the House Andrew Romanoff and sponsored in the Senate by Sen. Steve Johnson, R-Fort Collins, and Peter Groff, D-Denver. If passed, Referendum C will allow the state to:

- De-Bruce all revenues from July 1, 2005 through June 30, 2010
- Retain a capped amount of additional funds beyond 2010 and each year thereafter – basically "rebasin" to the year with the highest revenues from 2005-2010 and allowing for annual increases equal to growth plus inflation. And, if the

bonding measure (mentioned below as Referendum D) if approved, allows the state to keep an additional \$100 million starting in 2011 to cover the bond payments.

• Create the General Fund Exempt Account for excess revenues the state is allowed to keep to fund:

- Health care
- Education (K-12 & higher education)
- Pension plans for firefighters and police (as long as statutorily required),
- Strategic state transportation projects.
- Requires an annual report on how de-Bruced revenues are spent.

The other referred measure, known as Referendum D, if approved by voters, will allow the state to issue up to \$2.07 billion in bonds to fund critical state needs as follows:

- \$1.7 billion to repair and replace highways and bridges and accelerate CDOT's strategic projects; available transportation funds "ramp-up" the following way: \$30 million in state FY 05-06, \$70 million in state FY 06-07 and \$100 million in each subsequent year.
- \$147 million for K-12 school construction, repair, maintenance, etc.
- \$50 million to higher education for construction, repair, maintenance, etc. of state university, college and community college facilities.
- \$175 million to be credited to fire and police members' benefit fund (FPPA).

The measure was originally introduced in the Legislature as two separate proposals by the same sponsors, Rep. Bernie Buescher, D-Grand Junction, and Sen. Jim Isgar, D-Durango. One proposal provided the ballot information (House Joint Resolution 1057) and the other provided the administrative framework for implementation of the bonding measure (HB 1333) if passed by voters. Voters must approve Referendum C to implement Referendum D.

Additionally, the General Assembly passed HB 05-1317, a companion measure to HB 05-1194. The bill provides authority to the Legislature beginning in 2011 to grant an income tax cut from 4.63 to 4.5 percent on a year-by-year basis only if Referendum C passes and revenues are sufficient to cover the anticipated tax reduction.

*-Reprinted by permission of the Colorado Municipal League from its publication, Statehouse Report*



# SDA Board Supports Referenda C and D

By J. Evan Goulding

Executive Director, Special District Association of Colorado

Citing the deterioration of Colorado's infrastructure and the inability of state government to fund important state facilities and services, the SDA Board at their recent board meeting, voted unanimously to support the ballot issues changing the amount of tax revenues which the state can keep and spend pursuant to the limitations of the TABOR Amendment.

Board President John Ballagh, speaking on behalf of the Board, also encouraged local special districts statewide to join in supporting Referendum C and Referendum D, which will be on the November ballots.

"Although the ballot issues do not directly deal with TABOR restraints at the local government level, there are so many state facilities and services which affect local governments in one way or another, we feel that until some of the state problems are rectified, Colorado will continue to fall further behind," said Ballagh.

After two years of contentious debate, the state legislature has finally agreed to refer a measure to the voters in a statewide ballot question which would allow state revenue and spending to increase to meet these growing unmet needs.

Referendum C is the much heralded "compromise" worked out between House and Senate Democrats and Republicans and Governor Owens, who played a major roll in crafting the details of the proposal. The final version of the measure passed the House with all of the Democrats and nine Republicans in support, and passed the Senate with all of the Democrats and eight of seventeen Republicans in support.

The provisions of Referendum C are drafted as a "voter approved revenue and spending change" pursuant to the terms of TABOR. It will ask voters to forgo any TABOR refunds for five years, with the revenues the state is able to keep being spent on specific state needs. In other words, a statewide "deBrucing," which will allow the state to "retain and spend all state revenues in excess of the limitations on state fiscal year spending," beginning with the state fiscal year beginning July 1, 2005, and ending July 1, 2010.

Any increases in state spending will still be subject to the ongoing spending limitation known as the "Arveschoug-Bird" limit, which holds state general fund expenditures to no more than six percent over the previous year's spending.

The companion question on the ballot, known as Referendum D, will authorize the issuance of certain bonds, to be repaid from the proceeds of these increased spendable revenues, and what happens after 2010 will depend on whether Referendum D passes in 2005.

If Referendum C passes, and Referendum D, the bond authorization does not pass, then after 2010, the state's revenue and spending will be limited to the previous year's revenue plus population growth and inflation (the current TABOR growth factor). If Referendum D also passes, the limit after 2010 will include up to an additional \$100 million for debt service on the bonds until they are paid off.

Under Referendum C, the revenue the state is able to keep and spend over and above the ratcheted-down TABOR limit will go into a newly created account, and will be appropriated by the general assembly for the following purposes:

(a) To fund health care.

(b) To fund public elementary and high school education and higher education.

(c) To fund pension plans for firefighters and police officers. (Note: This will discharge the state's statutory obligation to fund certain firefighter and police officer pension, which is currently unfunded due to the state's inability to meet this obligation.)

(d) To pay for strategic transportation projects included in the department of transportation's strategic transportation project investment program.

More details of each of these programs will be forthcoming in the future.

Referendum C will not include a tax cut, nor will it include a tax increase. It will simply allow the state to keep and spend revenue that it must now refund due to TABOR limits. The Legislative Council staff projects that this will allow the state to keep and spend roughly the following amounts during the next five years:

FY 2005-06:	\$393.8 million
FY 2006-07:	579.7 million
FY 2007-08:	583.7 million
FY 2008-09:	674.6 million
FY 2009-10:	880.8 million

A companion bill, House Bill 1317, sponsored by Representative Romanoff and Senators Groff

*Continued on next page*

*(SDA Board Supports Referenda C and D, continued from page 7)*

and Johnson, provides that if Referendum C passes, then after 2010, in any year in which state revenue exceeds the amount which the state is authorized to keep and spend, the state income tax rate will be reduced from 4.63 percent, to 4.5 percent. This is a means of not collecting more than the state is allowed to spend, rather than being required to come up with refund mechanisms.

The SDA Board encourages local boards to adopt a resolution of support, and to make that resolution known to local media, other local governments, and service clubs and organizations within the community.

"Local governments, including special districts, are limited in what they can do to support public ballot issues," Ballagh pointed out. "A special district cannot spend district funds or resources to support or oppose an issue, but a district is allowed by law to adopt a resolution reflecting the position of the Board. Since special district board members are widely respected in their communities, such a resolution will be most helpful in letting the community know of their support," Ballagh said.

*-Reprinted by permission from the Special Districts Association of Colorado*



## Get the facts on Referendum C

*from the home page of [www.taxincrease.org](http://www.taxincrease.org)*

Right now, the state of Colorado is under fiscal assault from the spending lobby, those who think they know how to best spend your money! The Colorado state legislature sent to this fall's ballot an enormous, overreaching tax increase, known as Referendum C, for voter approval. While the spending lobbying has been crying "budget cuts," the state legislature passed the largest budget (\$15 billion) in Colorado history. Included within this budget are increases in every line item including health care, roads, corrections and a whopping 25 percent increase for higher education.

- **MASSIVE TAX INCREASE**  
The state keeps all of YOUR excess tax refunds for five years.
- **COST UNKNOWN**  
The estimated cost is \$3.1 billion or \$3200 per family of four. But because the state keeps all of YOUR excess tax funds, that number could go much higher.
- **FOREVER TAX INCREASE**  
Government is the one thing that defies the basic law of gravity: that which goes up must come down. Once state spending has ratcheted up, it will never go down because the highest level of spending will become the new baseline.
- **AMENDMENT 23 IS THE REAL PROBLEM**  
Mandated, unfunded K-12 spending has placed a strangle hold on the general fund, each year consuming a greater percentage.
- **OVERCOMPENSATION**  
Referendum C gives the state legislature more than 3 times the amount of money it claims the state needs to "change the TABOR ratchet effect." What budget crisis? The state budget is at an all time high. It increased to \$15.2 billion, up 7% just this year. Enough to afford across the board pay increases for all government employees.

## More Information About Referenda C and D

Here are links to more information related to Referenda C and D.

These web sites have articles or links to articles that support each organization's position, as well as links to endorsements of their efforts. These appear to be the two major organizations working on, the first against and the second in favor of, the referenda:

[www.taxincrease.org](http://www.taxincrease.org)  
[www.voteyesonc-d.com](http://www.voteyesonc-d.com)



### Colorado Secretary of State's Elections Page

<http://www.sos.state.co.us/pubs/elections/main.htm>

### Referenda Proponents and Opponents Contact Information

[http://www.sos.state.co.us/pubs/elections/2005\\_ballot\\_contact\\_list.pdf](http://www.sos.state.co.us/pubs/elections/2005_ballot_contact_list.pdf)

### Colorado Legislative Council Ballot Analysis

<http://www.leg.state.co.us/lcs/0506initrefr.nsf/Ballot%20Analysis?openview>

Two well-known policy centers or "think tanks" are on opposing sides of the issue. The **Bell Policy Institute** and the **Independence Institute** both have information on their sites regarding Referenda C and D, and both have links to more information.

[www.thebell.org](http://www.thebell.org)  
[www.independenceinstitute.org](http://www.independenceinstitute.org)

## Awards for Excellence Presented in Breckenridge

*by Jane Crisman and Andrea Smith, with contributions from Joe Montoya, Tina Camblin, Carol McDonald, and Mary Pearce*

The three state employee management associations (see cover story) annually present awards that recognize excellence, within their respective disciplines, shown by state employees and managers. Again this year, those awards were presented at the associations' joint Spring Educational Seminar in Breckenridge on May 20th.

CSMA presents its Manager of the Year Award to an outstanding state manager who is nominated by his or her peers. This year, the Manager of the Year Committee received nominations from very deserving candidates. The members of the Selection Committee were: **Roz Bedell**, Public Health and Environment, **Tim Hand**, Corrections, and **Michelle Pederson**, Regulatory Agencies. The Committee's Chairperson was CSMA Treasurer **Andrea Smith**, Public Health and Environment.

This year's Manager of the Year award recipient, **Richard Pennington**, joined the Attorney General's Office in 1995, serving as contract, procurement, and construction litigation counsel for four years. He also served as the State Purchasing Director until he was named the Director of the newly created Division of Finance and Procurement (Personnel & Administration) in 2002.

Pennington was instrumental in merging several state oversight functions into a cohesive organization with shared goals, objectives, and values. He developed and implemented the Systemic Controls, Oversight, and Policy Evaluation (SCOPE) project that represents the Division's commitment to seeking ways to continuously improve financial procurement operations. Under his direction, the State Purchasing Office synchronized the bidding and contracting thresholds in the procurement and fiscal rules, revised the contract manual and developed effective contract training workshops, and integrated procurement, procard and contract peer reviews into one process for delegated agencies.

The nomination packet included letters from Pennington's staff, his peers, customers, and his supervisor. All of the letters cited his professionalism, leadership skills, and innovative style.

In addition to a plaque by Andrea Smith, Pennington will also receive a \$500 scholarship towards training or education.

*(continued on next page)*

*(Awards... continued from page 11)*

The Manager of the Year committee wishes to thank everyone who submitted a nomination for this year's award, and to remind you that those outstanding managers who were nominated but not selected this year, can be nominated again next year.

CSMA President **Ken Doby** presented a Distinguished Service Award to **Rick Worley**, who recently retired from the Department of Local Affairs. Worley began his career with the state at the Department of Personnel in 1972, then left for the private sector in 1981. Upon his return to state service in 1984, he worked for the Department of Institutions (now Human Services). In 1990, Worley transferred to the Department of Local Affairs, where he retired as the Human Resources Director. Not only did Worley serve state government in this way, but he also was CSMA's Vice President in FY 1999, and its President in FY 2000, and served on the CSMA Board for nearly a decade. Worley thanked CSMA for the award, and said that CSMA was an excellent opportunity to network and was a blessing to him.

The Colorado Information Management Association (CIMA) also presented its annual awards at the luncheon. **Mike Quirk** received a CIMA's award For Outstanding Dedication to the Colorado State Government IT Community. CIMA's Outstanding IT Manager/Supervisor of the Year was **Trevor Timmons**, Secretary of State's Office, and its Outstanding IT Employee of the Year was **Lee Baughman**, Department of Law.

Awards presented by the Colorado Financial Managers Association (CFMA) included the Outstanding Fiscal Employee of the Year, **Lenny Merriam** from the Department of Corrections. The winner of the Outstanding Fiscal Office of the Year award was the **Department of Local Affairs Accounting and Financial Services Office**. CFMA's Outstanding Fiscal Manager of the Year award was presented to **Brent Voge**, Department of Revenue.

At the conference's afternoon session on Thursday, May 19th, CSMA Board Member **Yvonne Anderson** (Personnel & Administration) presented a Distinguished Service Award to Jane Crisman of the Department of Public Safety. (Crisman was unable to attend Friday's luncheon.) Biographical information for Crisman is on page 6. She has represented Public Safety on the CSMA Board since 1994, and is currently Vice President. While thanking CSMA for the honor, Crisman said that being a part of CSMA has given her opportunities to meet and work with the best employees in the state.



## 2006 Legislative Luncheon - Mark Your Calendar!

The tentative date and time for **CSMA's 2006 Legislative Luncheon** is January 12, 2006 at 12:30 p.m. Committee members for 2006 will be **Ken Doby, Teresa Lawser, Jon Reitan, Brenda Davis, Barbara Groth** and **Jane Crisman**. If you have suggestions for topics or speakers, or if you would like to be involved, please contact one of these board members (contact information on page 12).

**Want to join CSMA?  
Haven't yet renewed your  
membership for FY 2006?**

If you've cruised right past pages 4 and 5, well...go back to page 5 to print out an application form.

Or, if you want to register on-line (you must use a credit card), just follow this link: [https://  
cornflower.site-secure.net/csma/  
forms/membappl.htm](https://cornflower.site-secure.net/csma/forms/membappl.htm)

**Have you gotten the point? We want you as a member! Welcome!**

## 2004-2005 Colorado State Managers Association Governing Board

Department	Name	Phone	Fax	E-mail
<b>Officers</b>				
President	Jon Reitan	303-239-4100	303-239-4125	jon.reitan@ag.state.co.us
Vice-President	Jane Crisman	303-239-4412	303-239-4506	jane.crisman@cdps.state.co.us
Secretary	Judy Rose	303-759-6801	303-759-6883	judy.rose@lottery.state.co.us
Treasurer	Andrea Smith	303-692-3088	303-344-9989	andrea.smith@state.co.us
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Agriculture	Jon Reitan	303-239-4100	303-239-4125	jon.reitan@ag.state.co.us
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Education	Vacant			
Governor's Office	Vacant			
Health Care Policy & Financing	Vacant			
Higher Education	Vacant			
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Military Affairs	Vacant			
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Treasury	Vacant			
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	Becky Richardson (FY 02-03)	303-869-2814	303-869-3060	b.richardson@state.co.us
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