



THE DISPATCH

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THE OFFICIAL NEWSLETTER OF THE COLORADO DEPT. OF MILITARY AND VETERANS AFFAIRS

Executive Orders Overview

David Morehouse, Legislative Liaison and Public Information Officer Intern

What are executive orders?

Executive orders are official directives from the head of the federal or state governments, either the Governor of a state or the President of the United States. Executive orders are essentially laws that governors and the President can enact without going through the legislative branch. These laws are fast and easy to establish, but also fast and easy to repeal.

What is the difference between federal and state executive orders?

Federal executive orders come directly from the President and hold the same power as federal laws. They are used to manage operations on a federal level, and come from Article II of the U.S. Constitution, which lays out the President's executive powers. The President is required to "take Care that the Laws be faithfully executed."

State level executive orders come directly from the state Governor. The exact limitations of executive orders vary from state to state, as they come from the "executive branch powers" section in states' constitutions. In Colorado, the power for executive orders comes from Article 4 Section 2 of the Colorado Constitution: "The supreme executive power of the state shall be vested in the governor, who shall take care that the laws be faithfully executed."

Generally executive orders on the federal and state level are used in very similar ways. They are used to help manage federal and state organizations more efficiently, the best example of this comes from President John F. Kennedy, who used an executive order to standardize the issuance of executive orders! The other main use of executive orders on both levels is in the cases of emergencies. Either in public health or a different type of crisis, executive orders are used by the President and Governors to give themselves emergency executive powers to ensure swift and efficient responses to the crisis. One of the most recent examples of executive orders on all levels coordinating a broad response to Covid-19. In Colorado though, we often see these used in response to natural disasters like fires and floods.

What do federal and state executive orders mean for state employees?

For state employees, executive orders are a big deal. Overnight a department can have their standard operating procedures changed, or have their priorities rearranged towards whichever the issuing executive branch's policy priorities lie. During ongoing emergencies, the government can mobilize assets like people or equipment that departments have towards the issue at hand using executive orders.

What is the big deal?

Executive orders can be implemented swiftly and affect every level of government. They can be implemented through the federal level via the President or through the state level through the Governor. Usually, executive orders are issued to manage emergency situations or regulate various state or federal government operations. State employees should always pay close attention to any executive orders that are issued, as their day-to-day operations can be impacted very suddenly if they are not aware of the changes.



Members of the Colorado National Guard were mobilized to Washington, DC, through executive orders after Jan 6, 2020, to protect the capitol.



Healthcare workers in VA hospitals regularly were directed by executive orders during the height of the COVID-19 crisis.



Jackson Leache

Jackson Leache is a 2nd year CU Boulder Army ROTC cadet from Frederick, MD. He comes from a family of seven: his parents, 3 brothers and 1 sister. In his free time, Jackson enjoys hiking, kayaking, skiing, off-roading, and soccer. Jackson is getting an undergraduate degree in Economics and is interning under Sarah Edwards with a business focused internship. In his own words, “How passionate everyone in the Colorado national Guard is about their role in the organization.”



Samuel Patti

Samuel Patti is a 3rd year CU Boulder Army ROTC cadet from Hooksett, NH. He comes from a family of four: his parents and a brother. He enjoys both rock climbing and skiing, along with coding capture the flag events. Samuel’s getting an undergraduate degree in Computer Science, with a lot of experience through capture the flag events and ethical hacking competitions. Samuel is interning under Deborah Salerno, completing an IT focused internship. He has enjoyed learning how the state TA system works to help service members use their earned benefits.



David Morehouse

David Morehouse is a 2nd year CU Boulder Army ROTC cadet from Pagosa Springs, CO. He comes from a family of four: his parents and 1 sister. In his free time, David enjoys rock climbing, running, and camping. David is getting an undergraduate degree in Economics and is interning under Parker White with a legislation focused internship. In his own words, “I like being a part of the organization that’s been in my life since my earliest memories. I really enjoy learning more about our organization and government every day!”

NEW HIRES

Tiffany Astry, Structural Trades, Ft. Carson

Stefany Taylor, Purchasing Agent , Deputy Director's Office

Larry Kelly, Transportation Maintenance, Buckley AFB

Nicklas Bartlett, Air National Guard Patrol Officer, Greeley

Ray Odum, Veterans Service Officer, Veterans Affairs Division

Rosa Tatum, Administrative Assistant, CFMO

Robert Anderson, Grounds & Nursery, Grand Junction Cemetery

Christine Tozzie, Grants Specialist, Veterans Affairs Division

Bruce Cowan, Veterans Affairs Division Director

PROMOTIONS

Brody Fullmer, Grounds & Nursery, Grand Junction Cemetery

Joe Abrine-Martinez, LTC Operations, CFMO

Angela Nelms-Ingalls, Administrator, Grand Junction Cemetery

LATERAL TRANSFERS

Brandon DeBruyn, Protocol Officer, Deputy Director's Office

GOODBYES

Martha Griffenberg, Purchasing Coordinator, CFMO

Eric Moncibais, Appeals Assistant, Veterans Affairs Division

Damian Martinez, Air National Guard Patrol Officer, Greeley

Lisa LaMunyon, Accounting Technician, CFMO

RETIREMENTS

David Callahan, Veterans Affairs Division Director

James Seymour, Structural Trades, Ft. Carson

Paul Tegtmeier, Pipe Mechanic Trades, Army HAATS

HR Updates

FOR CIGNA MEMBERS:

The State is aware of the recent news reports regarding a cyber attack at Change Healthcare. Many of the pharmacies within Kaiser Permanente's and Cigna's (Medimpact) networks contract with Change Healthcare to process prescriptions.

Affected systems include those related to claims management, payment services, appointment scheduling, billing, and data exchanges, among others.

Kaiser and Cigna have confirmed that pharmacies have processes in place to fill prescriptions while their systems are down. Pharmacies will bill costs to employees at a later date. If you have trouble accessing a prescription, please reach out to Kaiser or Cigna/Medimpact for assistance.

Please feel free to contact Cathy Deane at 720-250-1538 if you need further assistance with resolving the issue.

The State is currently unaware of any impact to employee Protected Health Information (PHI), but will communicate and provide updates as the situation continues to be investigated.

IT CLASSIFICATION DECONSOLIDATION

Those employees who reside in an Information Technology Professional or Information Technology Technician classification, recently were sent letters indicating their new deconsolidated classification as well as their new pay ranges. If you reside in an Information Technology classification in the State Personnel System and did not receive notification, please contact HR as soon as possible.

TRAINING FOR SUPERVISORS

The State's Center for Organizational Effectiveness (COE) have added three additional sessions for a few courses in COTrain for April. Please check them out below for either yourself or your direct reports!

- [Fixed to Benefit Mindset](#) - April 10
- [Goal Setting for Performance](#) - April 17
- [Customer Service in the State of Colorado](#) - April 3

Please sign up through COTrain to make sure you get a spot, they fill up quickly! Don't have a COTrain Account? Here are the [COTrain Setup Instructions](#) with easy steps to follow. Supervisors, this is the same location to sign up for the State Supervisory Program.

COLORADO STATE EMPLOYEE ASSISTANCE PROGRAM (CSEAP) WEBINARS

CSEAP is excited to continue providing webinars into the spring! CSEAP hosts webinars on specialized topics and works with partner vendors and providers to offer information to support employees' well-being.

Supervisors: might be an opportunity to have a Potluck and have your team engage in these opportunities to facilitate richer discussions.

- **Mindful Monday - Introduction to Relaxation Exercises – April 8th** Relaxation techniques can help us manage stress and improve our overall health. Learn how to incorporate quick exercises throughout your day including deep breathing, progressive muscle relaxation, and meditation. Please contact kp-ma-workforcehealth@kp.org if you have any questions.
- **Home Buying Strategies in Today's Market – April 9th** During these unprecedented times, it's important to know if you're approaching your home purchase correctly. Attend this class to learn:
 - What to expect in the housing market over the next few years
 - Is now the right time to purchase a home or should you wait?
 - Creative ways to bring down the cost of buying
 - How much should you put down as a down payment?
 - How to properly manage equity once you're in a home

Note that CSEAP collaborates with SOFA as a courtesy service to state employees. The advice and information provided by SOFA or any SOFA-affiliated speaker is not reviewed, endorsed, nor recommended by CSEAP or by the State of Colorado as your employer. Consider working with a licensed and regulated professional of your choosing and/or your banking or other financial institution to understand and make decisions regarding your unique financial situation.

For topics like retirement, investing for college, and preventing suicide, view the full set of offerings using the [January - April 2024 CSEAP Webinar Schedule](#).

STEP PAY UPDATES

In the next month the DPA Step Team and HR will work towards:

- Delivering initial time-in-job series records to Institutions of Higher Education on March 1. All other State Agencies have completed an initial evaluation and correction of current time-in-series for their respective agency.
- Guidance on how step pay interacts with Equal Pay for Equal Work, placing new hires, and other State programs such as skills-based hiring.
- An updated time-in-job series report and the final draft of the initial placement letter in mid-March.
- The [Step Pay Program Administrator and Public-facing FAQs](#) have been updated for your reference. These updates have also been made to the [DPA StepPay Program webpage](#).

PERA WEBINARS

We don't know about you, but sometimes if something's not on the to-do list or the calendar, it won't get done. Maybe that's why you as an employee hasn't thought much about planning for retirement. One way to start is by attending a Benefit Information Webinar, designed for employees in the DB (pension) plan. One member who recently attended that webinar said, "Thank you so much. This was very helpful. Just the right amount of info." Other people have said they wish they hadn't put it off for so long. But if you attend now, you'll be equipped with knowledge that can help you plan for a better retirement. If you're ready, sign up for a webinar and in just one hour you'll...

- Learn how to calculate your retirement income
- Find out how to increase your benefit
- Discover the hidden gems in your plan
- And so much more!

Click here to sign up: [Benefit Information Webinar](#). Afterward, you'll wonder why you waited so long!

Nominate a State of Colorado Employee for the #ColoradoForALL Service Award

Do you know a State employee who excels, creates positive change or goes above and beyond in the Inclusion, Diversity, Equity, and Accessibility (IDEA) space?

Use [this form](#) to nominate them for the #ColoradoForALL Service Award by **May 1, 2024**. The winner will receive the award live at the Statewide Equity Summit (May 2024).

State Benefits Webinars for Employees: Delta Dental

Are you interested in learning more about your dental insurance and coverage levels? Please join us for a webinar! Delta Dental will present an overview of their plans for State employees on Thursday, March 7, from 12:00 p.m. - 1:00 p.m. This is a high-level explanation of dental benefits and will take place over Zoom.

[Registration link for Delta Dental's State Benefits Webinar for Employees](#)

Women's History Month

March is Women's History Month! Did you know that women in the U.S. did not have the right to credit until the 70s? That's right. In **1974**, the Equal Credit Opportunity Act prohibited denying credit based on race, religion, national origin, sex, marital status, and more. The passage of this act is often credited with opening the door for more women to own and run businesses. Unfortunately, when it comes to the daily practice of our laws, not all of them are followed exactly. Women still face many additional challenges when it comes to starting a business, which is already a challenging task!

Past Events

Division of Veteran Affairs:

- Military Day at the Colorado State Capitol occurred on Feb 9th. Veteran Service Organizations, Veteran friendly companies, and military recruiters were present at the Capitol all day long!

Civil Air Patrol:

-Feb 12th – 14th, Colorado Civil Air Patrol cadets supported the AFA Warfare Symposium as award proffers, ballroom door monitors, and seating assistants.

CO National Guard:

-The ARSST 11 redeployment ceremony and ARSST 20 deployment ceremony occurred at the 117th Space Battalion at Fort Carson

Upcoming Events

Division of Veteran Affairs:

-The Division’s Women’s Veterans Service Officer testified March 7 in support of HB24-1236, a bill to establish a Women Veterans Appreciation Day in Colorado.

Civil Air Patrol:

- March 15-17, the Civil Air Patrol will take part in their FY24 Q2 Emergency Services exercise, location and event details are on their website!

CO National Guard:

- Assistant Adjutant General, Army U.S. Army Brig. Gen. Bren Rogers will speak at the Wyoming Women’s Symposium in Cheyenne, WY, March 13

