



Council Of State Employees



Fall 2009

Congratulations to all the nominees for the 2009 Governor's Award for Excellence in Public Service.

Douglas Marshall – University of North Dakota
Joseph Schneider – University of North Dakota
Gwen Klawon – University of North Dakota
Eric Stroshone – State Library
Charles Eder – Office of Attorney General
Judy Volk – Office of Attorney General
Steve Harstad – Office of Attorney General
Carl Ness – Department of Health
Patrick Beauzay – North Dakota State University
Ken Sorenson – Office of Attorney General
Paulette Oberst – Department of Human Services
Marlys Morgenstern – Job Service North Dakota
Richard Shafer – University of North Dakota
Douglas Smith – Securities Department
James Davis – State Historical Society
Jaci Gately – Job Service North Dakota
Michelle Paul – Department of Human Services
Roseanne Dub – University of North Dakota
Debra Wilson – University of North Dakota
Peggy Anderson – Department of Transportation
Jason Uhlir – University of North Dakota
Lois Wenko – Department of Human Services
Merl Paaverud – State Historical Society
James Deutsch – Public Service Commission
Wendy Leach – North Dakota State University
Jane Cumber – North Dakota State University
Sara Tanke – North Dakota State University
Kara Gravley-Stack – North Dakota State University
Stephon Thomas – North Dakota State University
Jim Jacobson – Protection and Advocacy Project
Rick Collin – State Historical Society
Mike Schwindt – Department of Human Services
Sally Tobin – Department of Human Services
Rosalie Etherington – State Hospital
Marilyn Rudolph – Department of Human Services
Jeanne Walstad – Supreme Court
Paul Kolstoe – Department of Human Services
Maurice "Bruce" Helgerud – University of North Dakota

John Tunge – Parks and Recreation
Kristine Paranica – University of North Dakota
Geri Frohlich – Public Employees Retirement System
David Raney – Department of Human Services
Donna Cornelius – Department of Human Services
Karen Rutschke – Office of Attorney General
Kate Ulmer – North Dakota State University
Bonnie Erickson – North Dakota State University
Karen Johnson – North Dakota State University
Ileen Silvernagel – Highway Patrol
Larry Doll – North Dakota State University
Todd Emarine – North Dakota State University
James Chatt – University of North Dakota

Recipients:

Greg Wilz – Department of Emergency Services
Amy Anton – Department of Emergency Services
Jennifer Hooey – Department of Human Services
Jean Hagen – North Dakota State University
Daniel Krogen – North Dakota State University
Jim Leingang – Office of Management and Budget



Pictured from left to right: COSE Board Chairman Steve Schroeder, Amy Anton, Daniel Krogen, Jennifer Hooey, Gov. John Hoeven, Greg Wilz, Jean Hagen, Jim Leingang

Governors Message

During State Employee Recognition Week, I had the privilege of joining the Council of State Employees in recognizing six individuals as recipients of this year's Governor's Award for Excellence in Public Service. Greg Wilz, Amy Anton, Jennifer Hooey, Jean Hagen, Daniel Krogen and Jim Leingang were recognized by their fellow state employees for their dedication and contributions to the people of North Dakota.

These individuals, along with those who were nominated, represent all of North Dakota's outstanding state employees and the great work they

do every day to successfully operate our government and advance the growth of our state. Because of your commitment to public service excellence, exciting things are happening in North Dakota. I applaud you for your dedication to our state and for the exemplary service you consistently provide on behalf of North Dakota's citizens.

Again, congratulations to the 2009 recipients of the Governor's Award for Excellence in Public Service and to those who were nominated by their fellow employees for this prestigious recogni-

tion. You, along with all of our state employees, are setting a standard for public service excellence and making a real difference for North Dakota.



Governor John Hoeven

**Check out the new line of COSE Clothing
available online at**

<http://www.nd.gov/cose/cloths.htm>

Chairman's Ramblings

One of the ways in which COSE works to recognize the outstanding services that state employees perform for the citizens of North Dakota is by helping in the presentation of the Governor's Award for Excellence in Public Service. These awards were presented in Bismarck at the beginning of State Employees Recognition Week (SERW) on September 14th and served to highlight some of the best employees of the great state of North Dakota. Please be sure to look at all those nominated and the recipients on the front page. If you know any of these people, please congratulate them on their outstanding accomplishments that led to their

nomination whether they were the ultimate recipient of the award or not. It is still quite a high honor to be recognized by your peers.

Autumn is in the air as the temperatures are finally cooling down and leaves are starting to change colors (or should I say change to their hidden colors now that the green chlorophyll is not the dominant color). Be sure to look at the new line of clothing that COSE has made available for purchase this fall. We have also left our former clothing line on the webpage too. Both can be located on our website at <http://www.nd.gov/cose/clothing>. Please be sure to use the correct order form for the

clothing items to be purchased.

We could still use someone to fill in the Director's position in the Minot area. This person would sit on the Board and be the contact person in that region for COSE activities. If you are interested, please contact a current Board member.

Until next time, have a safe and great rest of the year.

Dr. Stephan A. Schroeder,
Chairman
COSE Board of Directors

Pride of Dakota - Agency Spotlight



What began as a small effort to distinguish North Dakota products in the marketplace has become a multi-faceted program, promoting and marketing those products across the nation and around the world.

"Pride of Dakota is much more than a product identification program," says Agriculture Commissioner Doug Goehring, who oversees the marketing and promotional effort. "It is a major resource for North Dakota companies to develop, promote and market their products on a local, state, national and international basis."

The program was authorized by the 1985 Legislature and was officially launched with about 20 companies as members. Today, more than 400 member companies, ranging from large enterprises with more than 100 employees to "mom-and-pop" operations, participate in the program.

Pride of Dakota offers many member services

Website

www.prideofdakota.com – This website provides every member company with its own individual page to list information about the company and its products or services. Each member page is

linked to the member's own website and e-mail addresses. A new feature of the website is the store locator to help users find retailers that carry Pride of Dakota products. The locator has its own Google maps page, providing users with maps and exact street directions to these stores. Pride of Dakota now has its own fan page on the popular social networking website, Facebook. The Facebook page is regularly updated to provide readers with the latest information on Pride of Dakota products, the people behind those products, upcoming events and educational opportunities. Become a fan today!

Holiday Showcases

The annual Holiday Showcases are easily the most popular Pride of Dakota events for members and customers alike. At these events, hundreds of member companies operating booths, where thousands of visitors can sample and buy foods and gifts for the holiday season. The showcases attract people from all across the state and beyond. This was the first year for the Harvest Showcase in Dickinson. This event took place September 19-20 at the Dickinson Recreation Center and almost 3,000 shoppers attended this first-time event.

The 2009 Holiday Showcases are scheduled for:

- Nov. 7-8 at the Alerus Center in Grand Forks
- Nov. 14-15 at the All Seasons Arena in Minot
- Nov. 20-22 at the Fargo Civic Auditorium
- Dec. 4-6 at the Bismarck Civic Center and Exhibi-

tion Hall.

Pride of Dakota Membership Directory

Every Pride of Dakota member has a listing in the 80-page annual directory, including all contact information as well as brief descriptions of the company's business or products.

Free copies of the 2009 Membership Directory are available by calling North Dakota Department of Agriculture (NDDA) at (800) 242-7535. Copies can also be ordered through the NDDA website at www.prideofdakota.nd.gov/PubOrder.htm.

More information

The North Dakota Department of Agriculture welcomes inquiries about Pride of Dakota from both prospective member companies and from consumers. For more information about Pride of Dakota, please contact Sara Kelsch at (701) 328-4766 or sakelsch@nd.gov or visit the Pride of Dakota website at www.prideofdakota.com.

"Pride of Dakota has something for all North Dakotans," says Commissioner Goehring. "Pride of Dakota offers consumers a tremendous variety of high quality products, all made right here in our home state. For business people, Pride of Dakota has the tools and resources to grow their companies, locally, regionally, nationally and internationally. We want you to be part of a great organization!"

Prepare Evergreens for Winter Survival

While animals cope with winter by changing their behavior or location, trees, of course, cannot. Instead they rely on physiological and structural adaptations to help survive the cold and drying conditions of winter. The following suggestions are recommended by the North Dakota Forest Service to help prepare your evergreens for winter survival:

1.) General guidelines. When installing new tree plantings, consider using regionally grown nursery stock, which is well-adapted for your local area. North Dakota's USDA plant hardiness (the average annual minimum temperature range) is Zones 3 and 4, -30 to -40 degrees Fahrenheit. Hardiness can be the single most important factor on winter survival.

2.) Proper plant location. Plant evergreens, arborvitae and yews on the north or east sides of your home where there is less winter sun. Evergreens planted in full sun on the south or west sides tend to winter burn, turn brown in the spring

when warm days make the trees transpire or dry out. Ponderosa pines and Rocky Mountain junipers are very drought tolerant and should be used in the western part of the state. Less drought tolerant species, like Meyer spruce and eastern red cedar, can be successfully grown in the eastern part of North Dakota.

3.) Plant care and maintenance. Keeping your trees in a healthy condition before winter will greatly increase survival. Practices of clean cultivation, mowing, herbicide use, mulching or weed barrier applications keep weeds and grasses from competing for water and nutrients. Insect and disease monitoring should be done periodically to control any unwanted pests. Deep watering is advised until plants are established, and during dry periods. Watering your evergreens in the fall before freeze up is very important for winter survival, and for winter burn protection. With fall watering, the trees will absorb and store moisture for use during the winter months. Anti-

transpirants are a waxy spray product that can be used in the fall to coat the needles of evergreens to help slow moisture loss and protect them from winter burn. If this product is used, application concentrations are most effective on the south and west sides of the plants. Applications must be applied in October and February on days above 32 degrees to be effective. Fall fertilizing is not recommended on evergreens. The plants need to slow down their growth and harden off before winter. If plants are fertilized late in the year, tip die back may occur. A plant starter product with vitamin B1 can be used in the fall to stimulate root development. When using any products like insecticides, or herbicides, always read and follow the product label.

4.) Animal Damage. Deer, rabbits, and voles love to eat on certain species of trees and shrubs. These pests prefer fruit trees, arborvitae, and pines, but will munch on any trees during a tough winter. Clearing mulch away 4-6 inches from the main stem will help keep voles from damaging the plants. Fencing, most years, will keep rabbits and deer away from your trees and shrubs. However, be sure to use high fences with small openings to allow for deep snow.



By: Jeff Smette, North Dakota Forest Service Towner Nursery Manager and Dr. Joseph Zeleznik, North Dakota State University Extension Forester

Thank You **CAPITOL CREDIT UNION** and their staff for sponsoring the 2009 Governor's Award of Excellence luncheon.



Please visit the COSE website for State **Employee Discounts** throughout the State. Remember to check back often because these discounts are updated regularly.

www.nd.gov/COSE

Fish Award Nominees

2009 Third Quarter Nominees:

Kim Warner, UND Housing Office
Doreen Schumacher, OMB

2009 Fourth Quarter Nominees:

Chris Padilla, NDDOT
Nicole Wetzel, Agriculture Dept.
Gail Ebeltoft, Dickinson State Univ.
Derek Paulson, Developmental Center



Kim Warner and Chris Padilla were the recipients for the 3rd and 4th quarters

Fish Awards

Friendly
Initiative
Smile
Helpful



Developed by the State COSE Board of Directors, the Fish Award:

- ❖ Symbolizes excellence in customer service,
- ❖ Recognizes employees who promote customer service in state government,
- ❖ Acknowledges employees who model excellence in customer service to other fellow State Employees,
- ❖ Exemplifies the standard "We all have a customer; we all provide service to others," and
- ❖ Recognizes employees who understand that "Providing customer service is part of our job."

For more information on this award, or to nominate someone, contact your COSE representative. All nominations must be received by December 31, 2009 to be eligible for the fourth quarter award. Nomination forms can be found on the web at www.nd.gov/cose/ or from your COSE representative.

This newsletter is published three times a year by the North Dakota Council of State Employees (COSE). State employees are encouraged to submit articles or information about their agencies or institutions to their subgroup listed below. Any comments and concerns should also be directed to your subgroup chair listed below. Editorial Board: COSE Board of Directors. Publisher: Tina Walters, 600 East Blvd. Ave, Bismarck, ND 58505

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