



Council Of State Employees



Spring 2007

Message from the Governor

On February 7, I was joined by legislators and public employees association representatives to underscore the dedication and great work of North Dakota's state employees by signing into law Senate Bill 2189. The legislation provides an 8 percent salary increase – 4 percent annually over the next two years – and \$10 million in equity funding for state employees. The bill includes a minimum increase of \$75 a month for each state employee, and continues to provide healthcare coverage for state workers.

We included this increase in our executive budget for the upcoming biennium as one way to say thank you to state employees for the outstanding work they do every day for the people of North Dakota. Members of the 60th Legislative Assembly also recognized the importance of this compensation package and responded by passing the bill through both chambers early in the

legislative session. Providing a meaningful and equitable compensation plan for state employees was a priority for our office to show our appreciation for their commitment to public service.

North Dakota's state employees are the best in the nation, providing quality services and ensuring the successful and efficient operation of our state. We are proud of the work state employees do for our citizens and pleased to be able to compen-



Governor John Hoeven

sate them for their faithful service. Thank you to all of our state employees for helping to make North Dakota a great place to live, work, visit and conduct business.

**Governor Awards for Excellence in
Public Service Nominations are
Now being accepted!**

For more information about the award and to submit your nominations online or print a nomination form, visit the Council of State Employees website at www.nd.gov/cose.

Fargo State Employee Christmas Project

In November, the Fargo State Employee Recognition Week Committee decorated a tree for Frasier, Ltd. After being displayed at Innovis Hospital, it was given to a deserving family for Christmas.

The SERW Committee provided the decorations and the man hours. So that as many State Employees as possible could be involved, we asked for small donations that could be applied towards gift cards for the family. Along with the gift cards, totaling over \$600, and the tree, the family also received a plaque indicating the contributors. The family was *thrilled* and wasted no time sending a thank you to the committee.

If you would like to be a part of this committee, please speak to any one of your committee representatives: Robyn Hoffmann, *ND State Auditors Office, Fargo*; Char Kuss, *Cereal & Food Sciences, Harris Hall*; Sharon Morgan, *Ag Budget Office, Morrill Hall*; Terri Nelson, *Ag Communication Print Shop, Morrill Hall*; Terry Beyer, *Independent Study*; Clarice Hackman, *Library*; Cathy Halgunseth or Andrea Swointek, *ND Veterans Affairs Office*; Cindy Kozojed, *Telecommunications, Thorson Hall*; Diana Kowalski, *Library*; Jolean Pederson, *Safety Office, ANPC Bldg*

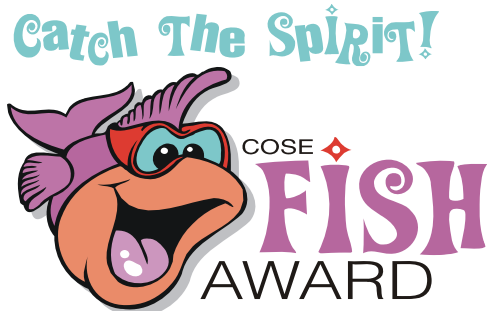


Fish Award Nominees



Fourth Quarter 2006, First and Second Quarter 2007 Nominees:

- ★ Diane Laub, NDDOT
- ★ Marian Hapip, Sec. of State
- ★ Kelly Kringstad, DHS
- ★ Joan Schmidt, DHS
- ★ Lois Larson, NDSU
- ★ Candy Skauge, NDSU
- ★ Dan Ewert, NDSU
- ★ Debra Sorenson, NDSU
- ★ LaVon Whipple, NDSU
- ★ Laura Jarabek, NDSU
- ★ Roann Larson, UND
- ★ Jodie Hill, DOT
- ★ Janelle Portscheller, Att. General
- ★ Stan Wanner, DHS
- ★ Bob Tescher, DHS
- ★ Doreen Yantzer, DHS



Congratulations to the 2006 4th quarter winner, Debra Sorenson, 2007 1st quarter winner Roann Larson and 2nd quarter winner Janelle Portscheller. They will each receive a COSE t-shirt.



Presidential Ramblings

I had the distinct honor of being elected as President of the COSE Board of Directors at the quarterly Board meeting in Jamestown in January of this year. As such, I and the other officers and Board members will be endeavoring to fulfill the mission of COSE to “enhance the morale and public image of state employees through the recognition of their personal, civic, and work contributions.” The full slate of officers also includes Ms. Jacqui Ferderer as Vice-President, Becky Rosenkranz as Secretary, and Marcie Wuitschick as Treasurer. All of our contact information, along with the other Directors, can be found on the last page of this newsletter.

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, presented annually by the Governor at the beginning of State Employee Recognition Week (SERW), serve to highlight employees of the great state of North Dakota. Please take some time and go to <http://www.nd.gov/cose/gaward.htm> and read about the awards. Surely there is someone in your organization that you believe is doing an excellent job and could be nominated in one of the six award categories ranging from support to professional. Why not take 10-15 minutes and nominate someone. They might just be recognized because of your nomination.

Local COSE committees are already busy planning a myriad of activities for SERW. This year’s activities will occur

during the week of September 10th through the 14th. More information will be disseminated as it becomes available.

And lastly, the Board of Directors is now short a few members due to retirements, etc. The Board especially needs members in the western part of the state to help make sure state employees in that part of the state remain informed of COSE activities. The time requirement is small and you would be doing your fellow state employees a great service by helping keep them informed. Please contact any current Board member if you might be interested.

Until next time, have a great summer.

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

Up Against All Odds

Your chances of winning the lottery are one in 80 million, although that depends on which country or state you’re playing in and what the jackpot is. But generally, these are the odds. Here are a few others that are more far-fetched and rarely thought of, if only because it doesn’t have to do with taking home millions of dollars.

- Odds of drowning in your bathtub; 1 in 685,000
- Odds of being struck by lightning this year: 1 in 240,000
- Odds that the pilot of your airliner is a convicted drunk driver: 1 in 117
- Odds that you’ll be injured on the job: 1 in 24,000
- Odds of hitting a hole in one in golf: 1 in 15,000
- Odds of giving birth to a genius: 1 in 250
- Odds that your next car ride will be your last: 1 in 4 million



—From Bankrate.com

PLEASE VISIT THE COSE
WEBSITE FOR STATE

EMPLOYEE

DISCOUNTS

THROUGHOUT THE STATE.
REMEMBER TO CHECK
BACK OFTEN BECAUSE
THESE DISCOUNTS ARE
UPDATED REGULARLY.

DISCOUNT LINK IS ON THE LEFT
HAND SIDE UNDER STATE
DISCOUNTS. THEY ARE THEN
BROKEN OUT BY CITY.

WWW.ND.GOV/COSE

Agency Spotlight— Game and Fish North Dakota Fishing 2007

An issue close to the hearts of most North Dakotans is their outdoor pursuits and fishing continues to lead the list of the outdoor enthusiast. Last year more than 160,000 adults bought a North Dakota fishing license. Throw in the thousands of youth (younger than 16 years of age) that also fish, the total anglers in our state likely number more than 200,000. From Bowman to Pembina, from Crosby to Wahpeton, North Dakotans relish the opportunity to go fishing.

Why so much interest in fishing? Well for starts, fishing in North Dakota is a tradition and heritage. From one generation to the next, wetting a line and exploring the outdoors continues to be passed down. Another reason that surprises many is that North Dakota has a lot to offer with nearly 300 fishable water bodies. In fact, in recent years the North Dakota Game and Fish Depart-

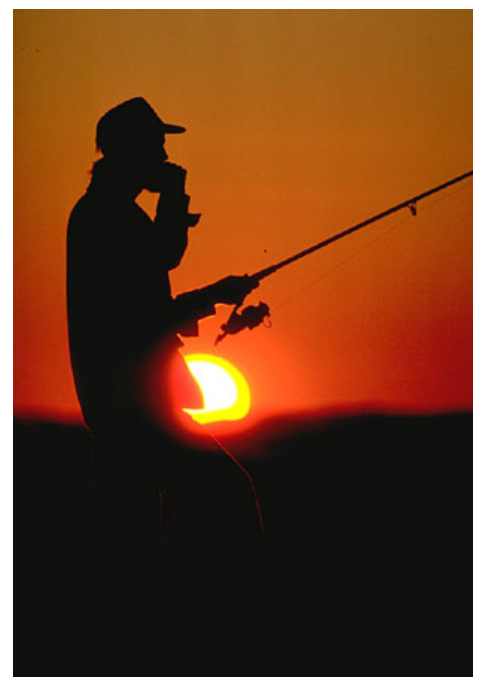
ment has been actively involved in creating or enhancing fishing opportunities in communities scattered across the state. New small fishing ponds at Belfield, Beach and Watford City are a few examples of these efforts. Lastly and surprisingly (at least to some), North Dakotans are offered diverse fish opportunities. From paddlefishing on the Yellowstone, to trout fly-fishing in Turtle River State Park, to cat-fishing on the Red River, to walleye fishing on the big waters of Lake Sakakawea and Devils Lake, to darkhouse spearfishing for northern pike on one of three dozen lakes scattered across the state, to panfishing in a small local pond ... North Dakota truly offers it all in terms of fishing diversity.

Forecasting what fishing will be like in 2007 is similar to predicting the weather. Most lakes appear to have made it through winter in good shape – respectable numbers of walleye, pike,

perch, crappie, bass and other species can be found across the state.

However, more water is badly needed in large portions of southwest and southcentral North Dakota where the ongoing drought has created many hardships. As has been the case in recent years, the larger fisheries should again be in great shape for fishing. Good to very good walleye and pike populations await the angler in Lake Sakakawea and Devils Lake, and the white bass populations are still relatively strong in Devils Lake. And there could be a repeat of last year for Missouri River walleye fishing which was the best it's been for ten years.

Submitted by Greg Power



COSE Clothing

available online at

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

What's new in Central Duplicating Services

Besides providing you with a full complement of printing and finishing services, Central Duplicating Services has implemented some new services during this past year to better serve you. For more information about any of the services listed below or any of our other services, visit our website at www.nd.gov/duplicating or contact DeNeen Fischer at 328-2772 or Steve Gerriets at 328-2145.

- **CD/DVD Burning and Duplicating.** The CDS graphic artist will format your material for burning to either a CD or DVD as well as design a label for it. The label is printed directly onto the disc so there is no label to lift off and jam the player.

- **Bulk Mailing.** One-stop shop for all your standard bulk mailings. CDS will print and prepare your pieces for mailing. Addresses, including barcodes, will be printed on each piece according to U.S. Postal Service requirements, put in the appropriate trays, banded, delivered to the Post Office for you along with the required paperwork.

- **VHS Conversion to DVD.** Do you have VHS tapes that are still current and usable? CDS will convert them to a DVD for you.

- **Document Shredding and Media Destruction.** CDS will provide a locked container for you to deposit your documents and/or other media such as CD's and computer disks and then pick it up when full and replace it with an empty container.

The contents are destroyed the same day as the container is picked up in most instances. You can arrange for a regularly-scheduled pickup or on an as-needed basis. Each container is numbered and tracked from the time it is dropped off until its contents are destroyed.

- **Document Laminating.** CDS will laminate documents ranging in size from business cards to posters up to 11" by 17".



Summer Water Safety Tips

- Learn to swim. The best thing anyone can do to stay safe in and around the water is to learn to swim. Always swim with a buddy; never swim alone. Swim in areas supervised by a lifeguard.
- Read and obey all rules and posted signs.
- Children or inexperienced swimmers should take precautions, such as wearing a U.S. Coast Guard-approved personal floatation device (PFD) when around the water.
- Watch out for the dangerous "too's" – too tired, too cold, too far from safety, too much sun, too much strenuous activity.
- Be knowledgeable of the water environment you are in and its potential hazards, such as deep and shallow areas, currents, depth changes, obstructions and where the entry and exit points are located. The more informed you are, the more aware you will be of hazards and safe practices.
- Pay attention to local weather conditions and forecasts. Stop swimming at the first indication of bad weather.
- Use a feet-first entry when entering the water.
- Enter headfirst only when the area is clearly marked for diving and has no obstructions.
- Do not mix alcohol with swimming, diving or boating. Alcohol impairs your judgment, balance, and coordination, affects your swimming and diving skills, and reduces your body's ability to stay warm.
- Know how to prevent, recognize, and respond to emergencies.

COSE SPRING SALE

For a limited time only COSE will be having a sale on its sport t-shirt.
The cost is:

Sale price
\$8.00 S – 2XL
\$11.00 3XL – 5XL



You can have your choice of several sleeve colors including royal blue, red, purple, orange, Kelly, hunter green, yellow, black, maroon, Texas (rusty) orange, light blue or navy blue.

Also available COSE portfolios and checkbook covers:



Portfolios \$10.00



Checkbook covers \$8.00

Just get your orders and monies to Becky Rosenkranz, Protection and Advocacy, 400 East Broadway, Suite 409, Bismarck 58501-4071, by June 30, 2007.

Order Form:

	Quantity	Size(if needed)	Color(if needed)	Total
T-shirt				
Portfolio				
Checkbook Cover				

Please make checks payable to COSE and enclose payment with your order. Thanks.

Name: _____ Agency: _____

Phone: _____ Address: _____

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 June 30, 2007 to be eligible for the third 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 Freidt, 600 East Blvd. Ave, Bismarck, ND 58505

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WE'RE ON THE WEB
WWW.ND.GOV/COSE



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