

# DAS Times

A Newsletter of The Department of Administrative Services



Happy Retirement !

## Governor Calls on DAS to Help Reduce Spending *Inside this Issue*

By Donna Micklus

Citing diminishing revenues, Governor M. Jodi Rell recently announced additional measures to reduce government costs.

She has asked DAS to oversee cutting the State Fleet by 20 percent and to review state contracts for possible cancellation and/or cost savings.

On January 9, the Governor issued Executive Order #22, which gives DAS final authority over buying all state passenger vehicles, except vehicles needed by DOT.

Governor Rell also directed Commissioner Brenda Sisco to revise DAS policies for state vehicles, including sharply reducing the circumstances when a state car will be assigned to an individual employee on a long-term basis.

Among other provisions in the Governor's Executive Order, DAS must also complete an audit of all state-owned cars and light trucks by July 1.

"So many people have written the Governor about the number of state cars on the road and the way they are driven," said Sisco.

"She wants agencies to share cars wherever possible and said that, in most situations, only employees who log in over 700 miles a month will get cars."

Sisco said that Fleet Director Frank Sanzo, working with Agency Transportation Administrators, has begun the in-depth review necessary to carry out the Governor's Executive Order by July 1.

Three days later, on January 12, Governor Rell ordered a sweeping review of all existing state contracts.

"If the service being provided is not essential, it will be terminated. If it is essential, we will seek to negotiate givebacks in the contract," she said.

"During these tough fiscal times, government must focus on programs that help people. All



**Fleet Director Frank Sanzo and Procurement Services Director Carol Wilson**

but the most essential expenses can wait. If cancelling contracts will help save jobs or help protect programs for our most vulnerable citizens, then state government can live without magazine subscriptions, without new athletic equipment at certain facilities, and without having our office windows washed for six months," the Governor emphasized.

A "SWAT" team, comprised of staff from DAS Procurement Services and OPM officials, began conducting the contracts review and will report back to the Governor on potential cost savings. Sisco confirmed that there are currently more than 800 state contracts that they will be reviewing.

She also said that Procurement Director Carol Wilson and her staff are meeting with agencies to review purchasing needs.

"In addition to what we're doing, OPM is reviewing all personal service agreement contracts to see where additional savings can be realized," Sisco added.

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Chairperson Leslie A. Williamson, Jr. from the Employees' Review Board sent the following message to Commissioner Sisco commending **Erin Choquette**: "I would like to express our grateful appreciation for the exemplary work Attorney Choquette performed in shepherding our recently revised regulations through the multiple stages of the promulgation process. From her initial review, to working with the Office of the Attorney General to getting the regulations to the Regulations Review Committee, Attor-

## hats off

By Cindy Rusczyk

ney Choquette's keen legal eye, attention to detail and good humor made the process extraordinarily manageable for the Employees' Review Board. She was available whenever I had a question and she always had the answer to the question. It was my pleasure to work with her."

Kudos from Steve Caliendo to **Carolyn Underwood** "for her excellent work" with a stipulated agreement for CFPC and for "bringing this sensitive matter to a prompt and equitable resolution."

Dick Omohundro "salutes **Kathy Bruni** for her research into calculating his correct military and state service records. HR math can get pretty tricky, but Kathy was able to give me the answers I was looking for. Mega kudos to you!"

Commissioner F. Philip Prelli from the Department of Agriculture sent the following message

to Commissioner Sisco applauding **Alicia Nunez**: "This is to inform you that the Department of Agriculture was expertly represented with our Affirmative Action Plan by Alicia Nunez. Alicia does an outstanding job working with our department and we appreciate her efforts. She always does an excellent job as far as writing the plan, explaining the plan, representing the plan to CHRO, and preparing me for the presentation to the CHRO Commissioners. Once again our plan was approved, and we feel very fortunate to have Alicia working for us and helping us meet our Affirmative Action goals."

Commissioner Jerry Farrell, Jr. sent the following words of praise to **Nina Ritson**: "Once again, I congratulate you and offer my sincere thanks for the quick and beautiful work you did on a number of posters for the Department of Consumer Protection. Your efforts always help to make our events look polished and professional. I am looking forward to our continued collaboration in the future."

Deputy Commissioner John Wiltse from the Department of Veterans' Affairs commended **Nina Ritson** "for the GREAT job on this year's Veterans Hall of Fame booklet...it really came out super...AGAIN, and everyone just loves it! They are a 'hot item' with the inductees and their guests. Thanks again for all the hard work you do on this each year for us, we greatly appreciate it."

Domenic Sgambellone from P. Gioioso & Sons, Inc. sent "just a note of thanks" to **Carlos Velez** "for all of your help. I also wish to thank **Lynn Peccerillo** for going out of her way to help us out. She has been pleasant, knowledgeable, and most of all very accommodating. This kind of work ethic is hard to come by these days, so in a way, you and the state are

lucky to have Lynn on your staff. It has been a pleasure working with her and all of you guys, and I will be grateful to Lynn for a long time."

Agency Personnel Administrator Fred Ferris from DMHAS sent the following message to Doug Rinaldi: "I would like to take this opportunity to commend **Robert Giuditta** who has, over the past year or so, been assigned as the Workers' Compensation Program Manager for DMHAS. Through Bob's efforts and hard work, DMHAS has been honored with a Safety Award from the Workers' Compensation Commission, which the department leadership is extremely proud of. I am hopeful that Bob will continue to provide his assistance and guidance as we look ahead to maintain and control employee injuries, reduce WC expenditures and improve our health and safety initiatives."

Lieutenant Governor Michael Fedele sent a note of thanks to **Nina Ritson** "for all of your help again this year in putting together the boards for our holiday card contest. It is really greatly appreciated by me."

Commissioner Brenda Sisco received a letter from DOT Commissioner Joseph F. Marie regarding DAS Procurement's **Joann Belamo**. After detailing her successes

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Visit our website at [www.das.state.ct.us](http://www.das.state.ct.us)

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## The Commish's Corner

*Hi Folks,*



I know that in these difficult times, the budget is on everyone's mind. And as Governor Rell has repeatedly stated, we need no reminder that our economy is in a recession. The economic turmoil nationally has hit us hard in our own backyard...in private industry as well as state government. While Connecticut is in better economic shape than many other states, the challenges that lay ahead are nonetheless daunting. However, we are fortunate that Governor Rell has been as proactive as possible in preparing for this economic shortfall, and I would like to review some of the cost-saving measures she began taking as early as last April.

**April '08:** Directed agencies to immediately begin reducing gas consumption of state vehicles and cutting back on mileage.

**May:** Ordered 3 percent budget rescissions in executive branch agencies and directed agency heads to buy only the most essential goods and services.

**May:** Ordered a travel ban on out-of-state travel by all personnel unless the trip is paid for out of non-state funds.

**May:** Announced further restrictions on state spending, directing DAS to limit state spending under the P-Card program for purchases of a 'critical nature' only.

**May:** Directed executive branch to immediately begin a hiring freeze and asked the other branches of government to consider following suit.

**June:** Ordered state agencies to freeze state spending for the current fiscal year and to avoid any costs that are not absolutely and immediately essential to the operation of each agency.

**September:** Ordered another \$35 million in additional rescissions.

**October:** Announced that state buildings will close on weekends and at night (except for essential functions) to conserve energy and cut costs.

**October:** Proposed a Deficit Mitigation Plan to eliminate the fiscal 2009 budget shortfall with a combination of spending cuts, new revenue owed Connecticut by the federal government, a tax amnesty program, the cancellation of the start of new state programs and by continuing to bring efficiencies to state government. The plan required no new taxes, no employee layoffs and it left the state's \$1.4 billion budget reserve fund (Rainy Day Fund) intact. The Governor announced that she would be calling the legislature into session on November 24 to adopt her plan.

**October:** Met with top budget officials to begin work on the fiscal year 2010 – 2011 biennial state budget and said the crafting of the new budget will require a top-to-bottom review of state government with a focus on core government missions and responsibilities. Governor Rell also said she will order government agencies to submit proposals that cut up to 10 percent from their upcoming biennial budgets.

**November:** Signed the deficit mitigation bills approved by the General Assembly in Special Session.

**December:** Proposed a 2<sup>nd</sup> Deficit Mitigation Plan to eliminate the cur-

rent budget shortfall by cutting spending, redirecting revenue from special accounts to the General Fund, bringing additional efficiencies to state government and collecting additional revenue owed Connecticut by the federal government. This plan also required no new taxes, no employee layoffs and left the state's \$1.4 billion budget reserve fund (Rainy Day Fund) intact.

**January 09:** Issued Executive Order #22 that will cut the state's fleet of cars and trucks by 20 percent, imposing much stricter rules on when and why state employees can use a state-owned vehicle.

**January:** Called for the cancellation/review of state contracts for certain goods and services and the elimination of some Deputy Commissioner positions.

**January:** Asked agency commissioners and non-union managers to voluntarily take one unpaid day of leave by March 1 as a cost-cutting move and took an unpaid day herself to lead the effort.

You can see that Governor Rell has identified opportunities for saving money in virtually every aspect of the executive branch, and she has called upon DAS to play a significant role in helping to achieve those savings.

Many of these cost-cutting measures will not be easy, and we welcome any suggestions you have to address the budget shortfall. Don't hesitate to share them with me, Deputy Commissioner Anderson, or by clicking on the "Budget Forum" link on the Governor's Web site at: [www.ct.gov/governorrell](http://www.ct.gov/governorrell).

Again, thank you for your efforts in working to achieve our common goal.

*Brenda*

# Meet Matt Shea: Citizen of the World at Age 6

By Nina Ritson

All through high school and college, MIS' Matt Shea was focused on his major of Economics, and was adamant about not being one of those "programming geeks."

After graduating high school from Northfield Mount Hermon School in Massachusetts and then Kalamazoo College in Michigan, he got his first job in the rolling hills of New Hampshire working for Paralyzed Veterans of America (PVA). But within a year, he landed a position with the State of Connecticut as ...guess what...a computer programmer.

Shea's calm demeanor and friendly hometown disposition disguise his incredibly versatile background.

Rich in diversity from the travels of his childhood, Shea has a wealth of educational knowledge from the many international schools he attended.

"My dad was a diplomat for the United States Agency for International Development (USAid), so my brother, sister and I traveled to many countries and lived a very different lifestyle."

USAid is an independent government agency that conducts foreign assistance and humanitarian aid to advance the political and economic interests of the U.S. Shea and his family traveled back and forth between the U.S. and third world nations, living and attending school.

Shea also described youth experiences living in lavish quarters in

Egypt and in Somalia, the Philippines, Ethiopia and Jordan.

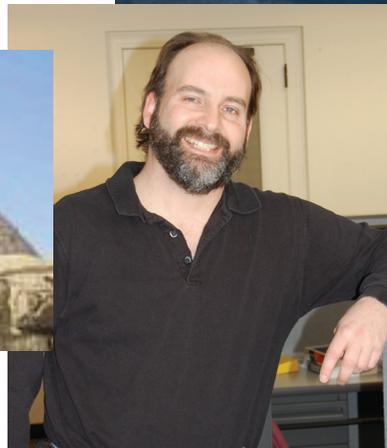
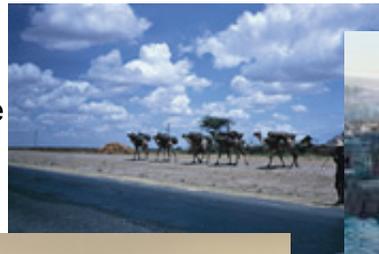
"I went to first and second grade in Guyana. My sister needed medical

care so we took a break and lived 10 years in Virginia. I liked Jordan the best. It is a very nice country in the Arab world – full of beautiful architectural ruins and antiques and the people are so very nice."

Creative by nature, Shea confesses, "I used to tell people my father was a spy." That's something this programmer could definitely spin into very clever educational software!

No longer hopping continents, Matt is very happy to travel no further than his renovated cottage on Crystal Lake, where he has learned to master the trades of carpentry, electrical, plumbing and landscaping.

"I love this old cottage with its original tongue and groove bead-board. It was built during Prohibi-



tion –intended as a 'guys' pad'. When I was tearing down a wall I found old pin-ups totally in tact!" explains Shea.

"I have restored everything," he says. "When I moved in the pipes were bursting and it had only 6 electrical outlets in the whole house."

Now creeping up on 20 years of state service, Shea has resigned himself that life with his children, Lilia 11 and Donovan 9 has tempered his hobbies.

"My daughter has taken over my camera and my time is filled with activities with my kids – but I love it. We go spring skiing in New Hampshire, and do a lot of hiking. I am proud to be an advancement coordinator for my son's Cub Scout troop."

With a wife, two kids, two dogs, two cats and a bunny - Shea's world is very complete!

# A Taste of History

By John McKay

Although Governor Rell issued Executive Order #3 in December 2004, DAS' State Contracting Portal has been alive – in some form or another – for more than ten years.

Originally conceived in 1997 as a way to share contracts electronically within the Procurement

Office, the technology and ingenuity of state employees has grown the Contracting Portal into the one-stop source for state contracts.

Today, the Portal provides transparent access to contracts, vendor information, and the plethora of resources and pieces of the puzzle that make up state contracting.

"We knew our use of the Internet was unique, but we never realized how quickly the demand for electronic access to all our information would catch on like wild fire," said John Pacholski, one of the original developers of what would later become the State Portal. "What's really amazing is that the fundamental ideas we had 10 years ago are still being applied today."

The Portal grew to include other state agencies and eventually reached vendors in the private sector. The immediate benefit was the reduction in mailings and postage.

"Compared to the old fashioned way of mailing out contracts to vendors, we saved \$250,000 in printing, copying and mailing in 1998," said Contracting Specialist Joe Giliberto.

And the old-fashioned way wasn't pretty. Typewriters were still the tool of the trade and there was only one computer that had to be manually programmed to send emails to ven-

dors. Also, many vendors didn't even have computers and were very leery of trying this new system.

In March of 1999, DAS Procurement posted its first bid online. "Before we had our moment in cyberspace we spent most of 1998 standardizing our forms and formulas to make the process work," said Pacholski.

"We take it for granted today that everything is on the web," said Giliberto, "But when we first started doing this, and started to make headway, we got a lot of notice in local and national trade magazines,

all waiting to see if this was going to work. It's exciting to look back at how far we've come with the Portal."

Early in 2000, Procurement Services opened use of the site to towns and municipalities. "By then, usage of the Portal was beginning to become commonplace, and the towns had been asking for an easier way to access state bids and contracts for years. This seemed to really quench their need for information. This gave them access to money-saving state contracts which also saved them time of doing all the research," said Giliberto.

And coming soon in early 2009, Procurement will be rolling out the new Portal. The new design will allow additional flexibility for agency and towns to manage their own accounts, allow multiple documents and document formats, and will have an approval process.

A cross-agency team of MIS' Dan Sears and Dana Soderlund working with Procurement's Giliberto and Melissa Christensen are working on the new version which will run on the DAS Business Network and promises to be a more secure and stable site.

We have come a long way, and who knows what's around the next cyber corner!



## Going Forward...

By John McKay

On January 1, 2009 the Connecticut General Statutes codified the formation of a State Contracting Standards Board.

What does this mean for DAS' Procurement Office?

"While its too early to determine exactly what the Board will be requiring from us, we plan to support the Board and assist them in their mission," said Procurement Director Carol Wilson.

The Board's mission is to ensure that state contracting and procurement processes reflect the highest standard of integrity, are clean, consistent and efficient, create an independent statutory board, and develop recommendations for training programs, outreach, and data collection.

Other tasks assigned are:

- Create the position of Chief Procurement Officer, an experienced procurement professional to assist the Board in implementing its programs, policies and procedures
- Require each agency head to appoint a qualified Agency Procurement Officer to oversee procurement activities and serve as the liaison to the Chief Procurement Officer
- Call for the development and implementation of a standardized procurement and project management education and training program, certifying that agencies and staff are in compliance with the statutes
- Set forth enforcement authority of the Board including the ability to restrict or eliminate the procurement authority of any state agency and the disqualification of any contractor, bidder or proposer for up to five years

The board is still organizing its members and should be fully assembled in the next few months.

## More Kudos !

and talents, Commissioner Marie wrote: "As the department continues to move forward in utilizing various Core-CT functionality concurrent with our business needs, Ms. Bellamo continues to be responsive to our concerns and is willing to assist in solving problems we encounter." Always willing to spread the good news, Bellamo wrote to DAS Procurement Director Carol Wilson: "I feel that I am very well supported by all of these **team members** and without their support my efforts at DOT would not have been as successful...thank you for all the hard work over the past year supporting DOT and getting them up and running."

Steve Caliendo wanted to thank "**John McKay** for all his work in developing the letterhead templates for the SmART agencies to correspond electronically with personnel within and outside the agency. Our goal is to reduce letterhead, mailing and copying costs. I want to thank **Amanda Anduaga-Roberson** for spearheading this initiative."

David Brennan from DCF praised "another terrific job by the great **Michael Guimond** and **Nina Ritson**. Thank you, thank you. I received my flyer in the mail today and people have already been raving about how nice it looks. Fantastic job again this year!"

A "big thank you from Asset Management to **Anna Tara** for fixing our label printer so quickly. We appreciate your quick response."

Diane Mazar-Roberts extended "a huge thank you to **Heather Tweedale**, **John McKay** and **Erin Choquette** who went the extra mile in

helping me get all of the revised FMLA materials out to our human resource professionals via email and the DAS website. The new regulations went into effect on January 16 and we made the deadline. The information provided will enable our statewide HR professionals to respond to any questions that they may receive. What a team effort!"

Dave Connelly from Birm1 Construction Company, LLC thanked **Lori Coleman** "for your efforts to get us certified."

Vice President Kirk Springsted from the Connecticut Community Providers Association thanked **Kerry Dimatteo** and **Aimee Cunningham** "for your presentation yesterday at the CCPA Annual Meeting. I received several comments from the audience following the session thanking us for the information provided. Not only were both of your remarks on target and very helpful to our providers, your added reminder that a nonprofit can use the DAS portal to post bids was a useful bonus."

President and CEO Hilda M. Santana from Language Link Consortium, LLC commended **Joanne Cusano** "for the assistance you provided me today. Without your patience, attention to detail, suggestions and advice, I would not have been successful in navigating the site and implementing the changes. I am very grateful to you."

Dennis Barry from DSS complimented **Don Casella** for the helpful information that he provided regarding the Energy Star website. "I copied some language from the DAS specs which should suffice. It is nice having an expert to call upon."

Meg Yetishefsky sent the following message to Carol Wilson to "thank **Stan Kenton**, **Ann Simeone** and **Susanne Hawkins** for attending the CMSDC Business Card Exchange last night. Many corporate members discussed the success stories they had with MBE on various contracts. I appreciate Susanne and Ann speaking to the many vendors that wanted to learn about the procurement procedures. Stan did a great job reaching out to new SBE/MBE to let them know about the state's certification program. Kudos to all of you for a job well done."

Susan Gray from DCP praised **Melissa Colonese-Scutt** "for all of the help you have been giving us with our telephone cleanup. Melissa recently saved DCP money by detecting – and correcting – a vendor's monthly overbilling for agency aircards and has also been absolutely wonderful in researching, problem-solving, explaining and simply helping us with many aspects of our phone operation – both technical and procedural."

She also thanked **Quincy Cole** and **Peter Varhol** of Property Management "for their help cleaning up an extensive surplus equipment situation in DCP. Quincy has made every effort to help us with the cleanup and has just removed all of the surplus items that have been sitting in my office. Peter helped us successfully clear the hallways, basement storage areas and offices of our surplus furniture, equipment and file cabinets. This not only enabled us to move forward on important physical changes needed for our offices, but has also ensured our compliance with DPW's requirements for hallway accessibility. Their expertise and assistance to us are greatly appreciated."

**WE ROCK!!**

## Around and About ...

### Anderson Named to Commission

Kathleen M. Anderson, a member of the DAS CoreCT Team, has been appointed to serve on the Connecticut Public Transportation Commission (PTC) for a two-year term.



"I am pleased to accept this appointment," Anderson said. "As an advocate for people with disabilities, it is my goal to raise awareness of the ever-increasing need to provide accessible public transportation to all residents in Connecticut. I look forward to working with the other commission members."

The PTC advises and assists the DOT commissioner, the Governor and the Transportation Committee on issues, including planning, development and maintenance of adequate rail, bus, motor carrier facilities and other public transportation services, such as elderly and disabled services. The commission holds annual public hearings in each metropolitan area assist with its evaluations.

### SOB Blood Drive Great Success

Elsie Melita, Account Manager for the American Red Cross, sent an enthusiastic thank you to all who helped with the Blood Drive held on January 13. Thanks to their efforts, over 52 potential blood donors joined the drive, yielding 43 productive units of much-needed blood. Thank you again for making this happen!



### THE STATE OFFICE BUILDING CELEBRATES BLACK HERITAGE MONTH

**Save the Date**  
Friday, February 20, 2009



Honoring Anna Julia Cooper  
*"Finding and Fulfilling Your Life's Purpose"*

Black History Month was first established by Dr. Carter G. Woodson as Negro History Week in 1926 and officially became Black History Month in 1976. He was convinced that the role of his own people in American history and in the history of other cultures was being ignored or misrepresented. The son of former slaves, he was born in Virginia in 1875. Dr. Woodson earned a Ph.D. from Harvard in 1912. He died in 1950.



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## Comings... and Goings



DAS bids a fond farewell to Ed Burke who retired on January 1, 2009 after 30 years of state service. We'll miss you, but we're sure that Sue will appreciate having dinner waiting for her each evening when she gets home! All the best!

# Reduce, Reuse, and \$ave!

By John McKay

**DAS** Commissioner Brenda Sisco recognizes a significant opportunity to reduce waste, save natural resources and cut costs. How? By purchasing remanufactured toner cartridges or “remans” instead of original equipment manufacturers (OEM) toner cartridges. Remans reuse empty cores and parts rather than disposing single use cartridges.

“DAS estimates, based on this year’s purchases of OEM toner cartridges, that the state could potentially save \$300,000 - \$400,000 per year by switching to remans,” Sisco said.

The cost of remans is conservatively estimated to be 30% - 60% less than new cartridges on a cost per copy basis.

Remans are suitable for use in most printers, copiers and other machines using laser cartridges. Reman products offer equivalent quality, performance, and yield compared to OEM standards.

Based on the environmental benefits and cost savings, DAS is directing all state agencies in the executive branch to procure and use remans, wherever available.

To help locate suitable reman cartridges for printers and copiers, please refer to Contract # 07PSX0044 for fixed price remanufactured items.

If you cannot find your OEM cartridge on the fixed price list, refer to the vendor’s catalog for comparable remanufactured product.

Each contract vendor has a cross-reference chart, identifying the OEM part number and the replacement reman part number.

Agencies can continue to order these cartridges through CoreCT and these reman cartridges will be available in the CoreCT item catalog. You may direct any questions surrounding the contract supplement and these reman cartridges to DAS Procurement’s Jill Belisle at 860-713-5149 or [jill.belisle@ct.gov](mailto:jill.belisle@ct.gov).

# Early Dismissal? Delayed Opening?

By John McKay

## Just a reminder on where to check

**WOW** is it cold outside! And with the amount of snow Connecticut has received over the past few weeks and amounts predicted, this can often make commuting to and from work a huge challenge.

Therefore, we want all staff to be reminded about how weather-related early release of non-critical personnel and late opening decisions and announcements are made and where authoritative information can be found.

If severe winter weather is predicted--particularly for the morning commute--any official information about late openings and early re-

leases is posted at the Department of Emergency Management and Homeland Security website, which you can reach from any Internet connection at [www.ct.gov/demhs](http://www.ct.gov/demhs).

The link to late openings or early releases is in red at the top left hand margin of their home page.

For those snowy mornings, local news stations usually broadcast or post the information.

The Governor’s press office notifies the Associated Press as well as Channels 3, 8, 30, 61 and radio stations WTIC, WDRC AM&FM, NPR,

WSTC, and NEWS 12 with the information.

If there is a late opening or early release, DAS Human Resources will distribute instructions on how time is to be coded on employee time sheets.

After agency Commissioners are advised that there will be an early release of non-critical employees due to weather or other circumstances during the course of the workday, that information will then be communicated to the DAS workforce.



**CT FIT**



**“OH NO, Mr. Bill!”** Is that the famous line from that classic Saturday Night Live comedy animation?

Or is that the sound emanating from your scale cringing under your weight after the high-calorie holidays?

Reality sinks in. You can no longer hide the scale under the laundry basket. It's time to take action. So you might just be thinking its time for CT FIT once again!!

Good timing!

The CT FIT team has just reviewed the results of a confidential survey in which the committee asked YOU what you want to see in a healthy at-work program to eat right and be fit.

Surveys don't lie, and of the 61 responses you told us what is working for you:

- 28 – 49 % of respondents cited the best parts of past programs were walking, eating fruits/vegies, eating local/organic, speakers, and healthy eating/lifestyle

- 84.3% said CT Fit was valuable
- 71% participated at some time in one of our programs

Highest responses for desired programs were:

- 40-60% said losing weight, Farmer's Market, healthy eating, weights class at lunch

- 35-40% said exercise classes at lunch, fitness and health speakers, exercise tracking program, body fat analysis

What were the highest percentage reasons cited for dropping out?

- Reporting every week was difficult

- Forgot one week and never got back into it

- Too busy at work

Armed with your feedback the CT FIT team can now move forward with a revised mission and objectives!

For 2009, they hope to:

- Incorporate weight loss initiatives into our next program, along with exercise

- Develop new lunchtime exercise programs

- Focus initiatives on balanced health management – food, activity, seeing the doctor, knowing your numbers, quit smoking etc.

- Continue to coordinate speakers on health topics

- Design and regularly update a CT Fit bulletin board outside the Commissioner's office

- Go paperless by reducing 'high maintenance' tracking during programs and offer a simpler tracking mechanism with before and after results

In addition, the team is looking into a program offered by the American Heart Association called "Start Walking". This program offers an online personal tracking system and giveaways to get walkers motivated. The committee is inviting the AHA spokesperson, Michelle Merritz, to their next meeting to learn more.

If 2009 will be remembered as "the year for change" then there is no better time to be thinking of personal change, too. And a healthy eating/exercise program that works for you is definitely a change for the better!

That scale is out from under the laundry basket for good...and stay tuned for the up and coming CT FIT exercise program.

