



Anderson Addresses MAC Meeting *Inside this Issue*

By John McKay



Commissioner Martin Anderson at the MAC Meeting, DOT in Newington

It was standing room only at November's Management Advisory Council meeting at the DOT headquarters in Newington. The main attraction? Guest speaker Martin Anderson, Commissioner of DAS.

The Council advises the Commissioner of Administrative Services and the Secretary of the Office of Policy and Management regarding the needs of state managers, including career development, benefits and training.

The Council is also directed to focus on the quality of state government and to provide mechanisms for the exchange of ideas among managers.

Anderson gave a statistical overview of state management along with several concerns facing state managers today.

Anderson was peppered with questions about what's in store for state employees in a new administration.

"I don't have any inside information on what the new administration has planned and wouldn't want to speculate. All we can do as managers is to continue to do our jobs as best we can for our employees and for the citizens of Connecticut."

Anderson went on to highlight DAS' Aspiring Leadership program and recent changes to the state telecommuting program.

DAS Promotes Aspiring Leaders Program

By John McKay

In 2006, DAS launched its New Managers' Orientation Program (NMOP), a high level overview of the topics and practices that those managers new to state government, or new to the managerial series, should know.

While DAS conducts the manager briefings, when resources permit, on topics of importance and relevance, DAS regularly receives feedback and requests from the more seasoned managers looking for training designed specifically for them.

DAS has been looking at manager training development for years and

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has been struggling with both the cost, and necessity.

Most available programs through education and private contractors were over a thousand dollars per person, and were not designed for government employees.

Last year, DAS, in partnership with the CT Training & Development Network (CTDN), designed a pilot training program for state managers called Aspiring Leaders Executive Development Program (AL).

The program was developed utilizing the latest research and materials to provide training on many of the critical managerial competencies identified by DAS, with a focus on government, and at a reasonable price. It was successful, and based on participant evaluations, a focus group, and follow up survey, DAS made some solid improvements and is ready to take the program statewide.

The curriculum will focus on the critical skills needed for effective leadership today and in the future. The newly expanded program will now include high level speakers in government leadership from the Executive, Legislative and Judicial branches. Each manager will also develop a capstone project proposal, utilizing training from the program, to address critical agency needs such as succession planning, improving internal processes, implementing cultural change initiatives to

improve customer service, or other important goals selected by your agency.

“This is a very targeted, cost-effective managerial program that the state needs to develop its future leadership. Managers will practice skills such as strategic planning, process improvement and change management,” said DAS Commissioner Martin Anderson.

There is a limit of 35 managers who can attend in 2011,

and there is a cost to the program of \$84. There is also a significant commitment of time required - nine full days spread over three months, as well as pre-class work and homework. Agencies may nominate up to two managers that they select.

For more information, please email Peggy Zabawar at peggy.zabawar@ct.gov. If you are interested in applying for the program as the DAS nominee, please contact Dave Lynn at david.lynn@ct.gov

Talkin' Turkey at the SOB

By John McKay

This is the State Office Building's 17th year for the Turkey Drive to benefit Foodshare, and what a turnout we had!

We collected a total of 376 turkeys during the drive. Special thanks to Barbara Canzonetti and her Department of Education colleagues who contributed a total of 281 turkeys.

In addition, we received a visit from our friends at the Freedom of Information Commission, and the Comptroller's Office – thank you to everyone who participated.

In addition to the 376 turkeys, we also collected \$2,389 in cash and checks.

Commissioner Anderson wrote in an email, “I am touched by the dedication of all the persons involved with this. And the results! They are truly impressive. I am just imagining all of the persons whom this effort will assist either with the turkeys or what the money will provide. Thanks all. You have done the State and yourselves proud.”

And of course we can't forget the annual efforts of Jerry Lynn and Mike Felix who run this drive every year armed with a great sense of humor and determination - as well as a fun turkey costume – thanks guys!!



L to R: Mike Felix, Mr. Turkey (aka Jerry Lynn) with Foodshare's Paul Moreau and Deb Robertson

Supplier Diversity Program Director Meg Yetishefsky sent a note to Dave Lynn “to acknowledge **Peggy Zabawar** for her professionalism in the presentation of material for Workplace Violence Training. I had the opportunity to attend the session on Workplace Violence Training on September 23, 2010. I found the training very informative and more importantly Ms. Zabawar conducted the training with great skill and presented difficult information in a professional and effective manner. “

HATS OFF!

By Cindy Rusczyk

Food Distribution Program Director Linda Hubeny praised **Ann Simeone**, saying, “I wanted you to know that I appreciate your leadership and hard work on the food RFP. Your contributions and ability to problem-solve moved this complex project along to a successful contract award. Thank you for your professionalism and dedication.”

President Kelly LaBonte from Global Commercial Cleaning, LLC sent the following message to **Stanley Kenton** regarding their Supplier Diversity Certification: “I wanted to take a minute to thank you for the quick response on Global’s certification. You went through our application and explained what was needed to complete the certification... When I came in you went through the

application and paperwork immediately and knew what was necessary. Your professionalism and knowledge is not going unnoticed. It has been a pleasure working with you in person and via telephone. Again, thank you for your time. I will pass this information to ‘The Rotary Club’ and other small business associations I belong to.”

Procurement Director Carol Wilson received the following message from Nandi Colon from the Office of the Chief Medical Examiner regarding the new DAS website: “Awesome job, whoever

designed it...it’s a lot nicer and easier to find things!!” Carol passed on the words of praise to the DAS website staff of **Donna Micklus, Nina Ritson, John McKay, Cindy Rusczyk, Dan Sears and Dana Soderlund** who worked on the project.

Commissioner Anderson received another comment for the **DAS website staff** on the new DAS website from Patricia Tiberio of the Insurance Department. “Love the ‘NEW DAS website. It is very user-friendly. Great job!”

Jeri Beckford from CHRO commended **Joe Giliberto** regarding his “exceptional presentation at the CHRO Contract Compliance Fair. I want to thank you for your professionalism when technical issues did not allow you to utilize the PowerPoint presentation you prepared for the fair. You were quick on your feet and implemented Plan B by giving an informative presentation via the DAS Procure-

ment website as your back-up. As the organizer and facilitator of the fair, your professional manner kept me calm. The fair was attended by more than 75 attendees, and CHRO continues to receive positive feedback regarding how informative the presentations were. Joe, I hope to work with you again in the future. Thank you for being a part of CHRO’s first successful Contract Compliance Fair.”

President Tito Molina from Molina & Associates, Inc. “wanted to take this opportunity to express our gratitude” to **Marisol Rivera** “for your diligent and professional manner that allowed us to achieve our goal of receiving our designation. We had been processing our application for six years and were about to give up until your involvement persuaded us to continue. Your attention and level of responsiveness to our cause has given us a rejuvenated confidence in government. We were particularly impressed with your follow-up and response time...We cannot overstate our appreciation for your efforts. We found your intervention with our pending application the difference between continuing our application for designation and withdrawing our application. There is no doubt in our minds that you represent the best of public employees and sincerely believe that your organization is fortunate to have someone representing it as you.”

SHRM Director Pamela Libby and Keith Anderson received a message from HR Specialist Jacqueline L. Aronson of DEP

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regarding “how much **Vicky McCray** helped me today. I have been trying for a week to commit a candidate for a position and experienced several computer problems. I called Vicky and asked her to help me. As she walked me through the process, she could see that there were some computer problems. But, she refused to give up. With her knowledge, we were able to go back and forth until we finally completed the process. I am so grateful that she was there to help. I just thought you would like to know. She was wonderful.”

Deb Robertson, Special Events Coordinator for Foodshare complimented **Mike Felix** and **Jerry Lynn** on the successful Turkey Drive. “You are ALL superstars! Enjoy your holiday, you deserve it...you personally helped to feed many, many families this Thanksgiving season. On behalf of them and Foodshare, I thank you. Happy Thanksgiving to your and yours!”

Dan Sears wants to say a huge thank you to the MIS Tech Team: **Jose Baez, Anna Tara, Brian Halloran, Mohammed Sheikh, and Doug Belli** for all that they do at DAS. “Almost everything that we do here at DAS involves one or more of them – whether it is setting up a PC, installing software, connecting to the network or troubleshooting problems. They are always working in the background.”

DAS Cares and Shares

By John McKay

This is the season of giving all over the world, and never more so than here at home, as November 9 kicked off the 27th annual Governor’s Care & Share food drive. The drive, which ends December 9, represents a collection of cash and non-perishable food to benefit Foodshare and the Connecticut Food Bank.



Last year, the state employees collected more than six tons of food and contributed over \$10,000 in cash.

“Our state employees answer the call year after year, making a difference in the lives of thousands of Connecticut families,” Governor Rell said.

“Their generosity of spirit and willingness to help is truly commendable. Particularly at this time of the year as families gather for the holidays and count their blessings, it is important to remember those who struggle just to put food on the table.”

The program is once again emphasizing the online virtual food drive website where the purchasing power of FoodShare can really stretch your donation dollars.

FoodShare estimates that a \$1 donation can provide three meals to one adult and a \$50 donation can feed 150 children a holiday meal.

The website is: <http://vad.aidmatrix.org/vadxml.cfm?driveid=2740>. A link can be found on the DAS homepage at the top of the right hand column.

When filling out your donation information through the virtual food drive,

please be sure to type “DAS” in the comment section so we can track our donation dollars.

For those who wish to bring in non-perishable donations, please drop them off at DAS Communications in Room 407. For employees at the Fleet garages please

coordinate through Frank Sanzo and Jim Palmer. Checks can be made out to FoodShare and given to John McKay of DAS Communications.

This year’s Care & Share campaign also included a benefit volleyball tournament among state agencies on November 18 in the O’Neill Armory.

And what a perfect segue to the next article...

Bump. Set. Spike!

By John McKay

Many of us remember the basics from gym class. And that’s exactly what happened on November 18 when the State Armory building became a volleyball Mecca.

Although DAS’ team did have a couple of close games, DAS only won one (against Core-CT) out of the four teams played.

But the spirit of the event was captured with DAS raising \$293 for the Governor’s Care & Share campaign.

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UP CLOSE

With Kim Johnston

By Nina Ritson

Kim Johnston of the DAS Business Office started her career in state service right out of high school as a Clerk Typist for Consumer Protection when they were at 20 Grand Street.

With the SmART agency consolidation Johnston says kidding, “I was with DCP my entire career until I was abducted by DAS!”

Throughout her 30 years she has seen agencies evolve and many commissioners come and go. “I have worked under six commissioners at Consumer Protection, and since I have been with DAS there have been four Commissioners.”

During this time there have been changes for her on a personal level, too. Johnston grew up in Bristol and raised her daughter there as well.

“I just recently remarried so we sold our home in Bristol to take on a rehab project in eastern Connecticut. I like being out of the city – it is very peaceful, and a lot of farmland where we are now.” Johnston went on to describe the work they have put into the house since they took ownership.

“My husband enjoys doing the restoration, I enjoy the end prod-

uct!” Kim said. “The house was built years ago by a family who had many kids. They obviously took loving care of the home – but the owners after them did not. The house was in serious need of some TLC – but the location was great and the parcel is beautiful, protected, secluded and the price was right. So we couldn’t let this go because it needed some cosmetic work.”

Having already restored one home, and with many years dealing with home improvement contractors in DCP, Johnston is no stranger to contracting. “Our next rehab will be the kitchen – I’m starting to gather my thoughts on that now.”

Johnston is very happy in her new digs both at work and at home. She smiles and says, “If I won a cruise I would probably give it away – I am not a traveling kind– I love my home, working on it, gardening, and just hanging out.”



Kim Johnston

But she does step out from time to time, “My excursions are usually limited to an occasional dinner out.” She added that her one true love is spending time with her daughter.

“I really enjoy our shopping trips. We are very close and spend as much time as

possible together. We recently went to a concert – **Straight –No Chaser**. They were unbelievable. It was the fastest two hours of my life!” **Straight No Chaser** (SNC) is a professional group of a cappella singers, composed of former members, mostly original members of the college group from Indiana University.

Johnston’s work in the Business Office may not be a cappella – but she sure keeps the numbers in tune for DAS!

New TPA for Workers' Comp

By *Nina Ritson*

The change came quickly, but in October, the third party Workers' Compensation administrator for Connecticut state employees, GAB Robins, was acquired by Gallagher Bassett, a recognized company in the industry.

"Gallagher Bassett has absorbed all of GAB Robins operations inclusive of our account," explained Douglas Rinaldi, DAS Workers' Compensation Program Manager. "DAS Workers' Compensation, and DAS Procurement worked together to make sure the existing GAB Robins contract would be serviced in total by Gallagher Bassett. They worked with both companies and the comptroller's office to facilitate the contractual transition."

So what does this mean to state employees? Rinaldi responded, "State employees will see no difference in services because all exist-

ing staff at the prior location in East Hartford will remain." Nothing is really changing from a user perspective. This contract is effective until June of 2014."

In terms of medical providers, will there be changes?

The Medical Provider Directory is the same directory that was

available with GAB Robins. Gallagher Bassett will continue to manage providers during the term of this contract. Rates have not changed, and the contact people remain the same as will all contact numbers.

Rinaldi added that there is a lot of work to do to make this happen

and that the Workers' Compensation team, as well as DAS Procurement are ready to move forward.

"Over time a transition to the Gallagher Bassett claim system will take place. This will involve a change in the technology platform – which will mean an incredible amount of work for everyone involved. But each step of this transition will be monitored by representatives from DAS, Gallagher Bassett and GAB Robins. This new platform will enhance services by allowing us to keep track of medical provider data."

"There is a lot of work to do but we are working diligently to ensure the best interests of the State of Connecticut are served," Rinaldi said.



Kelly Dillon, Dave Ward, Doug Rinaldi and Martha Gallagher of DAS Workers' Comp.

Equipment Auction Adds \$421,485 to State Cooffers

By *John McKay*

On Saturday November 6, DAS hosted a heavy duty equipment auction from which \$421,485 will be returned to various state coffers. Some 193 pieces of heavy duty equipment – both operable and inoperable – were offered to the general public. The equipment is designated for auction for a number of reasons including being fully depreciated or needing costly repairs or maintenance.

At 8 a.m. the gates opened for approximately 800 members of the general public to inspect the

equipment including tractors, mowers, dumpsters and trailers. Bidding began at 10 a.m., and the last vehicle was auctioned off at 4 p.m.

"Whether this heavy machinery is fully depreciated or simply no longer runs, there comes a point when it isn't cost effective for the state to try to keep it. Holding an auction enables the general public to get heavy duty equipment at a reasonable price, and the state benefits by getting all of the residual value back that is left," said DAS Commissioner Martin Anderson.

"At a time when state dollars are so tight, our staff really stepped up to the plate on behalf of Connecticut's taxpayers," Anderson said. Persons wishing to receive email notices announcing upcoming state surplus auctions can register for this free service at the DAS website: <http://das.ct.gov>



How's the new site doing? *By Nina Ritson*

Not yet through the first month of going live, the new DAS website has received tons of visitors and favorable comments, but there were a couple bumps in the road as well.

As of noon on November 23, there were 272,826 hits to the new site with the top five going (not by surprise) to Employment Connection, Jobs, Exams, Agency Job Sites and the State Contracting Portal.

"The transition has gone relatively smoothly considering the undertaking," noted Dan Sears, "but the new system is built to weather change well. The entire site is constructed to pull data from a database unlike the individually built pages of the past. In reality, there are only three page templates, and data is managed by a web content manage-

ment tool. The information is managed by an assigned administrator in the division, so it is always the most up-to-date available. And the beauty is these templates are interchangeable and simply and quickly updated."

There were a few unforeseen glitches involving browser compatibility. The new site was built to be compatible with the most recent Internet Explorer 8 (IE8) and newer - and folks viewing in IE 7 had some inconsistencies. But these were remedied.

"We also noted that our applications are running in .net 3.5 which can run havoc on an application created in .net 1.1. This was the case for the Law Enforcement Exam site - but this too has been corrected and viewers should log on



to <http://lawexam.ct.gov> for the new application," he added.

"We cannot stress enough to everyone to please remember to change your bookmarked pages, and if you are an administrator of a page to please double check all the links to make sure they go to the new website. Any links directed to the new website should begin with <http://das.ct.gov> not <http://www.das.state.ct.us>. Many of the links will be working perfectly well for now but will not when the older website is officially archived," Sears explained.

As always, your feedback is most valuable so feel free to contact us with your questions and comments at das.webmaster@ct.gov!

When Wicked Weather Hits

By John McKay

Waking up to a snowy Monday morning several weeks ago was literally a wake-up call to remind us that winter weather is fast approaching.

As the weather gets progressively worse, (this is New England, so count on it) be sure to check local TV and radio stations for any state agency closings or delayed openings.

"Getting to work safely is important," said Commissioner Martin Anderson.

"When the weather is bad, I encourage employees to watch the news and listen to the radio when inclement weather strikes. Local TV and radio stations will typically carry the announcement of delayed state openings."



Tune into local news outlets and listen for state announcements from the Governor or DEMHS regarding any changes in agency hours.

Also, now is a good time to give your car a winter inspection by checking engine fluids, tire treads, battery strength, the heater/de-froster, windshield

wipers and lights.

Better to do it now than during a stormy ride home!

Volleyball, cont. from page 4

Team members were Commissioner Martin Anderson, Brian Dillon, Cheryl Drolet, Dave Lynn, Susan Orszulak, Paul Przygocki, Frank Rivera, Marisol Rivera, Glenda Rollins, Donna Wadhams and Marie Rosales.

“Frank, the team’s ‘lean mean spiking machine’, had several kills throughout the night and Donna brought her A-game as well with her serves and blocks,” said coordinator Marie Rosales. “I also want to thank everyone who participated and donated to the Governor’s Care & Share campaign.”

DAS’ Core-CT division also put together a team.

In an email, Joann Belamo wrote, “This year there were no injuries to our team members unlike last year where we had two employees injured during the warm up session. Our record for wins this year was one win and three losses, quite different from last year as we had swept our division. The competition was tough; Office of Policy and Management, Department of Children and Families Hot Line, Department of Administrative Services, and Department of Education, however this is a great event to support those less fortunate in their time of need.”

Team Core-CT (center right) consisted of: Captain, Dustin Guarino, Mary Yabrosky, Donalynn Black, Brianne McKenna, Tom Vaughan, Chris Marchese, John Winschel, Steve Beaulieu, Robert Davis, Jaideep Mahatme, and John Harnick.

