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The MVPs of ERP

By Michael Mansfield

In arguably the most illustrious gathering of MVPs since last summer's All Star Game at Fenway, the DAS Employee Recognition Program (ERP) Award Committee bestowed its sixth round of awards on a most deserving and appreciative group of power hitters at a May 24 ceremony in Wethersfield.

On this hazy, hot afternoon in May, DAS' boys (and girls) of summer gathered to pay tribute to their own at "All Star Break 2000," a fully catered award luncheon at the Solomon Welles House.

ERP Chairperson Cheryl Sawina said this round's baseball motif was a "huge hit," (pun doubtlessly intended). "This was probably the best round yet, we got so many deserving nominations," she commented. "Even the nominations - a lot of the people who wrote them were really clever, continuing our theme."

Teamwork was the key for Toni

Alphonse, Desi Harris, Edra Osgood, and Juanita Woolfolk, of the Human Resources Business Center, who won the *Team Excellence* award for their work on the APS system and monthly APS user group meetings.

Tied for *Remarkable Innovation* were FSC's Bernie Blumenthal, who was recognized for his work on the Master Insurance Program, and Linda Stuart, of APS, who has been instru-

Please see ERP, page 2

DAS Communications sweeps Bronze Quill Awards with first place honors



The DAS Communications team display their awards from the Bronze Quill ceremony on June 12. DAS took home three first place and one merit award. L to R: Michael Mansfield, Donna Micklus, Nina Ritson, Heather Cavanaugh, John McKay, Cindy Duberek.

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Bronze Quills, *cont. from page 1*

With four out of five entries winning Bronze Quill awards, the DAS Communications Office earned its rightful place among leading ad agencies and industry giants in Connecticut.

“To think that we could even compete on their playing field, let alone take home three first place awards, is the highest compliment that could be paid,” said Communications Director Donna Micklus.

“Everyone on our staff deserves the credit for this honor...these projects were true team efforts in every sense of the word. The combined creative energies of Mike, Nina, Heather, John, and Cindy certainly brought us to this level.”

DAS Communications won three Excellence Awards: the

DAS Annual Report, *Making a Statement*, *AIDS Outlook* newsletter that DAS designs for the Department of Public Health, and the *Statewide Narcotics Taskforce Annual Report* that DAS designs for the Department of Public Safety. DAS also took home a Merit Award for its marketing tools package.

Nina Ritson, project manager for the Narcotics Taskforce Annual Report, a full-color, 56-page publication, remembers when things were quite different.

“This report has come such a long way since the photocopied, hand-stapled reports of the early ‘90s...it’s definitely a rewarding use of asset forfeiture monies seized from drug dealers,” Ritson said.

Michael Mansfield created the winning design and layout for the

AIDS Outlook newsletter.

“We knew we had done some good work, and we felt we had some deserving entries, but it’s hard to tell if they’re really as good as we think. So to take first place honors in these major categories and win four of the five awards for which we were eligible - it’s the ultimate validation,” he added.

The awards were presented at a ceremony Monday, June 12, at the Pond House at Elizabeth Park in Hartford. The Connecticut Chapter of the International Association of Business Communicators sponsors the annual event.

“When DAS won a Merit Award last year, we thought it was unheard of for a state agency to be recognized among private sector competition. Winning four awards this year, three of which gained first place honors, proves that the DAS Communications staff can compete with anyone on any level,” said Commissioner Barbara Waters.

ERP, *cont. from page 1*

mental in the ATC Letter Processing effort. Blumenthal accepted the award with words of praise for those who helped him along the way. “Thank you to the committee, to the commissioner, and to everyone at DAS!”

Sue Lopes, also of FSC, took the nod for *Going the Extra Mile* for her contributions in the Recovery Unit.

Winners noshed on a summertime banquet fit for a champion, with grilled burgers and hot dogs and finger-licking barbecued

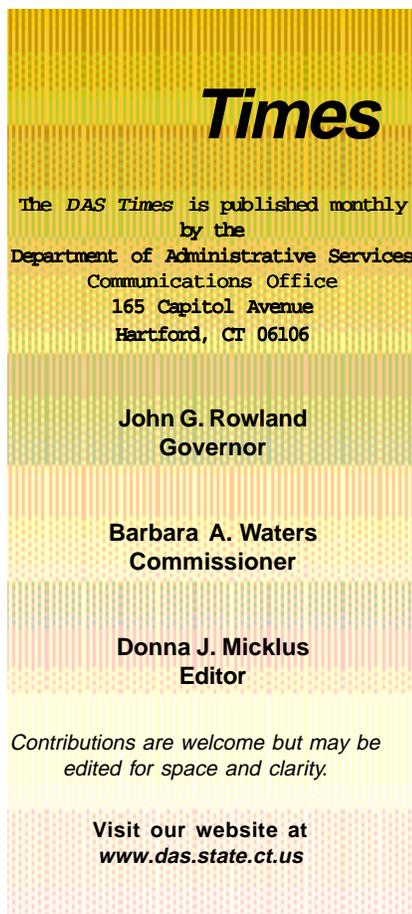
chicken wings and corn on the cob.

Each recipient took home an embroidered special edition DAS baseball cap, a certificate, and a cooler, capable of holding nine innings’ worth of any thirst quenching beverage.

Adding to the party vibe was DAS’ own DJ “Diamond”

Dave Elwell of the Financial Services Center, who helped keep the mood light and loose, as he spun breezy reggae.

The DAS Employee Recognition Award Committee congratulates these MVPs for going to bat on behalf of their fellow employees.



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Visit our website at
www.das.state.ct.us



L to R: Commissioner Waters, Bernie Blumenthal, Sue Lopes, Desi Harris, Edra Osgood, Juanita Woolfolk.

Barbara Potopowicz from the Permanent Commission on the Status of Women praised **J. Carlos Velez, Meg Yetishefsky, and Michael Clark** for participating in their 2nd annual CT Women's Entrepreneurs' Day and said, "Their knowledge and attention to detail not only added to the success of the event, but to the professionalism of your agency as superb representatives of the state."

W. Lee Palmer from the Dept. of Children and Families commended **Sandra Sharr** and **Diane Mazar-Roberts** for their outstanding job on the *Fundamentals of FMLA Training* in April. "The entire presentation was carefully thought out, well-documented, and extremely informative."

Deputy Secretary of the State Maria Greenslade thanked **Deputy Commissioner Alan Mazzola** for assisting their office in the Small & Minority Business Showcase in March through DAS' representative **Michael Clark**. "The event was a tremendous success."

Human Resources Manager Roy Pinette from the Town of Wethersfield was very impressed with the HRBC website created by **Bill Skyrme** and the *Manager's Guide* created by **Anne Pomeroy-Dixon, Shari Grzyb, Lisa Chasse, and Marsha Liburdi** which was most helpful in completing his managerial compensation study.

Sandra Sharr and Diane Mazar-Roberts praised **Mike Mansfield** for the "superb job he did in converting their slide show into a slick PowerPoint presentation."

Assistant Attorney General Laurie Adler applauded **Dr. Pamela Libby, Desi Harris, and Jay Tulin** for their prompt, expert, and amiable assistance with a case file.

A special "good idea kudo" goes out to **Carl Passanisi** from Commissioner Barbara Waters for coming up with casual blue and white week to celebrate the UCONN women's basketball championship season.

Dept. of Veterans' Affairs' Joanne Blum recognized **Cinde Mabry** for the high quality, focused service she has provided to their department, improving their medical record documentation.

The Air Management Bureau for the Dept. of Environmental Protection thanked **Larry King** and the **Print Shop Staff** for always being able to print time-sensitive documents as fast as they need them.

The FSC Purchasing Unit thanked **Janet DelGreco** for the wonderful PowerPoint presentation for their infossessions. "You're a wizard Janet, thanks!"

John Wiltsie from the Office of Emergency Management commended **John McKay** for his participation in the Millstone Nuclear Power Plant exercise. "John demonstrated both professionalism and a keen interest."

Fred Ondevilla praised **Juliet Colebrook** and **Alice Hall** for ordering new software so quickly and efficiently for his office.

Jane Lohmann from the Wilderness School applauded **Barry Graugard, Jose Rivera, and Jeff Chabak** for giving her expedited service when she needed an oil change for an out-of-state trip.

Kudos from Jerry Lynn to **Debby Hearl** for obtaining a congratulatory retirement letter and a plaque for Ray Fulcher on such short notice.

Dan Donahue thanked **Carol Wilson** for her help with the delivery of air conditioners from Grainger as completion ap-

proaches with DAS renovations. "Thank you for the fantastic response to our request for help."

Ada Rivera from the Dept. of Special Revenue commended **Paul Greco** for his fabulous assistance

Hats Off

By Cindy Duberek

with a problematic vendor and said, "We have never had such a quick response time to one of our complaints. The problem has already been solved."

Jerry Lynn applauded **Chris Smith** for his outstanding efforts to convert the Travel Authorization form to an electronic format. "You were very patient with our needs, training sessions, and incredibly tolerant of our many changes as we got into the process."

A note of thanks from Michael Clark to **Heather Cavanaugh** for the *Business New Haven* ad that she designed. "I really think that this ad reflects the kind of creativity that sets us apart at DAS."

Thomas E. Finch of the U.S. Dept. of Education acknowledged **Suzanne Liquerman** for her participation in reviewing applications for the Special Demonstration Programs competition for the Rehabilitation Services Administration. "Your experience and knowledge of the subject matter strengthened the evaluation of the applications."

Please see Kudos, page 8

Together at last!

By Heather Cavanaugh

It seemed like an impossible feat, moving 130+ employees to a new city, new building, new...parking lot. But it happened without a hitch.

FSC Newington folks are now stationed in the re-vamped Fifth floor digs. In addition to roomy cubical space, a new color scheme, and classy corporate look, amenities such as vending machines, conference rooms, and top-notch kitchenettes are at employees' fingertips.

After lots of unpacking and organizing, employees are noticing what's outside the State Office Building walls.

"We are in the heart of the capital city and all that the city can offer like the Merry-Go-Round and Bushnell Park," said Isaac Eze.

A warm welcome was given to employees at a breakfast sponsored by the FSC Welcome Wagon Committee. Hartford's biggest cheerleader, Mayor Mike Peters, was on hand with Commissioner Barbara Waters and Vin Lombardo to make everyone feel at home.

"Take advantage of what's here," said Mayor Mike. "This city survives because of people like you," he added.

Commissioner Waters said "this is a celebration of Collections and all of FSC. It's about bringing the whole family together. It took a lot of hard work from a lot of people to make this happen. We owe them thanks."



Mayor Mike Peters is joined by Commissioner Barbara Waters and Vin Lombardo as he welcomes FSC Newington folks to Hartford.

While FSC committees such as the welcome wagon and move committee were working behind the scenes, MIS and Property Management helped to execute the final steps quickly and efficiently.

"This project would never have been completed on schedule without the superlative effort of the entire project team. When the Collections staff reported for work on May 22, all of their PCs and telephones were in place and in perfect working order—that says it all," said Dan Donahue who coordinated all aspects of the move.

Commissioner's tours rev up Fleet

By Michael Mansfield

Sometimes, you just have to experience things for yourself. Three years ago, DAS Commissioner Barbara Waters made her first Fleet Operations tour with

"Fleet has been getting such outstanding customer service ratings; we're committed to doing whatever we can to help them."

- Commissioner Waters

the intention of seeing how things were going at the garages across the state with her own eyes. What she found out was eye-opening, indeed.

"The first time I came here and they showed me the ladies room, I was appalled," she told Fleet personnel at her first trip to the newly expanded New Haven garage.

Today, the ladies room at the New Haven facility is a gleaming chrome and tile testament to her commitment to improving the state's Fleet facilities across the board.

At each stop of the Spring tour, Waters reiterated that she wants all Fleet employees to feel they can bring their issues to her attention. "That way, we can begin working to remedy them before they become real problems," she told the group at Norwich.

With Seymour and New Haven now consolidated, questions at Norwich, Hartford, and Wethersfield revolved around their physical space. Waters said she is looking into a number of options.

Waters said she enjoyed this year's meetings tremendously. "Fleet has been getting such outstanding customer service ratings; we're committed to doing whatever we can to help them," she said. Improvement initiatives brought up by Fleet employees involve staffing, loaners, enhanced IS automation and equipment, safety and bi-fuel vehicle training, and the P-Card.

Like father, like daughter

By John McKay

Part two of our theme of parents and children who work together at DAS focuses on Ted and Marisol Feliciano.

Ted Feliciano, who is an Associate Fiscal Administrative Officer in the Governor's office, has worked for DAS before there even was a DAS.

"I worked for state personnel which was then reformed into DAS," said Feliciano. "So you could say I've been around for a while."

Actually, 27 years in state service. Feliciano began his state career at the now closed Cedar Crest Hospital before transferring over to state personnel.

Now Ted finds himself working in the Governor's office continuing to work for DAS.

"I can't tell you how grateful I am to work with such wonderful people. It's

working part time at the Financial Services Center. She began as a summer worker and made the easy transition into part-time work because she wasn't going too far away for college.

"I'm currently attending Central Connecticut State University and working towards my degree in early childhood development," she said. After receiving her degree, she's considering looking into the Department of Education to continue the tradition of state service in her family. "State

service has worked for my dad so I don't see why it wouldn't work for me."



Ted and daughter Marisol Feliciano

And her supervisor Paul Felix couldn't be more pleased: "I'm very fortunate to have Marisol in this unit. Being ambitious and bright, she's always ready to learn something new. She shows up ready to work and does an awesome job."

"I'm really excited that we moved to the State Office Building," said Marisol, "that way, I'm able to see my father more and make him buy me lunch once in a while," she joked.

Up Close

funny to think of where we all started and where we've all come. You really get a sense of family here." He went on to say he wanted to thank everyone at DAS for being so wonderful during his numerous years of state service.

DAS Commissioner Barbara Waters said, "I've known Ted for years, and he is a model for all of us to follow; he takes on the most difficult assignments and makes them look effortless. He has met the challenge of working as DAS fiscal liaison to the Governor's Office with dedication and true professionalism."

Speaking of family, daughter Marisol is already beginning to follow in her father's footsteps. She is currently

School's out!

DAS mentors look forward to next year



Mentor Heather Cavanaugh with her student Keishla.

"My student, Anabely, is very sweet and funny. I was told she gets very upset when I am not able to tutor her, so I make every effort to be there," said Vanessa Wimberly.

"I feel fortunate to have been given the opportunity to participate in this wonderful program. When you see a child's face light up and smile after telling them how proud you are of their achievement, it's the greatest joy," said Donna Wadhams.

Up, up, and away By John McKay

Off they go into the wild blue yonder. Commissioner Barbara Waters, Business Enterprises' Roy Dion, and SLC's Cathy Daly and Martin Anderson had their ups and downs and ups again with an aerial tour of Connecticut last month.

Recently appointed Major General William A. Cugno, Adjutant General, has been giving the altitude adjusting tours to state agency heads to reacquaint them with the roll of the state's National Guard.



Top guns Cathy Daly, Barbara Waters, Martin Anderson, and Roy Dion look ready for take off on their tour of the Connecticut National Guard sites.

"I was a little nervous about flying in a helicopter," said Waters.

"Those things just go straight up into the air. I think I left my stomach on one of those Hueys," she laughed.

At Bradley, the DAS team toured the National Guard's hanger and inspected A-10 fighter jets and Chinook helicopters.

Then it was up in the air again to Camp Rowland in Niantic, a repair base in Groton, and a quick flyover of eastern Connecticut.

"What I enjoyed

most was witnessing the pride everyone at the military was taking in their work, and their willingness to get us caught up in their enthusiasm for one day," said Anderson.

"It's easy to take for granted that the National Guard will simply always be there," said Waters.

"But to see firsthand the work and dedication that they deliver every day to the citizens of Connecticut is inspiring."



Send in the troops! The group is all smiles as they load up into a National Guard troop transport helicopter.

"It was like a business meeting but only 2,000 feet in the air," said SLC Director Cathy Daly.

"The General explained the function of the National Guard, and we explained what DAS does and what services DAS can supply to him."

The Red Baron roller coaster ride began with two Huey helicopters taking off from the Connecticut Armory and heading to Bradley International Airport.

At the core

By Michael Mansfield

DAS Deputy Commissioner Alan Mazzola spoke at the Legislative Office Building Monday morning, June 5, about Connecticut's ambitious new Core Systems IT Program.

The Core project is aimed at replacing the state's aging core financial and administrative systems. When completed, processes like accounting, payroll, automated personnel, state agency appropriations accounting, and time and attendance will all be run on the same system.

Currently, processing a new hire involves "entering the employee information into four different systems" Mazzola said. "No longer will our technology tell us what we can do. We're going to tell our technology what we want it to do."

DAS' role in the Core Systems project will be extensive. Commissioner Barbara Waters, DOIT's Rock Regan, and OPM Secretary Marc Ryan have joined chairwoman, Comptroller Nancy Wyman, on the Project Steering Committee.

Project director duties have been assigned to Jim Shumway of OSC, Peter Sullivan of DOIT, and DAS' Rick Miarecki, who will oversee development and implementation of the new system.

This job is for the dogs

By Mike Felix

Paul Felix of FSC, his wife Ellen, and their two sons Zachary and Joseph applied to be a “raiser family” for a potential guide dog puppy.

The Felix family was interviewed and accepted to participate in this very disciplined and selective program. Paul and Ellen have had a long-time interest in knowing there is a real chance to improve the quality of somebody’s life.

They received a 10-week-old Labrador retriever pup named Rebecca from Guiding Eyes for the Blind Foundation (GEB). As pups continue in the program, the raiser families receive support and guidance from the GEB such as socialization classes and evaluations. An area coordinator is on call for advice and emergencies.

Raiser families must provide a safe, healthy, and loving home, teach good manners, keep in close touch with the GEB team, follow GEB guidelines, and

attend required meetings. The role of a raiser is to build the foundation for future guide training by teaching



Paul Felix with Rebecca

the young pup to be responsive.

If pups are not accepted as guide dogs, they may be used as arson dogs, drug dogs, or adopted as family pets.

If accepted, the dog endures four months of professional specific needs training. After successfully completing this stage, the dog is matched up with a person and they reside together for one month at a professional training facility in Yorktown Heights, N.Y. to determine compatibility and provide the guide dog owner necessary training to fully utilize the dog’s skills.

If all goes well, the guide dog graduates. Raiser families are in attendance for what is described as an emotional and fulfilling event. At the graduation ceremony, each raiser family is awarded a certificate for raising a guide dog, and also receives a photo of the raiser and the new dog/owner team. The graduates receive diplomas for completing their difficult training courses.

If you are interested in learning more, Guiding Eyes For the Blind can be found at www.guiding-eyes.org.

Partnering for school savings

By Heather Cavanaugh

In a move that will save urban districts millions of dollars annually, Hartford, New Haven, Waterbury, Stamford, Bridgeport, New Britain, and Danbury have formed the largest school supply purchasing consortium in the state.

The Big Cities Consortium (BCC) will enable member districts to get greater discounts by pooling their resources and seeking larger block purchases. Additionally, the larger purchasing volume will raise the bargaining influence of each district through the consortium’s overall

purchasing power.

“This partnership will work for every city and town. The discount can go as high as they want it to go,” said DAS Deputy Commissioner Alan Mazzola at a press conference on May 8.

Under the umbrella of DAS, this private sector concept will be put into motion.

The BCC will partner with DAS to buy off existing state contracts as well as negotiate common contracts that would then be bid through DAS.

Commissioner Barbara Waters is thrilled by the consortium’s potential to seek out savings with greater efficiencies.



Deputy Commissioner Mazzola speaks to public school officials about DAS’ purchasing power.

“By leveraging the tremendous buying power of the state, DAS can help schools get the best possible prices for goods and services,” Waters said. “We believe that this program will become a national model and propel Connecticut to the forefront of state and local government procurement.”

More Kudos, cont. from page 3

Marilyn Quinn from the Dept. of Education commended **Suzanne Liquerian** for her workshop on ADA for their regional vocational-technical school directors in January. "The directors were very pleased and learned much in the way of disability and the law through case studies."

Alan E. Belchak from the West Haven Food Service applauded **Doris Vieira** and the **Food Distribution Staff** for all of the improvements made in the Food Distribution Program and said, "Our Commodity Division has and will continue to improve due to the transformation that you have overseen."

Theodore Hsu from the Horizon Services Company praised **J. Carlos Velez** for his excellent work with the Business CONNECTIONS program and said, "I can tell you the program is definitely working. I thank Mr. Velez and everyone at DAS for helping Connecticut's small-minority businesses."

Stacey DiPiazza from Infoshred thanked **Meg Yetishefsky** for making a connection with Bristol Myers to start servicing their document destruction needs. "We are pleased to have the opportunity to do business with such a great company!"

Nancy Jones and Teresa Dupont commended the **Communications Office** for the great job they did with Take Your Kids to Work Day and said, "Thank you for all your effort. Keep up the great work!"

Roy Dion thanked **David Marsh** and **Barry Graugard** for coming through with the order to purchase CDs for automobile repairs. "Having the most current repair information will make everyone's jobs a lot easier. Thanks!"

Susan DeMauro praised **Mary Daly**, **Mike Owsianko**, and **Alna Bolden** for their help during the recent payroll distribution audit and said, "Their expertise and efforts enabled our audit to run smoothly and effectively."

Maribel Villodas commended **Phil Karas** for his assistance in helping her to find a position in state service after being on the SEBAC listing. "You are special in many ways and I thank you greatly."

Susan Kallor, Carol Berman, and Rhona J. Roffer from the Look Forward Program of Hartford College for Women applauded **Phil Karas** for his presentation on *Career Development Through State Employment* and said, "Mr. Karas was an outstanding presenter who gave valuable information to our participants."

Janice A. Snyder from the Dept. of Transportation complimented **Joann McAllister**, **Celeste Cashman**, and **Jill Belisle** for issuing three contract supplements in order to process \$7.1 million in equipment purchases needed by their deadline.

Congratulations to **Jim Bierylo** from Abbie Wotkyns for his excellent idea in processing non-pay patients in the inpatient DMHAS facilities which will result in the state saving postage, reducing paperwork, and providing an

immediate response to patients on charges for their hospital stay.

Larry Alibocek from the Bd. of Education and Services for the Blind said: "Thanks to **Martin Anderson**, **Cheryl Catania**, **Cathy Daly**, **Steve Dygus**, **David Krayeski**, **Susan Lizee**, **Al Mazzola**, **Donna Micklus**, **Dan Sears**, and **Amy Torre** for providing outstanding service and for doing an exceptional job at a critical time."

Cheryl Drolet extended her thanks to the **MIS Team** for the "wonderful job in facilitating the transition from Newington for us. I was amazed to see the systems up and running that Monday."

Janis Nome thanked **Cindy Milardo** for the great job she did on the diversity RFP and said, "This has been a long process and Cindy has kept the project focused at every stage. She is simply the best!"

Kudos to **Cheryl Catania** from Diane Donato for assistance with the *1999 Affirmative Action Annual Report* for CHRO. "You were marvelous and I appreciate it!"

Roy Dion complimented **Steve Soklow** for his work in the Print and Mail/Courier businesses and said, "Your willingness to step into a very sensitive, difficult situation and the leadership you provided were critical to starting a process of recovery and discovery."

Susan Pawloski thanked **Commissioner Barbara Waters** for the wonderful smoking policy that has been established and said, "It really shows that the commissioners care about the employees and the public."

Alice Osdan commended **Brian Halloran** for quickly fixing a problem with her computer. "I called the help desk and he did that magic that he does and bingo – all fixed."