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## DAS hosts national conferences

### Document Management, Fleet in the spotlight

By Donna Micklus and Nina Ritson

**T**hey came from 30 states, making footprints to the foothills. Nearly 100 guests in the print industry gathered from September 30 – October 2 in Northwest Connecticut for the 26<sup>th</sup> Annual Conference of the National State Publishing Association (NSPA) titled “Footprints to the Future.”

This year the conference was hosted by DAS’ Document Management Services and held at the Interlaken Inn, in Lakeville amidst the early autumn foliage of the northwest corner.

Art Paulette, who heads up Document Management Services, explained that



Deputy Commissioner Alan Mazzola and Fleet Operations’ Steve Dygus at the opening ceremonies of the National Association of State Fleet Administrators Convention in Mystic.



Roy Dion welcomes attendees to the NSPA Conference hosted by DAS in Lakeville, CT.

NSPA brings state publishing and document management officials together to work to improve the management of publishing programs to attain greater efficiency and economy in state government. “Managers and supervisors of in-plant facilities in state government and state universities attended the conference, some from as far away as Alaska and California,” Paulette said.

“The program was not only educational, but creative as well, and our counterparts were truly impressed!” said Business Enterprises Director Roy Dion. “Every detail was covered, down to activities for the spouses of attendees who traveled in from all over the country. This really was very well done,” Dion said.

The culmination of eight months of planning, Document Management Services’ Patty Gallucci saw to it that the four-day program was

Gary Zera from the Department of Children and Families Riverview Hospital thanked **Patsy McLaughlin** for her assistance with their Riverview Nursing Open House letter.

“I really like your changes! Thanks so much for your input! DAS has been a great support to us on all of our projects. I cannot thank you enough!”

Roy Dion commended **Dan Barrows** for linking his digital camera to his cell phone so pictures can be sent instantly to Property Distribution directly from the field for viewing federal property. “What a progressive way to capitalize on technology in a manner that will really help the program. Dan is to be congratulated for his creativity and initiative.”

USDA Official John Magnarelli applauded **Doris Vieira** and the **FDP**

**Staff** for “the great job you all did as part of our meeting in Maine. You have made great progress and as I told you, I consider Connecticut the model that other states should emulate. A lot of it has to do with your personal dedication. Again, thanks.”

Janis Nome thanked **David Swenson** for “all of your help on our successful grant application...we couldn’t have done it without you. I can’t believe we got \$250,000!”

Phil Karas commended **Debby Hearl** for providing him with a telephone number of a training instructor for Project Planning and Management and the Strategic Planning and Management website. “I knew she’d respond back...but not THAT fast AND with an answer to boot!”

Director of Nutritional Services Robert E. Frank from the Department of Correction wrote a letter of praise to Commissioner Barbara Waters thanking **Doris Vieira, Yvonne Groves, and Jim Gotta** for “all of the work they do for our agency. Also, due to their efforts of providing USDA commodities, we dropped our budget figure of \$2.12 a day to \$1.97 a day per inmate at the end of our fiscal year. This was made possible by a great deal of work done by your staff. Thank you again for all of your help and I look forward to working with your staff in the coming years.”

Carol Wilson thanked **Bill Skyrme** for responding to a request from the Department of

Public Works (DPW) for Property Guidelines of Agency Administered Projects being added to the DAS website so quickly. “You’re ten steps ahead of me and I appreciate it! I didn’t even realize you just took the ball and ran with DPW’s request!!! You’re great!”

# Hats Off

By Cindy Rusczyk

Roy Dion commended **Chris Smith** for creating a separate email listing dedicated for Fleet employees. “This will allow us to customize the distribution of information to these employees. Also, thank you, **John McKay**, for your contribution in moving this along.”

Nancy Jones and Cheryl Sawina thanked the **ERP Committee** and **John McKay, Cindy Rusczyk, Fred Ondevilla, Dan Sadowski, and Peter Varhol** for “all of your help with preparations for the ERP kickoff event. You really made the event a huge success! We made \$75.45 on the flag raffle, which we can use toward the ceremony in November. Thanks again!”

**DAS**

**DAS Times**

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Contributions are welcome but may be edited for space and clarity.

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

# DAS awarded federal grant

By Donna Micklus

The U.S. Department of Labor awarded DAS a two-year, \$250,000 grant to promote and implement local High School/High Tech programs for youths with disabilities. Connecticut is one of only two states in the country to win this sought-after award.

“The grant will provide an opportunity for either out-of-school or in-school youth with disabilities to experience working in high-tech environments through corporate site visits, mentoring, job shadowing, after school activities, and paid summer internships. Students are then encouraged to develop career goals and take the academic courses necessary to achieve their goals,” said Commissioner Barbara Waters.

The \$250,000 award is part of \$14.4 million in grants that will support the President’s New Freedom Initiative goal to integrate Americans with disabilities into the workforce.

“People equate working with independence and self-esteem. That ability to earn a living is often complicated by a disability,” Waters said.

As far back as 1994, DAS embarked on a collaborative effort to develop a statewide disability employment program, which today is called CT EmployABILITY. “Since many people look to the state as an employer of choice, we need to lead by example,” Waters said.

Suzanne Liquerman has been CT EmployABILITY’s director since 1995. “As a person who has a disability and having been a recipient of disability income for about ten years, I understand the issues, challenges, and fears as someone who has walked the path,” Liquerman said.

Waters cites Liquerman as a case in point success story. When individuals with disabilities secure and maintain employment, income tax revenues collected by the state increase and social service benefits paid out decrease.

“We’re not only experiencing the social impact of helping disabled persons return to work, but the budgetary impact which is really significant as well,” Waters said.

“I’m proud that DAS has been a champion in this field, and I couldn’t be more proud of the success of Suzanne Liquerman, Kathleen Sullivan, and Dave Swenson...a true team effort,” she said.

**DAS**



**Above:** Earlier this month Liquerman and Sullivan, along with the Connecticut Business Leadership Network (CTBLN) and private industry sponsors, hosted a job fair (above) to help employers gain access to the largely untapped labor pool of people with disabilities. “With 35 employers seeking to diversify their employee base and over 450 job seekers, CTBLN has proven again that this virtually untouched pool of workers is ready, willing and available,” Liquerman said.



**Left:** Liquerman and Sullivan at the awards dinner following the Job Fair. At right is Dept. of Labor’s Fred Biebel who was one of the honorees.

## ERP opens Fall nominations with patriotic theme . . . what's more American than apple pie?

By John McKay

October treats came early to DAS this month when the Employee Recognition Program Committee hosted their Fall kickoff. Employees were treated to coffee, cookies, and pie, but the real message was nominate, nominate, nominate.

“We want to emphasize the fact that anyone can be nominated and it's up to the employees to find the deserving winners. It's an employee-driven program that



**Doris Vieira (L) and Tracie Knapsack seem to be enjoying the array of apple pie at the Fall kickoff of the Employee Recognition Program awards.**

everyone seems to enjoy and we want to keep it going,” said committee member Cheryl Sawina.

Those who attended also got a free bag of microwave popcorn with a patriotic label and handouts



of the nominating rules and bylaws. Sticking with the patriotic theme, the ERP committee raffled off an American flag to those who purchased raffle tickets. Jerry Lynn of the Business Office was the lucky winner.

**DAS**

## QUICK HITS



By Henry Jovanelly and John McKay

### FCS grabs a cool \$84.5 million

Financial Services Center was able to produce statistical data to allow the state to claim \$84.5 million from the Medicaid disproportionate share hospital (DSH) payment adjustment program.

FSC's Henry Jovanelly explained that Federal law requires state Medicaid programs to “take into account the situation of hospitals that serve a disproportionate number of low-income patients with special needs” when

determining payment rates for inpatient hospital care. This requirement is referred to as the Medicaid disproportionate share hospital (DSH) payment adjustment.

Jovanelly credited Paul Felix for extracting information from the Avatar and HBIS billing systems, to substantiate that Connecticut Valley and Cedarcrest Hospitals met the threshold to be eligible for the adjustment.

“Congratulations to Paul for once again showing that DAS is the place that gets results,” Jovanelly said.

### And score one for Fleet

A quick win for Project 2002 was the development of a Fleet Scorecard that tracks Fleet employees' questions and concerns.

Originally scratched out on paper and kept through handwritten notes, MIS transformed the Fleet scorecard into a user-friendly database that keeps employee issues up-to-date and accountable.

“It's helped a lot with keeping things current and addressing issues with employees,” said Fleet's Steve Dygus.

“Unfortunately some times things would fall through the cracks . . . that happens, but with the scorecard, unresolved items are kept right up front in the database and up front in your mind.”

The Fleet Scorecard reporting system is a continuously updated database registering issues, comments, complaints and other concerns that affect Fleet employees.

The database will be managed by Fleet management, and, with the help of Commissioner Barbara Waters and the DAS Communications Office, issues will be addressed and resolved as quickly as possible.

**DAS**

# Marathons, music, master insurance. Who could master them all? Meet Aimee Gagnon.

**Y**ou don't have anything if you don't have your health.

"Fitness is definitely one of my main focuses," said Aimee Gagnon of DAS Master Insurance Program office.

"I've been working out long enough to realize the benefits." A self-proclaimed gym rat, Gagnon is addicted to working out and having fun while doing it.

From running the Hartford half marathon and the New Haven 20k, hiking the White Mountains of New Hampshire, and kayaking in Collinsville, she does it all. She's even taken it as far as instructing weight-training classes at her local gym.

"If I can get someone to commit to working out and getting healthy, it's a great feeling for me," she adds.

One of her favorite exercise factoids to get people motivated is, "One pound of muscle burns 50 calories a day just to maintain itself, but one pound of fat only burns one calorie a day. Think about it."

Her quest for fitness took her a signature away from joining the police academy.

"I passed all the tests, but when it came down to signing up, I didn't think it was going to be something I wanted to do for the rest of my life," she said.

Never one to sit still, Gagnon has acquired a number of



**Aimee Gagnon of DAS' Business Advisory Group**

hobbies that keep her busy when she's not at the gym.

"I used to sing Rock n' Roll and the blues in a band a few years ago, and I can do a dead-on impersonation of Janis Joplin." Not surprisingly Aimee comes from a very musical family.

"My brother can play any instrument

under the sun, and my other brother plays guitar like Jimi Hendrix. My whole family is very musically inclined," she said.

She is also an avid reader and enjoys suspense novels.

"Dean Koontz, Steven King and Tom Clancy are some of my

favorite authors," she added.

Suspense and superstition might be a theme with Gagnon considering she has a six-year-old black cat named Spooky.

"I was never much of cat person, but one year around Halloween, Spooky just kind of fell into my lap," she said.

Gagnon also has her hairdressing license. "It's something I learned to do and I enjoy it enough to still cut hair part-time when I get a chance," she added.

Gagnon's been in state service for a few years starting with the Treasurers' Office, and the Department of

## Up Close

By John McKay

Children and Families' Long Lane School project, as well as DCF's Quality Assurance office.

"The Long Lane School project with DCF was good experience to get me into the Master Insurance Program (MIP) at DAS," said Gagnon. "I remember when I first started, people commented on how great it was going to be working in MIP, especially because Carlos Velez was going to be my boss. I wish they hadn't lied to me," joked Gagnon.

"Through my state experience, it seems like DAS shares the same philosophies and business sense of the private sector. People are quick to get you information and are very professional. I already love it here and I think things are going to work out."

**A few years ago, Gagnon sang in a Rock'n Roll and blues band**



**National Conferences**, *cont. from Page 1*

jam-packed with activities, panel discussions, speakers and presentations from a multitude of companies like Heidelberg, Pitney Bowes, InPlant Graphics Magazine, Xerox, Ikon, Danka, Lindenmeyr Munroe and more. Special events ranged from a New England clambake to a German Oktoberfest.

The conference kicked off on Sunday night with the Governor's Foot Guard and speakers Roy Dion, DPW Deputy Commissioner P.J. Delahunty, and Diane Smith of WTIC radio.

There was also a strong DAS contingent throughout the four days.

Carlos Velez and Lynn Peccerillo spoke on behalf of the Connecticut Small Business Set-Aside Program; DAS/ Human Resources was represented by Deb Atkinson and Diane Mazar-Roberts, and Cheryl Sawina from Strategic Leadership made a presentation on "Keeping and Coaching Your Winning Team."

"I am extremely pleased to see DAS partner at a national level to learn from our counterparts and service providers on how we can streamline our business and run it better, cheaper, and quicker," said Commissioner Barbara Waters.

**And then it was Fleet's turn in scenic Mystic**

Several weeks later at the other end of the state, fleet administrators from 33 states gathered in the quaint seaport town of Mystic for their annual conference, this year appropriately named "Set Sail."

Steve Dygus, head of DAS Fleet Operations and host of the opening luncheon ceremonies at the Mystic Hilton, welcomed his colleagues from across the country.

"I have been attending these conferences for 14 years...I even had hair back then," he quipped. Dygus said this was the first time that Connecticut has been the host state for the conference that takes a full year to plan.

Deputy Commissioner Alan Mazzola was a pinch hitter for Governor John Rowland and DAS Commissioner Barbara Waters as he offered the official welcome.

"It is a true privilege for Connecticut to host the National Conference of State Fleet Administrators and a wonderful opportunity to showcase the magnificent things our state has to offer," he said in his opening remarks.

Mazzola complimented the hard work of Steve Dygus and his staff, Tom Yuhas, Carl Fabbiaschi, and Carol Biernacki, for filling the week-long conference with

motivating speakers, creative information sharing sessions, state-of-the-art trade shows, and an array of social events showcasing some of Connecticut's hottest tourist attractions.

Mazzola also announced that Governor John Rowland issued an Official Statement proclaiming October 23-26 as National Conference of State Fleet Administrators Days in the State of Connecticut.

In an accompanying letter, the Governor wrote: "The theme for this year's conference, "Set Sail", will bring together fleet administrators, business employees and leaders to network, conduct business, attend workshops and form new relationships. I am certain that the conference will bring new and innovative ideas to the table for the future of the state and nation."



**Patty Gallucci and Art Paulette at the NSPA Conference**



**Steve Dygus presents Alan Mazzola with the official t-shirt of the NASFA conference.**

Dygus said some of the workshops will address such topics as alternative fuel, fleet technology, legislation and regulations updates, vehicle maintenance, and best practices in fleet administration.

# Diversity Happenings

By Vin Lombardo and Maureen Friedman

DAS was a proud sponsor of a CPTV original documentary, *Understanding the Divide*, which explores racial, religious and cultural differences that divide our state and the shared values that unite us all. *Understanding the Divide* premieres on CPTV Thursday, November 7 at 10 p.m. The documentary explores the lives of nine families and individuals of various races, backgrounds and religions. Through stories of their struggles, successes, barriers and triumphs, the viewing audience gains insight into their differing worlds.

## Diversity Through Time

Diversity in the workplace is about having a workforce that is motivated by being treated with value and respect.

Embracing the concepts of diversity is about making an effort to recognize that people are of differing cultural, ethnic, racial and gender backgrounds with different religions, nationalities, ages, abilities, etc.

Diversity is about creating new norms to allow flexibility for employees to work productively.

With that in mind, the Diversity Council offers you quotes from long ago and not so long ago. It should be no surprise that diversity has been and still is revered by many.

**“There never were, in the world, two opinions alike, no more than two hairs, or two grains; the most universal quality is diversity.**

-Michel Eyquem de Montaigne (1533-92), French essayist

**“I am inferior of any man whose rights I trample under foot. Men are not superior by reason of the accidents of race or color. They are superior who have the best heart—the best brain.**

-Robert Green Ingersoll (1833-99), American politician, lecturer

**“Diversity: the art of thinking independently together.**

-Malcolm Stevenson Forbes (1880-1954), American publisher, businessman

**“If we cannot now end our differences, at least we can help**

**make the world safe for diversity.**

-John Fitzgerald Kennedy (1917-63), 35th President of the United States

**“Tolerance implies a respect for another person, not because he is wrong or even because he is right, but because he is human.**

□John Cogley Commonweal

**“I have a dream that my four children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.**

□□□Reverend Dr. Martin Luther King, Jr. (1929-68), civil rights leader

**“I still hear people say that I should not be talking about the rights of lesbian and gay people, and I should stick to the issue of racial justice. But I hasten to remind them that Martin Luther King Jr. said, ‘Injustice anywhere is a threat to justice everywhere.’**

-Coretta Scott King in 1998

**DAS**

## Connecticut's Premier Vendor and Supplier Show

sponsored by the awesome staff of DAS Procurement Services

Wednesday, November 13, 2002

8:30 a.m. - 3:30 p.m.



Are you in the market for a product or services? Do you perform the purchasing function? Do you make the purchasing decisions? If you answered "yes" to any of these questions, you won't want to miss out on this opportunity to see the products and services that you can purchase directly from State of Connecticut contracts. Meet vendors and suppliers! Attend information sessions! And best of all, find out what is available to you at the great contract prices the state has negotiated!

Register online at: [www.das.state.ct.us/ctshops/ctshops\\_attendee\\_form.asp](http://www.das.state.ct.us/ctshops/ctshops_attendee_form.asp)

DAS' first ever trade show will be held at the Connecticut Expo Center, 265 Reverend Moody Overpass, Hartford, CT

# Get your dogs, burgers and ice cold soda!

By John McKay

**T**he State Office Building was chill'n and grill'n this month at the Campaign for Charitable Giving's Annual SOB BBQ.

Huge grills and picnic tables turned the 60 Washington Street lot into a festive cookout venue that looked more like a state park than a state parking garage.

Skies were a little overcast but that didn't dampen the spirits of the folks who came out for a good cause.

"A burger or dog, soda, snack, fruit, and dessert for \$4! That's such a great deal," said one state employee standing in line for his lunch.

Commissioner Barbara Waters was one of the honorary chefs who was grilling with gusto.

Thanks to the efforts and generosity of all, add another \$314.50 to the Campaign's coffers!

**Right: Those burgers and hot dogs can't all be for Nancy Jones, Jane Gore, and Karen Rakowski!**



**Left: Commissioner Waters shows off her grilling style. "It's all in the wrist," she said.**



**Below: The Commissioner, Martin Anderson, and Joan Donahue enjoy the refreshments.**



**Left: "Smoke Gets in Their Eyes" as Commissioners Anson and Waters cook up a storm.**