



Employees Honored at Longevity Awards Ceremony

By Nina Ritson

Even the torrential downpours from Hurricane Jeanne couldn't stop these DAS employees from celebrating the Longevity Awards Ceremony on September 28.

The room filled slowly and nearly everyone had a traffic jam story to tell, but when all had arrived at Room 310 in the Capitol, 109 "DAS vets" received recognition for their ten to thirty years of service.

Commissioner Barbara Waters called it "one of my favorite events" and had effusive praise and thanks for those who make what she considers "the ultimate commitment to the state – public service."

Emcee David Krayeski recognized the efforts of Sue Turko in handling the arrangements for the ceremony and then called on supervisors to present awards to their employees.

Fourteen people achieved the milestone of 30-years of state service. Engraved cut crystal bowls went to Robert Dworak, Patricia Fazzino, Ann Galbert, Rachelle Harris, Nancy Jones, Henry Jovanelly, Marsha Liburdi, Diane Preble, Lori Riley, Wayne Stocking, Mary Stubbs, Peter Varhol, and Abbie Wotkyns.

Engraved gold and glass desk clocks were given to these 25-year employees: Keith Anderson, Ed Arusiewicz, Kevin Backman, Ed Burke, Cathy Bysiewicz-Cluen, Daniel Duggan, William Hauschulz, Mike Heneghan, Joe Holloway, Carl Hosmer, Nate Jenkins, Juanita Lentocho, Sue Miller, Paul Przygocki, and Tom Yuhas.



Commissioner Barbara Waters and HR's David Krayeski open the DAS Longevity Ceremony on September 28 at the State Capitol. One hundred nine employees were honored.

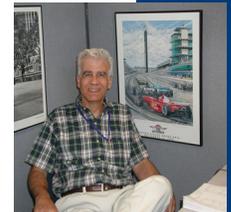
Commemorative desk name plates went to the following 20-year employees: JoAnn Bellamo, Mayme Casady, Janet DelGreco, Michael Gosselin, Deb Hearl, Carolyn Koloseus, Robert LaPointe, Nereida Lopez, Dave Lynn, Vickey McCray, Isabelle McKinney, Susan Orszulak, Jeannette Rheume, Jose Rivera, Linda Shackett-Blue, Mary Yabrosky, and Patricia Zoccano.

Placques were given to 15-year recipients: Richard Affinito, Martin Anderson, Jose Baez, David Berry, Pamela Bowe, Denise Dellaventura, Teresa Dupont, Paul Felix,

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Jo-Ann Figueiredo, Lawrence Gore, Eileen Griffin, Belinda Hall, Calvin Halliday, Linda Hubeny, Winsome Jameson, Barbara Jenec, Reuben Jonathan-Lusack, Donald Jordan, Ed Kane, Marjorie Leonard, Pam Libby, Elizabeth Lindee, William Majewski, David Marsh, Cindy Milardo, Bob Negri, Mary Jane O'Brien, Chris Roberts, Dan Sadowski, Cheryl Sawina, Mary Scotti, Matt Shea, Anna Tara, Mark Tandler, Jay Tulin, Norma Villanueva, and Meg Yetishefsky.

10-year recipients also received plaques: Theresa Anderson, David Augeri, Lorna Barclay, Jill Belisle, Maureen Blackburn, Susan Castagna, Cheryl Catania, Kerry DiMatteo, Rosemarie Flynn, Harold Gillis, Mary Gugliemino, Doreen

Kearney, Vincent Lombardo, Mark Martinez, Donna Micklus, Ella Miller, Jim Neil, Dick Omohundro, Michael Owsianko, Peter Pappas, Lynn Peccerillo, Karen Rakowski, Nina Ritson, Catherine Stankoski, and Laurel Young.

The loud applause was practically nonstop, with only minor breaks as supervisors read employees' names to come to the podium for their awards and photos.

Nearing the ceremony's conclusion, Deputy Commissioner Alan Mazzola approached the podium for the morning's final award.



Introducing her as a 32-year career employee who started in state government as a summer intern, Mazzola called Commissioner Waters to the podium. It was an emotional moment for Waters as the room erupted in a loud and long standing ovation.

PeopleSoft Announces Winners of "Leaders in Supply Management" Award

SAN FRANCISCO – September 22, 2004 – At its Connect 2004 conference, PeopleSoft announced the winners of its inaugural Leaders in Supply Management Award, a program that honors PeopleSoft customers for innovation and excellence in the areas of procurement, sourcing, and supply management. Winners were recognized during a dinner event held in conjunction with PeopleSoft Connect in San Francisco on Wednesday, September 22, 2004.

The State of Connecticut's CoreCT program won an Honorable Mention!

Represented by 84 branch agencies, the State of Connecticut is using PeopleSoft Catalog Management, eProcurement and Purchasing to streamline and expedite the purchasing process and control maverick spending while ensuring purchases

adhere to state spending requirements—all through a single system. With the system, purchase orders are approved in hours instead of days, off-contract purchases are easily identified, transaction costs are greatly reduced, and better contracts are negotiated.

Attending the event to accept the award were Cathy Daly, Joann Bellamo and John Pacholski.

"The Core-CT project directors are delighted that Joann and John have received this well-earned recognition for their efforts," said Daly who is the Project Director representing DAS.

Congratulations!

Ed. Note: Some excerpts taken from PeopleSoft news release

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Joe Prevuznak received a message from the Assistant Director of Human Resources Lynn Paton from the Department of Children and Families which read: "I just wanted to pass this along to you, with a few words about all the help we have received from **Christine Sisbarro** and **Bill Donnelly**. When I was assigned oversight of Workers' Compensation almost a year ago, I knew I had a very tough uphill climb ahead of me. We have made tremendous inroads over the past year, much better than I could have ever imagined, in fact. I owe a lot of our success to the assistance we have received from both Christine and Bill. I have let them both know how invaluable they have been to us. Hearing it from you as well will mean that much more I am sure. Thanks again!"

Beth Griffin from Bloomfield Electric wrote the following message to Commissioner Barbara Waters: "Dear Commissioner Waters, I just attended a workshop today for the Contractor Prequalification Program. It was run by **Carlos Velez, Lynn Peccerillo, Cynthia Shea, and Isabelle McKinney**. It was one of the most informative and most well-run workshops I have attended. No time was wasted and I felt that all the information and assistance was useful. I also wanted to mention that I have been calling the Prequalification Unit right along and they have been very pleasant and very helpful. And I'm sure they must be getting tired of answering the same questions all the time. This must be the most pleasant dealing I've had with a state agency."

Matthew Buczacki from the Department of Public Works thanked **Tina Costanzo** "for your continued participation in Public Works' property management selection process. Having a knowledgeable participant from DAS lends extra credibility to the process and the resultant recommendations. I am aware of the time away from your regular duties your commitment to our procurement process entails. I just want to reinforce from my standpoint as chairman how valuable your service has been to DPW and me. Thanks again."

Kudos to **Patsy McLaughlin** from Mark Mcfadden for her response to his employment inquiry for a position in State Government. "Thanks so much for your information and help. I never expected this type of response! Have a great weekend."

Program Analyst Peter Hunter applauded **Matt Shea, Scott Benson** and **Dan Sears** for their "handling of the many tasks associated with the Contractor's Prequalification website. I wanted to let all of you know how appreciative we are of the responsiveness of your group to our needs. Although I have been in this position only a short time, in my previous career I had a lot of interaction with IT departments in both business and industry, and I have never seen website and database changes made as expediently as some of the stuff you guys have pulled-off for us. Your in-depth understanding of our needs and the quick site changes and updates have made my transition here at PreQual much easier than I anticipated. Thanks for your help!"

Diane Mazar-Roberts thanked **John McKay** "for developing the 'Jeopardy' game board to use with our Classification Training Course. You are terrific when it comes to taking a creative thought and turning it into reality! It's such a pleasure to work with you!!! Thanks again for your help!!"

Kathy Sobieski commended **Sandra Sharr** and sends a "great big THANK YOU for all your work on the Taylor File. It's a great day when you can collect \$144,000.00 in CASH that comes directly to the State of Connecticut. We would not have been successful in this collection without your assistance. Thanks again!"

hats off

By **Cindy Rusczyk**

Pam Libby praised **Bill Skyrme** for his work on the DAS website. "I just want to thank you for all your hard work in trying to get the DAS website up-and-running. I appreciate your efforts and hard work!!!"

Angela Armstrong from the Department of Mental Health and Addiction Services applauded **Paul Felix** for his work on their Disproportionate Share Report (DSH). "Thank you so much for all your hard work on our DSH Report. It is appreciated!"

New London Schools Save Thousands Buying Dairy Products off State Contract

By Maureen Friedman

School openings were just around the corner when Contract Specialist Jim Gotta of Department of Administrative Services' (DAS) Procurement Office received a call from Marie Pattie, Director of Food Services for New London schools.

"Marie was interested in saving money on her dairy product purchases, especially milk, and she decided to find out if she could save by using the state contract," Gotta said. Pattie provided product requirements, delivery times and locations and DAS went to work on getting the pricing.

As a result of that single phone call, New London's nine schools realized an average savings of 8

cents per half pint of milk by "piggy-backing" on the DAS contract.

Multiply that times their milk requirements for the school year and the state contract for milk and dairy products is **saving the New London school system \$47,320!**

DAS Commissioner Barbara Waters explained that towns and schools can save thousands of dollars by taking advantage of the state's leveraged buying power and economies of scale.

She said that while many political subdivisions do take advantage of

this service, DAS would like to see every town and school save the tens of thousands that New London saved.

"We congratulate folks like Marie Pattie for taking the initiative to seek a new way to purchase products. By using our state contract she is saving time and money, and because DAS administers the contract, she can also count on the help and support of our contract professionals," said Waters.



Health Care Facility Reaps Benefits in Purchase of Propane and Fuel

Jeff Culbertson from the Lutheran Home of Southbury, a not-for-profit organization that is able to use state contracts through the ePartners program, wrote the following to e-Partner Maureen Friedman.

Maureen, I am relatively a newcomer to this industry, so each year I have found alternative ways to meet the demands upon our Support

Services Department in the skilled nursing homes.

My mission is to provide the very best environment for residents to live in and for staff to deliver care to them for the period of their stay with us.

A bedridden grandmother or a veteran who fought for our freedom as a teenager nearly sixty years ago deserves the highest regard a society could offer. From the way we prepare and deliver the meals to the quality of indoor air to the softness of the linen should all display how much we care for the residents.

The challenges are big, the industry is highly regulated and on the revenue side we can say there is no surplus.

A few things have helped me keep budget increases under control from 2004 to 2005. One has been through group purchasing and the second has

been the ability to "piggy-back" on the State of Connecticut Department of Administrative Services contracts, in particular the contracts for propane and fuel oil.

Propane has seen a **savings of nearly \$9,200 annually** and **fuel oil approximately \$16,800**. It has taken some effort to get to this point. State buyer Paul Greco has been very helpful; I guess my real desire is that collectively we can save real dollars that can be invested for the future of long-term health care.

Have Jag will travel.

Fresh from The Hartford, Tony DeLuca brings to DAS several years of experience, with the focus and determination of a seasoned private-sector employee.

“My work is similar to what I was doing at The Hartford, responsible for vendors and contracts for several commodities, and I love what I do!”

DeLuca recently joined the staff in DAS Procurement Services.

Born in New Haven, he now resides in Southington with his wife, Jane and son, Spencer. But Southington is merely a point of departure for this seasoned traveler.

Every two to three years, or “As soon as I can save the money,” DeLuca loves to travel.

gardens at the home of Claude Monet in Giverny; he and his wife spent the entire day there. They then took the high-speed train through the Chunnel that crosses the English Channel from Paris to London.

Where to travel is always on his mind, but so is *means* of travel, which has been a lifelong love.

“I am an auto enthusiast! I love Formula One racing, but my true passion is vintage cars!”

Watching cars is by no means as much fun as driving them.

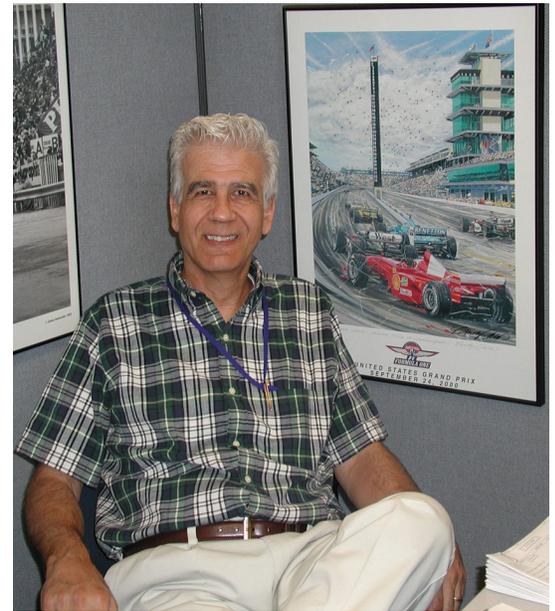
“I’d rather drive it than clean it!”

DeLuca spends his weekends driving a 1968 Jaguar XKE.

“I bought it from the original owner in 1978 – I haven’t changed a thing since!” Willow green with a black top and black interior, he says the only work it needs is repair to the stitching on the seats and roof.

DeLuca and his auto comrades dedicate scores of hours working on each other’s cars.

“I have a friend with a Ferrari, one with an Alfa Romeo, and one with an Aston Martin.”



Tony DeLuca has joined the staff of Procurement Services.

He loves to help out with his friend’s vintage racecar at Lime Rock Race Park. DeLuca says they always need support with those events.

When asked what his next auto ambition is, he says he is sticking with the Jaguar even though “My son has his eye on the it right now, but he’s only 14.”

up close

By Nina Ritson

“I have been to Moscow, St. Petersburg, Paris, London, Rome, Florence, Venice, Vienna and the Caribbean.”

DeLuca described his trip to Russia during the Cold War back in 1974.

“It was an interesting culture change, complicated by a language barrier. The security associated with our movement was tight.”

His favorite voyage was to France in June, 2001. He lavished over the



DAS' Peak Performance

By John McKay

It's become a biennial staple here at DAS - the Organizational Assessment Survey (OAS). About every two years, DAS' Strategic Services group invites employees to say how they think DAS is doing in 17 key business areas.

For example, are DAS employees able to balance work and family?

Is there a focus on customers?

Is there fairness in the workplace?

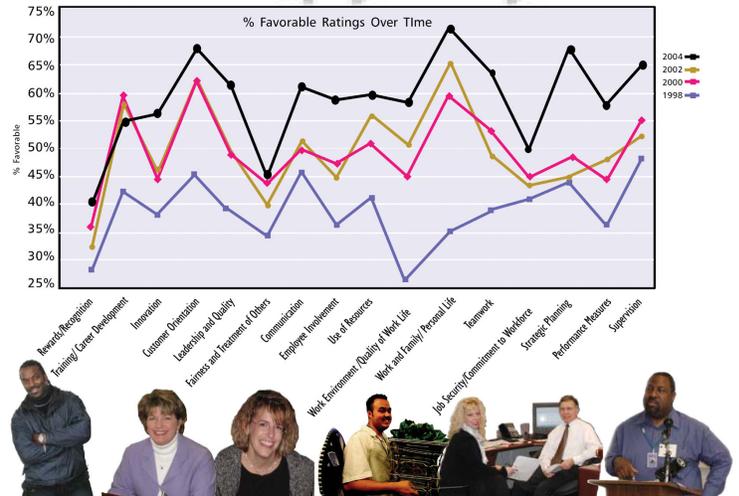
"With the exception of one area - Training/Career Development - I'm pleased to say we've improved our favorability ratings with employees compared to all of the previous three times the OAS has been used in DAS; some areas improved substantially," said Dr. Martin Anderson, director of Strategic Resources Management that manages the survey administration and the calculation of results.

"Every survey has peaks and valleys on the chart," said Anderson. "Our peaks keep getting higher and our valleys aren't as deep as they used to be. That's a good sign of improvement."

Out of the 148 surveys returned, 128 were submitted electronically.

Since 1998 when the survey was first conducted, three areas have increased their favorability ratings by 25 percent or more: Work environment, Work and Family,

DAS 2004 Employee Survey Results



and Strategic Planning.

"No other state agency does this kind of reporting," said Anderson, "I think it's great to see where we were, how we've improved, and to focus on areas we think we need to work on. Imagine if every state agency did this kind of work and the improvements that could be made if they did," added Anderson.

Currently, Strategic Services personnel are meeting with each business unit to look in depth into the numbers that affect their units.

"This is where improvements can be made," said Anderson. "By meeting and discussing we can begin to 'fill in' those valleys."

If you have any questions on the survey contact Carolyn Koloseus at 713-5045.

Prescription for Success

By John McKay

HR commandos moved in again, as DAS and DCF hosted another Nurse Hiring Day at Riverview Hospital last month.

DAS mailed 24,000 letters to nurses across the state to generate interest and promote the self-registration process through the DAS website.

"Fifty nurses registered themselves for interviews through our website with another 42 moved to a waiting list," said DAS Hiring Day manager Diane Mazar-Roberts. She goes on to say that out of the 19 vacancies at DCF, seven were hired on the spot while another three were awaiting confirmation of paperwork before being hired.

"We started on time and we ended on time, plus the quality of the applicants was higher than we anticipated," said Roberts. "We had some really qualified applicants, which makes us look real good."

The Hiring Day team consists of: Robin Riddlesworth, Dale Greenwood, Nancy Jones, Sue Turko, Patsy McLaughlin, Jeannette Rheume, Heather Tweeddale, Deb Atkinson, Andrea Yurcak, Jeanne Gray, and Diane Fitzpatrick.

More Success?

Mazar-Roberts, Patsy McLaughlin, and Carla Martin have

been invited to the Mid Atlantic Personnel Assessment Consortium in New York City to present this same hiring model at the conference.

"Because we've had such success using this hiring model for several different agencies, we're generating some attention from the HR world. We're really doing something right here, and others from across the country are starting to take notice. We're excited to show what we can do when you have the right elements in place," added Mazar-Roberts.



Happenings

...our strength is in our differences

Diversity Council to Host Information Session at CT \$hops 2004

By Maureen Friedman

"The mission of the Diversity Council is to lead DAS towards conducting business better internally and externally by integrating diversity into all business practices".

The Diversity Council has an opportunity to fulfill that mission by promoting diversity to the nearly 2,000 people that attend CT \$hops on November 9.

The diversity session is tentatively scheduled for 10:30 am.

Isabelle McKinney, Diversity Council Chairperson, will welcome the attendees and introduce Jack Hasegawa, Chief of the Office of Educational Equity for the Department of Education, who will introduce and show the film, ***The Lunch Date***.

After the screening, Mr. Hasegawa will facilitate a discussion about the film.

If the name sounds familiar, it is because ***The Lunch Date*** was highlighted in a previous

diversity article as one of the movies the Diversity Council plans to offer to DAS employees in house.

It is a 1990 Academy Award winning film for Best Short Film, Live Action. This 10-minute film has no spoken words and features a well-to-do woman, stranded in a train station who, through a series of events, comes face to face with her own prejudices and stereotypes as she navigates through a big-city railroad station.



While at CT \$hops, why not plan to attend this interesting and thought-provoking session? Raise your diversity awareness and support your Diversity Council at the same time!

Watch the CT \$hops website, for the complete schedule of information sessions:

http://www.das.state.ct.us/CTShops/ctshops_attendee_info.asp