



## State to Highlight African-American Vendors

*Excerpts from Governor's news release*

Governor M. Jodi Rell recently commended DAS and Commissioner Linda Yelmini for teaming up with the African-American Affairs Commission (AAAC) to spotlight African-American businesses that have completed the DAS state certification process.

The AAAC has launched a link to its website at [www.cga.ct.gov/aaac](http://www.cga.ct.gov/aaac) that lists DAS-certified African-American vendors and the products they sell. The link containing African-American businesses will also be located on the DAS website at [www.das.state.ct.us](http://www.das.state.ct.us). DAS is the state's one source for approving and certifying small, minority-and women-owned businesses.

"Small- and minority-owned businesses represent one of the fastest job creators in our economy, and if you are looking to support minority-owned businesses in Connecticut, we have just made your search a bit easier," Governor Rell said. "We are trying to do all that we can to build diversity, not only in the services and products we buy, but in who provides them."

"By checking these web sites, you will see what procurement opportunities exist and what Connecticut's small and minority businesses have to offer. With a click of your mouse, you will be directed to a listing of business names, contact information, products and services provided and additional information about the percentage of minority ownership," the Governor explained.

"What we've discovered is that people of all ethnicities use this site for information about African-Americans, and they're not just from the State," said AAAC Chairperson George



**Meg Yetishefsky, Gregg Nome, Mark Tendler, Commissioner Yelmini and Carol Wilson join Governor Rell at the August announcement.**

Logan. "If they're looking for African-Americans in Connecticut our site is bound to pop up. That's when they're surprised to find information they didn't even know to ask."

"It's a great marketing tool for our clients and is another way for vendors to be seen," Commissioner Yelmini said.

## Remembering Joe P. In Our Own Words



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## Joe P...In Our Own Words

I remember when Joe P. would bring his son in for "Take Our Kids to Work" day. His son would be dressed up in a nice jacket and tie, very professional looking. Joe would take him around to introduce him everyone. Joe seemed very proud of his son.

*Julie Bernosky*

One thing I always admired about Joe is he always had time to say "hi" to everyone and offer a smile, always remembered that I had a daughter who was eight and asked how she was - even remembered her silly nickname. Always remembered what you were doing, in or out of work. He just was a total people person, quick with a smile and a kind word. He will be missed terribly.

*Kathleen Kabara*

I never did find out what Joe P enjoyed most here at DAS but I gathered that it was a toss up between two things: Getting to share the sauciest details of some maneuvering that was going on in the legislature or getting to share some budget or cost detail that he had uncovered while inspecting some financial figures. It was clear in anything he discussed about matters outside of work that he had an enormous love of his son and his wife and pretty much all he did, he did for them. Whenever he asked me how I was doing, I usually gave my stock and reflexive answers of "fine" or "okay". "One day" he told me with a broad smile on his face, "I'm going to get you to say 'great!'" Maybe I'll start remembering his pledge when I answer from now on.

*Martin Anderson*

Joe P was my bud. Not only were we both avid Yankee and Giants fans, we also shared the same

birthday and a fascination with politics. I so admired his devotion to Barrie and young Joe and loved hearing his dog stories. I learned a lot from him...not the least of which is how to slow-cook prime rib so that it's still rare in the center and how to grill eggplant to perfection (no, I'm not telling either secret). To know Joe P was to know he was special. We had wonderful discussions on just about everything because Joe knew something on virtually any topic! One day he paid me the greatest compliment when he said, "Kid, you and I think a lot alike." I miss my friend, but I hope that in time thoughts of his big heart and quick wit will bring a smile to my face.

*Donna Micklus*

Joe called me "boss" and was always asking me, "Is there anything else I can do for you?" and I know he meant it. He had a tremendous presence at DAS and was respected and looked-up to by everyone. He was one of the most loyal people I have ever known, and he loved going over to the legislature and letting me know what was going to happen on a particular bill or keeping me updated on the latest news at the Capitol. He was willing to share his sharp political insight on any number of issues and he was always "right on the money."

*Linda Yelmini*

One of the things that I admired most about Joe was the obvious love he had for his family. It was so easy to know about this love because he openly shared it with us each and every day in the form of short stories or comments about his wife Barrie and son Joe. Bringing up their names throughout the day was just a part of who he was.

*Christine Sisbarro*

*continued on next page*



**Joe P with his son, Joe III, at Take Our Kids to Work Day, 1999.**

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



*Drawing by Nina Ritson*

My mother once told me that God takes those He needs before their time if there is a task in Heaven that only they can do.

Well, God must have needed a very special man when He called down to Earth for Joe P last month. He must have needed a big man with a gentle heart – a man who moved slowly and missed nothing. He needed a man who had insight into so much and intuition that was on target always. He also wanted a man who was loved by all and who genuinely cared about others, especially his family – a wonderful husband and proud father and truly good friend.

We will all miss Joe so very much; his visits and his stories, as he entered a room and stood large, quietly commanding our attention. I remember his daily stops to the Communications Office. I can see him now- his arms would fold on top of the edge of my cubicle as he cleared his throat softly, lifted his eyeglasses for inspection, then would make note of Cindy's due date coming, or he would razz me about the price of butter and what was on sale at Big Y – we both studied the

grocery circulars on a weekly basis. He noticed the details and remembered the little things about all of us.

God must have needed a very mighty man to take our Joe from us. If there really is a Heaven, I can only envision it now – and Joe must be standing there, a smile is beginning to creep from under his long mustache, his arms are folded over the pearly gate waiting for us – he must have quite a story to tell.

*Nina Ritson*

As time goes by, I know whenever I think back to remember Joe some very certain things will always come to mind. I'll first remember how much Joe loved his family as he often spoke of his wife, Barrie and their son, Joe. I'll also remember how extremely proud he was of his son, Joe. I'll then remember Joe's love of the game of golf and how he cherished the time he spent teaching his son as well as their time playing the game together. I'll certainly remember how kind, humorous, and very intelligent a person Joe was and the countless times I've sought and took his sound advice on such a wide variety of issues. Finally, I'll remember how much it meant to me to call Joe my friend. He was indeed a special person, and I wish I could have thanked him at least one more time for the many ways he's helped me since I've known him.

My deepest sympathies to Joe's entire family. We'll all miss him.

*Dave Lynn*

I have known Joe for about eight years and miss him terribly. His acerbic wit often caught me off guard and he was always one step ahead of me, but in the same five minutes he could give the best advice about whatever I was struggling with.

When I told him that my cat had cancer, he made a tongue in cheek comment about a burlap bag and some rocks...but then always made a point to ask how she was doing after her chemo treatments. Joe was definitely more sensitive than he let on. A few weeks ago, he was telling me about a jacket he was ordering from LL Bean for his wife Barrie's birthday and something else he was planning on getting her, and I remember thinking how refreshing it is that he goes through so much effort to pick out gifts. He talked about his family so much, for example, I know that Joe III likes sour candy and plain Hershey's chocolate. And that Barrie is a devoted animal lover who would adopt dozens of dogs if she could. Joe will be missed by everyone here and will live on in spirit through all the people who he touched and all his accomplishments.

*Aimee Gagnon*

\* \* \*

The German philosopher Schopenhauer once wrote:

*"The scenes of our life are like pictures done in rough mosaic. Looked at close, they produce no effect. There is nothing beautiful to be found in them, unless you stand some distance off."*

The words used by our colleagues to describe Joe P speak volumes about the life he led – "wonderful father, loving husband, loyal, true friend, special, witty, intelligent, big-hearted, gentle-hearted, kind, intuitive, sensitive, insightful, right on the money, quick with a smile, mighty."

Stand back a bit and look at Joe P's life...it was a beautiful mosaic indeed.

## Ripe for the Winning

By John McKay

You say Tom-ay-to,  
I say Tom-ah-to.

Regardless of how you pronounce it, this summer the Department of Agriculture sponsored the First Annual Tomato Contest! Tomatoes were judged on uniformity of size, color, variety, taste and originality/shape. All unsampled tomatoes were donated to Food Share of Windsor.



Taking third prize at the August 16 announcement was Procurement's Barbara Moser. "I thought I had the inside track because I'm

such an environmentalist," she said. Moser runs the Environmentally Preferred Purchasing office of DAS Procurement, ensuring that contracts have environmentally safe alternatives.

Second prize went to Suzanne Hawkins of DAS Procurement. "My husband and I are quite the gardeners, and we take a lot of pride in what we can do with some seeds and soil."

First place went to Loreen Rubino of Consumer Protection.

All 15 entries received goodie bags from Agriculture.



Joann Bellamo had words of praise for **Angelika Scheffera** for the "great job she did for the Core-CT team. She was scheduled to be off that Friday, and based on a phone call that I made to her on Thursday evening, she rearranged her schedule to ensure that our inventory module would go live today. Angelika stayed with a group of us until 6:30 p.m., she then logged back into the system later in the evening to ensure that two more catalogs were loaded. Angelika really displays her commitment to the team here and the desire to make all of us successful!"

Kudos from Abbie Wotkyns to **Mayme Casady, Sue Orzulak, and Michelle Rossetti** for putting together the impromptu celebration on recovering a large amount of money for the State of Connecticut and taking such pleasure in their team's successes."

On behalf of the Summer Picnic Committee, Tammy Battistoni and Angie Martinez sent "a gigantic thank you to **John McKay** for his help with the posters and emails. Our response wouldn't have been as great without you. Thanks! We also want to thank all of the Committee members for their hard work and dedication. The picnic wouldn't have been so successful if it wasn't for you. Thanks!"

Jerry Lynn thanked **Doug Belli** and **Lori Smith** "for working so hard on the DocuDex project. I know it chewed up a lot of your time, but without you both, we would've signed off on this deal a year ago and would have been stuck with a useless product! Thanks again."

Deborah Jeanfaivre echoed the praise for **Lori Smith** and **Doug Belli**. "I just heard that we are about to sign off on the microfilm project. THANK YOU! You are both the

best!! If you hadn't been able to run those reports to see what was missing, we probably would have thought we were fine the first time, until we really had to work with it. Then we would have been up that proverbial waterway with no visible means of propulsion!"

Meg Yetishefsky commended **Sue Cieniewicz** for working "with my staff to develop a automated insurance tracking system that has allowed for

## hats off

By Donna Micklus

an efficient means to collect insurance information from the vendors awarded contracts. Her professionalism and dedication to the project has produced a user-friendly product that not only will help DAS internally, but ultimately our customers."

Elaine Waugh from the Department of Mental Retardation praised **Barbara Jenec, Lilka Vega, Doreen Kearney and Eva Green** in the Collections Birth to Three Unit.

"Life is like a game of tennis; the player who serves well seldom loses. And you certainly do serve well in DAS! Thanks for your patience."

Linda Hubeny commended **Donna Micklus, John McKay** and **Nina Ritson** for the design of the new Food Distribution newsletter, *Lunch Lines*. "I'm very excited about how professional it looks, and check out the apple with the child's face in the outline, it's just perfect. Donna- I can't thank you, John, and Nina enough for all the hard work you did putting together such a professional newsletter for us. Great job!"

# DAS, CHRO Team Up for Training

By John McKay

The DAS Supplier Diversity Office has teamed up with the Commission on Human Right and Opportunities (CHRO) to train state agencies and political subdivisions on their individual goals for small and minority businesses.

Approximately 50 state contracting officials met at the Legislative Office Building on September 14 for a half-day class designed to educate and answer questions concerning small and minority business reporting procedures.

Commissioner Linda Yelmini opened the meeting by thanking CHRO Director Hamisi Ingram for his enthusiastic cooperation. She also informed attendees, "DAS works nonstop to make contract compliance as straightforward as it can be. Please think of DAS as your most important resource in figuring out small and minority

contract compliance rules, understanding goal calculations, and preparing quarterly reports. My staff - the Supplier Diversity Team - is here to help and is trained on the topics and processes you'll need to know."

Yelmini said that Governor Rell has made contract compliance a cornerstone of her administration.

"She has asked DAS to share as much knowledge as possible with other state agencies so that everyone knows the rules of contracting with the state. I feel this workshop will help us get closer to that goal," Yelmini said.

The law requires that by September 30 of each year, all state agencies and political subdivisions other than municipalities, must prepare a report that establishes expenditure goals for their small and minority business enterprise purchasing and contracting for that fiscal year.



**Linda Yelmini and Meg Yetishefsky address state contracting officials**

The trainers for the course were Alvin Bingham, a contract compliance unit supervisor with the Commission on Human Rights and Opportunities, and Meg Yetishefsky, the Director of the DAS Supplier Diversity Program.

## CoreCT Upgrade Begins

By Cathy Daly

The Core-CT team this month is beginning a system-wide effort to upgrade the PeopleSoft suite of software that powers Core-CT.

The financials suite which includes General Ledger, Accounts Payable, Accounts Receivable, Purchasing, Billing, Asset Management and Inventory will be upgraded and a new Projects module will be added. Projects functionality will allow agencies like DOT that run multiple projects to better manage expenditures and allocate staff time and materials to each project. The Financials upgrade is expected to "go-live" July 1, 2006.

On the HRMS side, the suite includes Human Resources, Time & Labor, Payroll and Benefits. The new

Projects module on the Financials side will tie the time reporting of employees who work on projects to the financial coding for those projects. The date for "go-live" on the HRMS side is the pay check date of May 12, 2006.

The EPM (ad-hoc reporting) team will work closely with Core-CT HRMS, Financial and Technical teams to perform comparison reports and make any changes needed to keep the EPM reporting tables aligned with the information contained in Core-CT HRMS & Financial source systems.

Users can expect to learn more about the upgrade process during ongoing user group meetings, sponsor meetings and the "Daily Mail" email newsletters. While the effort involved in upgrading the software is not as extensive as it was for the initial implementation, agencies will still be expected to complete readiness tasks, and existing data will need to be converted to the new software prior to go-live.

The conference room pilots that were

conducted four years ago to determine whether the state's business needs would be met by the software will not be repeated. This time, the project team will conduct a "fit-gap" analysis in all modules to determine where there are changes between the old and the new software and to identify where customizations will need to be reapplied.

The project team structure has changed to accommodate the upgrade effort. Some team members will be dedicated to ongoing production support while others have been assigned to the upgrade team. Accenture has returned as the state's consulting partner in this effort.

Anne North and Sue Martin will continue as the HRMS team leads, co-managing production support and upgrade efforts. Existing module team leads will remain in place.

On the Financials side Sandi Hurrie and Roland Lataille will manage the upgrade and John Harnick will continue as overall Financials team lead.

## Here They Are Now!

**Kathy Bruni**

"I just reached 29 years of state service... 10 years are in Human Resources!" said Kathy Bruni, DAS' newest member of HR/Payroll who came to us from Department of Public Utilities Control early this summer.



"I like working at DAS and I like our new digs – we have the privacy that we need and I don't have to race to a shared printer to retrieve something that is deemed confidential. The people in DAS HR/Payroll are a nice crew – I am really enjoying it here."

She entered state service as a clerical at the Labor Department, transferred to Central Connecticut State University for eleven years, then on to DPUC for the past 17 years.

"Everything was stagnant there– nothing changed including the problems. Here I'm doing things I would never have had the opportunity to do in my former position. There are new people and new challenges – and I now work face to face with many of the same people I'd dealt with over the years by phone!"

She is extremely impressed with the communication within DAS. "It may not seem like much but those infograms and the little messages do keep people constantly connected and informed!"

The mother of two boys, Kathy describes her oldest, Tyler, as an avid collector of comic books. "Tyler is a freshman at Greater Hartford UConn branch and hopes to transfer to Storrs in two years." Ben, her youngest, is a senior at Newington High School and loves music – he sings, plays guitar and is a member of the Chamber Choir.

In what little spare time she has, Bruni enjoys caring for her home and her passion - antiques.

"I never used to be interested in antiques but when my sister purchased a nearly 300 year-old home we began our mission to fill our homes with period treasures. I particularly like old iron bottle openers and salt and pepper shakers that are comical in appearance. I grew up in the farmlands of Tolland and have always enjoyed items that are dairy-related – old milk bottles, dairy advertising thermometers."

Bruni describes her love of New England...Maine and Cape Cod are her favorite vacation spots where she goes antiques every year. Although she admits to having rare space in her home to display her great finds, she has strong advice for those driven by a love of antiques, "If you see it BUY IT, you may not get the opportunity again!"

## Where Are They Now?

By Nina Ritson

**Eddie Urbansky**

"When you are working you plan your time – When you retire you get nothing done –days go into days. Now your time is yours."

Ed Urbansky's summary of retirement led him into a description of vacation places he has been to. The former DAS Fleet and DAS Print, Mail, and Courier Operations Manager went on to list his most recent trips, "Aruba last year, North Carolina, South Carolina, and of course - Florida. "

Urbansky, who retired from DAS after 35 years of state service, still lives in Glastonbury where he has served on the Glastonbury Fire Department for 40 years.

His son, EJ, also lives there for now while he commutes to the University of New Haven from home.



He is a senior going for a double major in Fire Science and Criminal Justice. EJ is following in his father's footsteps because he, too, is on the Glastonbury Fire Department.

So what has Eddie been up to? Unfortunately, he did suffer the loss of his Mom this year - "this is the woman I most admire on this earth."

Right now, Urbansky is working hard remodeling his Mom's former home. He is busy building an addition, making the kitchen larger and expanding the garage to house his 1989 Chevy Camaro, a prized possession. After he sells his current home, he plans to move into his Mom's house.

"It's one level – a lot easier to care for," he goes on, "not like the monster I am living in now," he said.

He tells me he sees other DAS folks from time to time.

"I really miss the people ...I wish we could get a DAS retirees group together," he suggests, "DOT has something like that, and they are going strong over there."

In typical Urbansky fashion, he can't sit still for a minute. Currently, he is on the Connecticut Firefighters' Memorial Fund and he is also President of the Glastonbury Firefighters' Association.

"They keep me busy," he said as a smirk grows on his face, "I just like helping out friends."

He began to tell me about his recent cataract surgery and in his usual 'Eddie' humor he laughed, "I wanted a Lincoln but they gave me a *Cataract*."

Advice for prospective retirees?

"There is life after DAS...through all the heartaches at work, hang in there...at the end it is worth it!"

Those are sound words from a good man.

# DAS Procurement Hosts NASPO Conference

By John McKay

The population of Mystic grew by several hundred as DAS Procurement hosted the National Association of State Procurement Officials (NASPO) Annual Conference from August 29 through September 1.

In addition to providing hospitality to their peers from around the country, Procurement staff participated in discussions on emerging issues such as spend management, utilization of Government Services Administration contracts, outsourcing, performance measures, benchmarking and more.

Procurement Services Director Carol Wilson was on a committee to address spend management since Connecticut was one of the few states that had already been through the process.

"Many of my counterparts from the other states were interested in what I had to say about spend management and questioned me on both the pros and cons of doing it," Wilson said.

Commissioner Linda Yelmini kicked off the opening session with welcoming remarks.

"DAS is proud to host the NASPO conference for a number of reasons...we always love to welcome our colleagues from across the country, but most importantly, this gives us the opportunity to highlight our commitment to open, transparent government purchasing," Yelmini said.

The keynote speaker was Steven Kelman from the John F. Kennedy School of Government at Harvard University.

"One of the greatest challenges for government is managing contracting and the ability to do contracting right should be viewed as one of the core competencies in government today," he emphasized.

Tony Ellis, a presenter from South Carolina, gave a humorous lecture on the Art of Negotiation.

"He was great," said Wilson. "He presented the information in a way that kept your attention and made you laugh, but taught you a lot at the same time. If we ever schedule something like that for our office, he'll be the man the call."

Wilson said these conferences are extremely important.

"They not only lend to the professional development of the attendees, but also keep state officials abreast of pertinent industry issues, best practices and solutions to common problems. It's really a great arena to voice your concerns and hear how others handled similar issues. You can learn a lot from your state counterparts," she stressed

Wilson was happy to announce that Ellen Phillips – her Massachusetts counterpart – was voted in as President of NASPO.

"She was one of the first people to initiate me into the state procurement business and has really motivated me to join a few committees and get more involved."

DAS' Anne Simeone, who drove many attendees and their spouses around during leisure time, commented on her experience.

"I met a real spectrum of people from the East Coast to Alaska and Hawaii. It was interesting to hear their stories, and I really enjoyed their comments about Connecticut and what a great state they thought it was. I'd definitely volunteer to do this again!" Simeone said enthusiastically.

DAS Procurement staff hope to share some of the benefits reaped by attending the conference as they focus attention in the upcoming year on meaningful measures, increased interaction and planning with customers on new contracts, streamlined automated processes, and a continued emphasis on open, fair and transparent procurement.

Don't Miss



Wednesday, November 9, 8:30 a.m.-3:30 p.m.  
at the fabulous new  
Connecticut Convention Center!

# Responding to Calls for Help

By Donna Micklus

**D**AS employees donated hundreds upon hundreds of items to the victims of Hurricane Katrina. Tom Yuhas of Fleet Operations, working with the Department of Correction, managed to arrange for trucks strategically stationed near populated state office buildings so employees could just drop off their donated goods.

"Bob Foltz and Michelle Clayton from DOC were great to work with. We were able to mobilize this effort because the agencies really came together for us. But the real heroes were the folks who made the donations," Yuhas said.

Karen Rakowski in the Business Office coordinated a collection for the CT Humane Society to help animals who suffered in Katrina's wake and generated \$2100! Karen is shown at right presenting the check to CTH and losing her heart to a puppy.



Shown at top right are Frankie and Marisol Rivera who collected pallets of much-needed water from their colleagues in Collections.

Frankie tells the story....

*"It all started with one case of water I bought at BJ's Wholesale Club. I was getting ready to go to the Armory with this single case of water when I thought, 'what if I collect a dollar from each person in Collections. That would give me enough money to purchase 12 cases of water, making a donation of 455 individual bottles of*

*water." I got together a folder and passed it around. To my surprise, the generous donations were overwhelming. We originally set a small goal of about 500 bottles to donate. That was immediately surpassed, so I challenged the Collections Unit to reach the 1,000 mark goal. With the magnanimous donations from Mayme Casady and Lee Ann Rosborg alone, we met this goal in no time.*

*They both approached me and asked how much more money buys the amount of cases needed to reach the 1,000 mark, and they made their sizeable contribution which met and exceeded our goal. We came up with a donation of 30 cases of water totaling 1,050 individual bottles, and even had money left over to purchase 48 individually wrapped bars of Ivory soap!"*



**This photo was included solely to placate Nina Ritson and other cat people.**



...our strength is in our differences

## Diversity Council Announces New Members, Exciting Events

By Maureen Friedman

Your Diversity Council has been hard at work planning and organizing events designed to create an awareness of and to show pride in the diversity we have here in DAS.

Two such events will be taking place during the next several months, and we hope that you will join us.

In October, we will offer a film entitled *Affirmative Action vs. Diversity*. Like other screenings we have hosted in the past, there will be a facilitated open discus-

sion following the film.

November is our annual "Sweet Taste of DAS." We invite you to bring in a traditional dessert representing your culture to share with your co-workers. Imagine table after table of delicious confections that you might find in countries throughout the world, all right in front of you. Have you got a sweet tooth? If so, this is one yummy diversity event you won't want to miss.

To make this year's "Sweet Taste" extra special, we plan to

host a "native garb extravaganza". Everyone is invited to bring in clothing that represents his or her cultural background. Council members are looking for models to wear the clothing that day so if you are interested, let one of them know. Help us make this a true extravaganza by showing off your ethnicity through food and dress.

Watch for Diversitygrams with complete details about these exciting events!

### New Diversity Council Members

We are pleased to announce the names of the newest Diversity Council members. We look forward to their ideas, enthusiasm, and contributions. Welcome!

- Cathy Abadom
- Nancy Bryant
- Donna Camillone
- Juliet Colebrook
- Kelly Porter
- Glenda Rollins

### Diversity Council Members

- |                        |                        |                         |
|------------------------|------------------------|-------------------------|
| Cathy Abadom x5476     | Laura Guilmartin x5258 | Isabelle McKinney x5103 |
| Nancy Bryant x5038     | Carlos Kebe x5429      | Glenda Rollins x5422    |
| Donna Camillone x5029  | Pam Libby x5204        | Sammy Thompson 566-4400 |
| Juliet Colebrook x5128 | Kelly Porter x5444     | Jay Tulin x5210         |
| Maureen Friedman x5069 |                        |                         |