

DAS Times

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DAS on display

By Mike Mansfield

Agency a big draw for attendees at 1999 CCM annual tradeshow

DAS is telling towns loud and clear: "We're here to help you."

More than 1,000 attendees from across the state jammed the Radisson Hotel and Convention Center in

Minority trade expo is excellent forum for Business CONNections

Make it Happen! was the theme of the Connecticut Minority Supplier Development Council's 18th Annual Business Opportunity Trade Expo '99.



Carol Wilson and Kenn Stephenson ready the DAS booth for onlookers at the CCM event.



Joann McAllister and Michael Clark are pleased with DAS' presence at the CMSDC Expo.

Cromwell for the annual Connecticut Conference of Municipalities trade show, workshops, and municipal showcase.

DAS' presence has grown in recent years, and foot traffic around the new booth at times bottlenecked as attendees visited DAS representatives, viewed PowerPoint presentations, tested the website, and collected

And for two days, DAS did just that at the September 29 and 30 event at the Grand Pequot Tower Hotel and Conference Center at the Foxwoods Resort Casino in Ledyard.

The expo proved an excellent opportunity for minority-owned suppliers to develop strategies to increase their contracting opportunities.

Please see CCM Expo, page 2

Please see CMSDC, page 2

CCM Expo, cont. from pg. 1

brochures and booklets on a broader array of offerings.

State and Federal Property Distribution's Kenn Stephenson reported very active interest in his



Kenn Stephenson and Lydia Rosario talk to interested visitors about DAS services.

group's products, as did Procurement Services' Carol Wilson.

"This is a fantastic opportunity to reach out to the towns and show how DAS Procurement - through

our advancements in technology and in our contracting strategies - can assist in making their jobs easier and save them money," Wilson said in summation.

Also in attendance were Lydia Rosario and Vince McMahon, who spent much of the day demonstrating and discussing DAS' broad array of services and products available to municipalities.

"My discussions with Mayor Mary Jane Gryniuk of Torrington and other municipal officials convinced me that DAS' services will be of real value to Connecticut's

towns and cities," McMahon said.

Exhibiting for the first time was the Financial Services Center.

"Participants and vendors never realized the services that DAS has to offer!" said Bernie Blumenthal of the Master Insurance Program.

“This is a fantastic opportunity to reach out to the towns and show how DAS... can assist in making their jobs easier and save them money.”

One of the afternoon's highlights was a workshop on electronic commerce where Procurement Services Manager Jim Passier was a panel member.

Titled "E-Commerce: Opportunities for Local Government Purchasing," Passier discussed the state's recently launched e-commerce site, touting its tremendous benefits and urging those in attendance to adopt this exciting new technology.

CMSDC, cont. from pg. 1

DAS Business CONNections was there, discussing the Set-Aside Program, interviewing companies interested in doing work for the State of Connecticut, and promoting its offerings to the state's entire small and minority-owned business community.

The entire Business CONNections group, led by Carlos Velez, took turns manning the booth and speaking with business people over the course of the conference, reception, and trade show.

"My favorite part of the trade show would probably be the DAS booth itself," said the staff's newest member, Michael Clark.

Since coming aboard in August, Clark has hit the ground running in his role promoting the program.



DAS is well represented by Jim Gotta and Jill Belisle.

"It made a big statement, and we competed well with the private sector companies," Clark added.

In addition to Business CONNections staff, Procurement's JoAnn McAllister met with dozens of individuals wishing to do business with the state, who lined up for one-on-one buyer/seller sit-down chats.

Velez said the impact DAS made was very positive.

"Our presence, enthusiasm, and sponsorship of the CMSDC Trade Show demonstrates that our commitment to small and minority-owned businesses is not only words - it is supported by our actions."



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

Thomas Durso from the R.E. Harrington Company wrote to thank **Lisa Chasse** for her superb facilitation of the Unemployment Compensation seminar held last month. "State employees often get a bad rap in the media...if only they would report on people such as Lisa, more people would know and appreciate the value their money buys with the thousands of 'Lisa Chasse's' employed by the State of Connecticut."

Congratulations to **Jim Passier** from Roy Dion on being elected to the board of directors of the National Association of State Purchasing Officers. "Their vote of confidence by electing you to a two-year term speaks volumes. Thanks for representing our state so well."

Commissioner Eugene A. Migliaro from the Department of Veterans' Affairs praised **Susan Thomas** for working with members of his staff to develop and award a complex study of hospital operations within the agency and said, "I am confident this will result in significant savings to the state."

District Sales Manager Ron Emanuelson from Airborne Express commended **Linda Kobylenski** for the professional manner in which she managed the state's air express bid.

Building Maintenance Supervisor Marilee Cohen from Three Rivers Community-Technical College applauded **Kenn Stephenson** on the new surplus program. "Kenn is

always accessible to answer questions, give guidance in a friendly and personable way, and he has gone out of his way to make the program user-friendly."

Anna Smith expressed her thanks to **Michelle Burns** for all of the examination listings on the DAS website. "I come home everyday and look to see if there are any new postings. Keep up the good work!"

Debby Hearl praised **Dan Sadowski** and **Fred Ondevilla** for making the changes to her workstation and said, "I appreciate your doing it so quickly!"

Michael Clark commended **Mike Mansfield** for all of his hard work in putting together the DAS exhibit booth at the CMSDC Foxwoods trade show. "Your commitment to excellence and the quality of the product that we put out reflect my growing appreciation for this department."

Patti Maneggia would like to thank the picnic committee; **Mary Daly, Marisol Feliciano, Sherry Kellish, Carl Passanisi, Ed Urbansky, and Pamela Young** for all their time and effort with the fund-raisers and picnic activities. Also, a big thank you to **John McKay** for all of the advertisements, and the **Print Shop** for printing all of the tickets.

Kudos to **Donna Micklus** and the **Communications Staff** from

Donna Camillone on the *DAS Times* publications. "It is amazing to see all the varied interests of the employees at DAS, and I just wanted to let you know how much the publication has come to mean to at least one average employee."

Hats Off

By Cindy Duberek

Cathy Daly commended **Doug Belli** and **Anne Pomeroy Dixon** for their "heroic efforts in working through the publishing bugs to get the Y2K update of the DAS Strategic Business Plan on DAS Central."

Debby Hearl complimented CareerPower facilitators **Merrily Moynihan** and **Cheryl Sawina** and said, "They were enthusiastic, energetic, and knowledgeable, and created a comfortable atmosphere for learning. I have already recommended the program."

Diane Donato thanked **Patsy McLaughlin** for all of the referrals and tips that helped her find employment with the state. "You were wonderful!"

Kenn Stephenson applauded **Mike Mansfield** for the "incredible" job setting up the DAS display booth, all of the brochures, and the PowerPoint presentation that were put together for the CCM Conference this month.

Surplus program gives military vehicles new lease on life

It appears the DAS Federal Property Distribution Program may have discovered a new niche in finding civilian applications for old military equipment.

When they first entered the American public lexicon during the Gulf War, the Humvee ultra-heavy utility vehicle was a monstrous sort of Jeep, capable of cruising along, through, and over the most formidable desert terrain. Through the 1990s, the vehicles have become extremely sought after by thousands of



people for whom ordinary sport utility vehicles just weren't enough.

One such person is John W. Turner, chief of the Ellington Volunteer Fire Department. But unlike those who desire the "Hummer" for its coolness quotient, Turner has a very valid use for the vehicle: fighting fires in places where his other vehicles just can't get to.

"It serves us very well," remarked Turner on the now beautifully redone Humvee he acquired through the DAS Federal Property Distribution Program with the assistance of Paul Greco and Kenn Stephenson.

The once camouflage gray vehicle has been reborn. Now "de-militarized," that is, stripped of its armaments and outfitted instead with fire extinguishing gear, the truck now sports a gleaming classic fire-engine-red paint job that makes it a big hit at parades and with youngsters who marvel at its size and power. "As you can see, it has undergone considerable transformation," Turner said.

But this vehicle is more than just a showpiece. In the past, certain parts of Ellington's rural landscape and wooded backroads were extremely difficult to get to in the event of an emergency. Now, the Humvee can get firefighters, paramedics, supplies, equipment, and even water within yards of a blaze, quickly. Just as important, it can get back out.

Stephenson said other fire departments have begun receiving Humvees through the program as well, and that interest in such vehicles among other rural communities has been high. One now owned by Somers' Fire Department sports a jet black paint job with a custom airbrushed "Wolverine" motif that extends the length of the vehicle to a several-hundred-gallon water tank the vehicle pulls.



The town of Ellington's new acquisition from DAS Federal Property Distribution is a spiffed up Humvee for the local fire department.

HR sees 20/20

DAS 20s are joining the automated ranks.

"Any time a manager makes a change to an employee's position, whether it's a transfer, notice to refill a position, or establish a position, a DAS 20 must be filed," said Lina Simonu of HRBC. She added that there isn't necessarily a lot of paperwork that goes along with these changes, but the procedure can be complex, and sometimes not everyone is properly notified.

This is no longer the case. Working with MIS' Doug Belli, HRBC has automated the DAS 20 by putting it into electronic form. Managers who need to file DAS 20s can locate the form on DAS Central.

"The automated form is now electronically sent through the proper approval process so that no one is left out of the loop," said Simonu.

Under the previous approval process, HR had to phone everyone involved, making sure they knew about the upcoming changes.

"It could easily escalate into confusion when someone didn't know a position was being changed or modified. This way, HR doesn't need to get involved until everyone has signed off," she added. HR expects these automated forms will be timesaving and provide a longer window of opportunity to make financial and funding changes when necessary.

Marathon man

By Mike Mansfield

If Fleet Operations' Larry Gore ever asks you to a leisurely afternoon stroll in the park, you may want to think twice before saying "yes," or at least bring along a survival kit.

While lesser mortals toil on treadmills gearing up for a weekend 5k fun run, Larry Gore's idea of training can involve bicycling along frozen trails for six hours at a clip. And that's just to prepare for the day's endurance run and swimming class.

What possesses people like Gore to forfeit their leisure time for these extended spells of pushing beyond all limits?

"I guess I'm just driven," he offered. "I'm always looking for something new, that next challenge."

The seed was first planted while on his school's cross-country team. He then took his rapidly developing passion and gift for the sport further. And further.

Today, Gore runs marathons. Lots of them. In the month of October alone, he ran the Greater Hartford Marathon and came back the following week to run in the prestigious U.S. Marine Corps Marathon in Washington. And while he's pleased that his time qualifies him for a return to next spring's Boston Marathon 2000, these 26.2-mile treks are strictly warm-ups for his ultimate goal.

"I want to do the Lake Placid Ironman Triathlon next year," he said. "I want to do that, *bad*."

To complete such a race - widely considered the ultimate test of human athleticism - participants must first swim nearly three miles, bike 112 miles, and then run a full 26.2-mile marathon. Gore said he was never much of a swimmer and didn't do much cycling growing up, but that he recently leapt into both sports headfirst.

"I take swimming classes every week now in Middletown, working on different techniques," he said, "and I've added

long bike rides to my training." All this, he does, while nurturing his running ability at nights after work on the trails near his home in Portland and at the shorter road races he participates in almost weekly.

"I just ran a 10k on Block Island," he said, "and did another race in Rhode Island that went from Narragansett to Warwick."

But even that looks like a walk in the park compared to how Gore spent his summer vacation. Like many New Englanders, Gore went to Maine this July to "get away from it all." But when Gore uses that phrase, he takes it quite a bit more literally than most.

While others sunned on the shores of Kennebunk, Gore joined a group of complete strangers in the middle of nowhere on a mountain survival week he said he'll never forget.

Dropped in the middle of the wilderness, Gore and his new acquaintances were tasked with one simple goal: get back to civilization. As the group had never before met, their daily tasks - hiking, camping, the map reading, and food management - proved an eye-opening exercise in group dynamics and teamwork. For Gore, this equalizing effect of pushing one's body to the limit holds great appeal.

"In a race, everybody's equal, we're all trying to just get through it - it doesn't matter if you're a doctor or if you're rich or poor," he said.



"Ironman" Larry Gore crossing the finish line.

Gore said he has no problem juggling this intense physical training regiment with his duties as a skilled maintainer at the Hartford garage. If anything, it seems that one actually provides him a means of stepping away for a break from the other, refueling him for his next challenge. But Gore said beyond

Up Close

the triathlon, he doesn't know what that challenge could possibly be.

"The triathlon is kind of the ultimate for me right now," he said, "that's all I'm focusing on." But hearing Gore recount his progression from 5k sprinter to marathoner and beyond, one senses in him the drive for growth and personal betterment that will enable him to not only finish that triathlon, but come up with a new, bigger challenge.

And when he does, smart money says he'll achieve that one, too.

FSC takes the fifth!

By Heather Cavanaugh

The Financial Services Center is moving up in the world.

After months of renovations, the business center employees that were temporarily on the second floor are now stationed in the new fifth floor space, and glad to be there.

“All I have to say is wow! I’ve been working at DAS for almost 17 years and this is the best place I have ever seen! I have to say ‘thanks’ to everyone involved in making our working environment so pleasant and roomy,” said Janet DelGreco.



“Room with a view” aptly describes the new FSC facility.

Renovations included removing walls, doors, and hallways to allow for open workspace and air circulation. The attractive blue and gray color scheme was even chosen by DAS decorator extraordinaire, Commissioner Barbara Waters.

In the future, the space will include lunch areas, conference

rooms, and amenities that are comparable to the accommodations of private sector companies.

“The environment looks very corporate and professional,” said Vanessa Wimberly.



Rob Zalucki poses at his new post.

“Other state agency employees marvel at our work site accommodations. To everyone who had a part in making this happen, thank you!” said Mike Felix.

Project Manager Dan Donahue had a lot to do with making this happen, and he is also thrilled with the outcome.

“All I can say is that it is terrific to actually see some real results. After months of looking at plans and figuring out things like how many file cabinets are needed, it is wonderful to come in every morning and see

this space that is so unlike the rest of the building. The new area is a great place to work,” said Donahue.

Donahue said that renovations will continue to the rest of the fifth floor, and will hopefully be completed shortly after the new year. At that time, the FSC employees located in Newington will move to the new and improved space.

HR Director to leave DAS

By John McKay

Tina Lawson, DAS’ director of Human Resources, announced that she would be leaving this month for a position with the Department of Environmental Protection (DEP).

In her new role, she will be evaluating processes and systems to make recommendations on future organizational opportunities, including developing new standards related to DEP’s overall human resource management program.

“I regret leaving the dedicated and talented staff at DAS, but the position at DEP is a great opportunity. I believe I will be able to effect meaningful change,” Lawson said.

In a statement to DEP staff, Commissioner Arthur J. Rocque Jr. said, “Tina is also well known to many of you having served as Financial and Administrative Bureau chief until a few years ago and has unique credentials to assist in this effort. With your cooperation in this endeavor, I am confident that we will produce the best recommendations for improvement, benefiting both the employees and the citizens that we serve.”

“Tina’s vision for the future of the State of Connecticut’s human resources systems and services was a goal we were all looking forward to achieving,” said Human Resources Consultant Suzanne Kaswan. “We are all very, very sad to see her go, but we wish her well.”

Commissioner Barbara Waters agreed, “Tina is a true professional who will be missed by all of us who worked with her. I know she will bring that same dedication and energy to DEP.”

DAS employees get a well-deserved stamp of approval!



Philip McDermott, Roy Wynne, and Ramon Mera from DAS' Mail and Courier office were recognized by Commissioner Barbara Waters for their extra efforts to make Connecticut Family Day a huge success. The threesome worked to ensure the timely mailing and delivery of hundreds of thousands of pieces of Family Day materials. They were also publicly recognized by DCF Commissioner Kristine Ragaglia at the official Family Day ceremonies on September 24 at the Legislative Office Building. Way to go, guys!

ADA...and the long arm of the law

By John McKay

Suzanne Liquerman's goal is to provide law enforcement officers crucial training on how best to interrelate with people with disabilities. Especially significant is their dealing with people with non-apparent disabilities.

Liquerman, DAS' disabilities specialist, applied for an incentive grant with the ADA Technical Assistance Center to begin a pilot training program for education of police officers on effective interactions with the disabled community.

Issues such as how to safely transport a person who uses a wheelchair, effective communication with individuals with cognitive disabilities as well as safety issues

for the officers themselves are covered in the curriculum.

The demand for law enforcement training is growing. Participants have attended from Bethel, Brookfield, Danbury, Middletown, New Haven, Yale University, and the Office of Protection and Advocacy.

As the result of the Department of Correction's attendance, a tailored course was created for their agency.

"I've already received positive feedback from law enforcement officers who have found the half-day session extremely beneficial in the field," said Liquerman.

"If it helps even one person, we've accomplished a lot."



Zero tolerance

By John McKay

Workplace violence. Unpleasant to think about...necessary to prepare for.

Beginning in October, DAS' Human Resources Business Center (HRBC) and the Office of Policy and Management (OPM) will hold its pilot training program for HR professionals on preventing and responding to workplace violence.

"The HR managers' role in workplace violence is critical," said Cathy Bysiewicz-Cluen. "This training teaches the definitions of workplace violence, early warning signs to look out for, responding to occurrences, and their specific role in such incidents."

Training is co-instructed by Claire M. Nolin, Ph.D., director of Organizational and Staff Development for OPM, and Frank E. Rudewicz, regional managing director for Decision Strategies Fairfax International.

Alice Clive, OPM curriculum designer said, "Part of the training is to familiarize HR professionals with the *Violence in the Workplace: Policy and Procedures Manual*. It's important that there be consistency across the state in handling, and reporting on, workplace aggression."

Rudewicz will introduce the HARM model (Harassment, Aggression, Rage, and Mayhem).

"It demonstrates the increasing levels of aggressive behavior," said Rudewicz. "Our objective is to be able to recognize the warning signs early, and address these emotions in the Harassment stage to avoid escalating aggression."

"The important word here is *prevention*," said Bysiewicz-Cluen, "Workplace violence is preventable and to have this training will give HR professionals the tools and resources to address these issues."

All the news that fits, we print

By John McKay and Heather Cavanaugh

Lookin' good, DAS

DAS is now sporting a professional trade show kiosk and a new DAS banner. For those DAS employees who spend time on the road, please feel free to borrow the banner for your public appearance or trade show display. Most recently, the booth and banner were featured at the Connecticut Conference of Municipalities' Annual Conference and Exposition and the Connecticut Minority Supplier Development Council Trade Expo '99. If you would like to use the banner or booth, please contact Cindy Duberek of the Communications Office at 713-5195.

Short takes

Safety is in the bag

The State Office Building Safety Committee has purchased its medical kits for emergency use.

"The bags, or 'jump kits' as they're called, have everything the SOB and FSC Newington first responders need to help an employee," said Safety Committee Chairman John Wilkerson.

"The kits contain everything from oxygen tanks and masks, splints, pressure bandages to Band-Aids and rubber gloves," Wilkerson added. The kits are in staggered locations for easy use on G-1, the second, and fourth floors.

"There are first responders and medical technicians throughout the SOB and FSC Newington," he explained.

"They have the training, now they have the equipment to do their job."

New Communication Coordinator

Sonji Fonseca of the Financial Services Center has been named Communication Coordinator for the Newington section of the business center.

Fonseca works in the Information, Intake, and Input (III) Unit. She can be reached at 666-7518 and is located in Building 11, 363 Russell Road in Newington. FSC employees are encouraged to contact her with any communication issues.

Welcome aboard, Sonji!



New Communication Coordinator Sonji Fonseca

Calories for a good cause

The Connecticut State Employees Campaign for Charitable Giving is off to a tremendous start. Last month, the committee collected \$589.55 from ice cream social proceeds.



How did DAS employees feel about the most recent fundraiser? They just ate it up!

More than 200 DAS employees enjoyed a sticky afternoon of ice cream, strawberries, whipped cream, nuts, and other yummy toppings. In Hartford, employees even came back for

round two later that week to indulge in the leftovers! Kudos to the committee who successfully pulled it all together (and dished it out!)

Stay tuned for details on the upcoming Tea Cup Auction and Pie Sale.