



Better Shred Than Read!

By Donna Micklus

Identity theft is serious stuff. It is also big business. The Federal Trade Commission estimates that as many as nine million Americans have their identities stolen each year. While some victims can resolve their problems relatively quickly, others may spend exorbitant amounts of money to repair the damage done to their good name and their credit.

Governor M. Jodi Rell, at the State Office Building (SOB) on February 26, said that one of the most effective ways to fight identity theft is to properly dispose of documents containing personal information. The Governor joined members of the public, state employees and agency officials who took advantage of an onsite “shredder” truck in the SOB parking lot to shred documents at no cost.

The service was provided by the Department of Consumer Protection (DCP) to underscore the importance of identity protection. DCP has arranged with “Shred-It” to hold six additional similar shredding opportunities open to the public at various locations in the next several months.

“One of the best ways to ensure that your personal information does not end up in the wrong hands is to have it shredded. You really can help prevent someone else from becoming ‘you’,” Governor Rell said.

DAS’ Kelly Dillon brought in some personal bank statements and junk mail containing her address and other information.

“I had an incident a few months ago where someone tried to access my information – I’m a firm believer in shredding documents now,” Dillon said.

In addition to emphasizing the need to prevent the escalating problem of identity theft, Governor Rell has also introduced legislation that creates a new privacy protection statute that requires businesses, including banks, to take more measures to protect individual identities. Furthermore, the Governor’s proposal strengthens criminal provisions and enforcement associated with identity theft crimes.

“Each year in Connecticut, more than 2,000 individuals’ identities are stolen. We need to better protect individuals while putting in place more severe penalties for those who commit these devastating crimes,” the Governor added.



Governor Rell prepares to shred documents at the SOB



Commissioner Sisco and Deputy Commissioner Anderson also take advantage of the opportunity



Governor Rell and DCP Commissioner Jerry Farrell (L) take questions from the media

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Commissioners Go On Tour

By John McKay

There was Willie Nelson's "On The Road Again" and Roger Miller's "King of the Road." Not to mention Robert Frost's "The

Road Less Traveled." Whichever route they took, Commissioner Brenda Sisco and Deputy Commissioner Martin Anderson hit the Connecticut highways as they started their Fleet garage tour in January, visiting the New Haven and Wethersfield garages and finishing with the Norwich garage in late February.

Upon being named Commissioner on February 1, Sisco wanted to make a concerted effort to meet DAS employees at each of the DAS garages.

One of the first things she did was set aside some days on her calendar for both she and Anderson to make personal stops at the garages. Even though one date had to be changed because of weather, they visited all of the garages accompanied by Fleet's Mike Gosselin.

They also managed a visit to DAS Property Distribution in Wethersfield to familiarize themselves with all DAS satellite facilities.

"I think the way the auto industry is changing and with the national focus on alternative fuel, I really want to make sure our Fleet garages are running efficiently and the employees' needs are addressed." Sisco went on to say that she wants to tour the garages more often and touch base with DAS mechanics to address their professional concerns.

One issue is the fact that DAS has been working to replace Tom Yuhas as Fleet Director and add an Assistant Director for the first time in several years. Sisco said she hopes to make an announcement soon regarding those positions.

In addressing some of the other concerns facing Fleet, Anderson said, "Fleet is extremely busy and has routine maintenance for vehicles scheduled months in advance. The Wethersfield garage is busting at the seams and does not have much room. Furthermore, we will soon have to vacate Huyshope entirely so the whole property can be converted to parking spaces for the new owners, Insurity Company. When that is gone, Fleet will need a more permanent location for the receipt and preparation of vehicles we have purchased."

After touring each facility, both Sisco and Anderson were impressed with how each garage manages to service so many cars with great turnaround time.

"They are fast, efficient and really know their business," said Anderson. "And we want to make sure they have all the tools they need to keep doing a great job."



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www.das.state.ct.us

Susan Orszulak commended **David Ward** from the Workers' Compensation Unit "for going beyond his call of duty to get me information. David was a great help not only for researching the issue but also for finding me a link on the Internet. It's great to be able to use the other departments as a resource. Thanks David!"

Matt Shea praised **Nina Ritson** "for creating a browser icon so quickly for our BizNet applications. She really was helpful."

hats off

By *Cindy Rusczyk*

Director of Operations Jim Neil from the State Marshal Commission sent the following message to Pam Libby: "This note comes a bit late, however, I would be remiss if I did not write you to acknowledge the yeoman's work done by **Don Jordan** on the recent examination for State Marshal. It was a pleasure to work with him and learn from him. I would also like to note the good work done by **Michelle Burns**. Her assistance to our office was invaluable – she's funny too! Thanks again."

Commissioner Brenda Sisco and Deputy Commissioner Martin Anderson applauded all the efforts made by the **Black Heritage Month Committee**. "This year's celebration was my first as Commissioner, and I enjoyed every moment," said Sisco. "The speakers were inspirational, the dancers were gifted and the food was delicious. Deputy Commissioner Anderson and I look forward to next

year's celebration. Kudos to the committee!"

The following message was sent from Gwenn Wilson to **Pamela Libby**: "Dr. Libby, thank you for your prompt response to my email. Your justification for canceling all the exam sessions scheduled on February 23 makes perfect sense when explained in context. I appreciate your explanation and the fact that there will be make-up exams for those that cannot attend the March 1 examinations, which is quite fair. I can only imagine the administrative chaos that a snow day must cause your office and staff! Again, thank you for your time, your consideration and your kindness for forwarding my email to the proper authority. All the best!"

Jennifer Murphy from the Department of Children and Families commended **John McKay** for the brochures that he designed for the High Meadows Residential Treatment Facility in Hamden. "The brochures came in last week - they are beautiful! We have had lots of compliments. Thank you very much for all of the time and effort placed into this project."

Commissioner Brenda Sisco acknowledged "all the hard work done by the **Diversity Council** in organizing this month's event, 'Diary of Immaculée.' It was an amazing, compelling story and incredibly eye-opening. Thank you for all your work in making it happen."

Cathy Daly praised **Carlos Kebe** and asked him to "please extend my sincere appreciation to the **Diversity Council** and the people who organized the Diary of Immaculée presentation today. It was the most moving and informative presentation I have ever experienced. Genocide in Rwanda, Darfur and other places

around the globe and throughout history has been one of the greatest scourges of civilization, and I believe more people need to bear witness to it and make efforts to stop it. Deacon Miller's ministry to educate people to this atrocity is truly God's work. Thank you once again for your efforts to shine the light on this important topic."

Donna Camillone sent the following words of praise to **John McKay** and **Nina Ritson**: "On behalf of the whole Diversity Council, I wanted to take a moment to thank you for helping us with the poster and the handouts for the diversity event. As always, you guys seem to be right there to make sure we have the items we need. Thank you for doing this for us on such short notice. The color handouts and the poster look beautiful."

Food Service Director Cindy Brooks from Seymour Public Schools sent the following message to **Linda Hubeny**: "Linda, I want to commend you for the immediate notification you provided to the directors regarding the beef recall. Since the initial announcement of the hold and then the actual recall, you have provided all schools immediate, timely and vital information and procedures in handling this recall. I also spoke to the Legislative Aides for Senator Dodd and Congressman Christopher Murphy and their first question was how we were handling the beef recall. I told them I was extremely proud to be a Food Service Director in Connecticut, and what a wonderful commodity program we have. Many states can only hope to operate as efficiently as ours does and this is a credit to you and your **FDP staff**. As the Food Service Director for the Seymour Public Schools, and the

Continued on next page

Northeast Representative for the School Nutrition Association's, Public Policy and Legislation Committee, I want to personally thank you for all that you have done in the past five years, as the Director of Food Distribution Program. During this short time you have made our commodity program one of the best in the nation!"

Linda Hubeny's response: "Something good came from the horrible beef recall incident. The kind words aren't only for me, we have a great team here, and this email is for all of us. **Wayne Stocking** and **Dan Sadowski** do a great job with the day-to-day duties. They both understood how serious the recall situation was, and they went the extra mile to ensure our customers had the information they needed to identify recalled product. **Donna Micklus**, thank you for helping with the fact sheet we put together and for all your support with the media inquires. I couldn't have done that piece without you. Thanks to all of you!"

Debra A. Stout from Eastern Energy Services, who was very pleased after receiving their Supplier Diversity Certification, praised **Stan Kenton** "who was very nice, and I enjoyed the time spent with him."

Susan Conlon from the CT SBIR Office sent the following message of praise to Meg Yetishefsky regarding **Gregg Nome**: "Let me take this time to tell you what a good job Gregg did on our application. He always responded within the hour and allowed me to fax up some support documentation to fast-track our file. I know when there is a key person in the group to rely on, it makes the supervisor's job easier."

Vice President Daniel R. Neagle from Lawrence Brunoli, Inc. com-

mended **Lynn Peccerillo** and **Peter Hunter** "for the quick turnaround on our renewal application. I really appreciate your prompt review. Peter and you do a great job. If only all state employees worked as hard as you guys do! Thanks again!"

Richard Sgueglia from Advanced Office Systems, Inc. applauded **Meg Yetishefsky** and **Gregg Nome** for their office's Supplier Diversity Certification. "Thank you very much Gregg, this is great news and now I can proceed with my bid tomorrow. Meg, thank you very much for getting this done. I really appreciate your efforts."

Vice President Rhonda L. Rafferty from Rafferty Fine Grading, Inc. thanked **Janet DelGreco** "for helping to clarify the contract specifications. I know I get very passionate when I know that things are wrong. I truly appreciate your professionalism and patience."

Doug Rinaldi commended **Tina Costanzo** and **Aimee Gagnon** for their work with the Workers' Compensation TPA RFP scoresheets. "My hat's off to Tina and Aimee for being outstanding procurement facilitators. Thanks!"

Tina Costanzo sent the following message to Carol Wilson regarding **Mark Carroza**: "I received a phone call from Linda Silvils complimenting the work Mark Carroza has done for her. She calls and emails him quite frequently and wanted to let us know that she really does appreciate his hard work. Nice work, Mark!!"

Carol Wilson commended **Arlene Watson** and **Melissa Christensen** who spent a great deal of time cleaning out and organizing the supply area in Procurement. "What a huge difference this makes in finding

things and the general appearance of our division. Arlene and Melissa - thank you! Nice job in going the extra mile on this!"

Edra Knight from the Department of Mental Health and Addiction Services applauded **Keith Anderson, Daniel Curry, Carla Martin, Diane Mazar-Roberts, Daniel Moreland, Scott Nattinger** and **Katie Mack** for the RN Hire event on March 11, 2008 that was such a success. "It was a long day for all of us but it paid off. Cedarcrest Hospital had 12 nurse vacancies that were hard to recruit for. This event allowed us to fill 11 of those vacancies in which eight candidates will be starting on March 28 and the others on April 25. This is a note of thanks to all of you for your hard work and professionalism that made this hire event a **SUCCESS**."

Steve Caliendo expressed his "sincere appreciation to **Natalie Shipman** and the entire **Affirmative Action Unit** for the exemplary work on all of the affirmative action plans over the past several months. I know how much (extra) time and effort went into completing the plans in order to ensure that they were filed on time at CHRO. While I have a high regard for all of the difficult and challenging work that the AA personnel do throughout the year, in the midst of recent staff shortages and changes your hard work and dedication over the past several months has been nothing less than extraordinary. Thank you!!"

Deputy Commissioner Martin Anderson also commended the **Affirmative Action Unit**. "I certainly echo Steve's comments and thanks with applause for a lot of hard work that too often gets little recognition or notice."

Wanted: DMHAS Registered Nurses

By Nina Ritson

It was a job for another DAS crackerjack hiring team. "I think this is our fourth nurse hiring event, and it was a huge success!" said Diane Mazar-Roberts of Strategic Resources Management.

Roberts was part of a DAS team assembled to hire registered nurses for the Department of Mental Health and Addiction Services (DMHAS) at Cedarcrest Hospital in Newington.

The event opened at 9:00 a.m. and ran until 7:00 at night. Hiring teams screened 31 potential candidates from 40 pre-registered nurses who then went on to a panel interview and finally for an offer. Prior to the hiring day, candidates were able to apply and schedule their interview time by accessing the DAS website.

Eleven nurses were hired to fill vacancies at Cedarcrest; eight will begin work on March 28, three will begin on April 25. Permanent hiring, of course, is conditional upon verification of credentials, reference and background checks.

Why did this event run exceptionally smoothly?

Roberts credits the success to streamlining the process even more for this go around.

"That made an incredible difference in the length of time it takes to offer a job to candidates," Roberts explained.

"Normally, we would have a backup of people interviewing – not

this time! We were able to triage successful candidates from the unsuccessful. In addition, we also eliminated the writing sample. We have a formula now – we are down to a science, so



Clockwise: Carla Martin, Dan Moreland, Keith Anderson and Deb Atkinson form teams with DMHAS staff for the nurse hiring event

our teams can process candidates very quickly."

There were four panels, or teams, to interview the 31 candidates. Seated at each panel was a DAS HR person, a DMHAS HR person and a DMHAS nurse. Ultimately, the final decision to hire was made by the DMHAS Director of Nursing and Human Resources.

"It is difficult to compete with the private sector when it comes to employment in the field of nursing," Roberts said.

"Although the State of Connecticut offers an outstanding benefit package, facilities in the private sector are generally offering higher salaries with sign-on bonuses, as much as \$15,000, for nurses in specialty

areas," she said. On this particular day, they were able to match five individuals' current salaries.

Roberts noted that many candidates were very interested in the upcoming Connecticut Valley Hospital Registered Nurse and Occupational Therapist Hiring Event that will be held at CVH on April 3 from 10:00 a.m. to 6:00 p.m. "We had a representative from CVH on site at Cedarcrest to interview nurses."

Roberts praised the DAS staff for their exceptional teamwork at the hiring event and behind the scenes: Keith Anderson, Deb Atkinson, Dan Curry, Katie Mack, Carla Martin, Scott Nattinger, Dan Moreland and Shanta Kumar.

Comings...

A suggestion was made at the February Division Directors' meeting that we introduce new employees in the DAS Times so we we'll be able to recognize them when we see them in the hallways. We will begin with employees who came to DAS in January and February of '08. Then we decided to take it a step further and add a section on those DAS vets that recently retired! Welcome and farewell!



Irene Baj Wright, SmART Unit



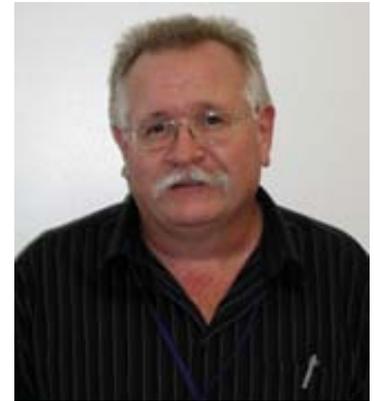
Johnette Toliver, SmART Unit



Sean O'Connell, Courier Services



Tara Talbert, Business Office



Scott Nattinger, Statewide Human Resources Management

...and Goings!



Anne Gnazzo, DAS Commissioner



Lois Johnson, Statewide Human Resources Management



Gail Robbins, CoreCT



Patty Fazzino, Business Office

DAS Helps DRS Rake in the Recruits *By John McKay*

Looking for the inside scoop on IT jobs at the Department of Revenue Services (DRS)?

It was the place to be on February 27 as DRS hosted a job fair open house for IT professionals. Not only could candidates learn about career opportunities and projects, but they could even take a virtual tour of the agency's IT environment to get a sense of what working there would be like.

"Originally it started out as a brainstorming meeting with DRS," said HR's Deb Atkinson.

"They were having difficulty finding and recruiting IT people with specific skills – in this case Oracle programming."

Atkinson explained that DAS had done several nursing job fairs where they hired people on the spot. DRS wanted to find the right people first, and then encourage them to apply.

"The way DRS executed their job fair gave it a real personal touch," said Atkinson. "When interested applicants came into the room, they were greeted by DRS Human Resources staff and walked around from table to table to learn every aspect of DRS and where their particular skills fit in the department."

DAS staffed a table with Atkinson and Dale Greenwood to answer exam questions and to explain the requirements of the positions.

DRS' Teresa Oulundsen said, "Without DAS' help, this would not have been such a successful job fair. We had 75 qualified people show up and talk with our IT staff. They commented on the layout and presentation, plus how well thought out the planning and coordination was for the event. I have to thank Deb Atkinson, Patsy McLaughlin, and Dale Greenwood for all their help. Thanks, DAS!"

"When they left there, they had a real feel and understanding of how DRS worked, and everyone got a CD with all the important information and websites needed to do their own research," said Atkinson.

Bits 'n Pieces



Patty Fazzino with Commissioner Sisco and Deputy Commissioner Anderson at her retirement celebration



DOIT employees install DAS' new virtual server in East Hartford. The server will replace an antiquated server that's been in use since the mid 90's. This new server has over a terabyte of storage and will process information faster which will improve the overall function of the DAS application website.



Carla Martin presents Lois Johnson with every woman's favorite blue box at Lois' retirement party



Pam "Over the Hill" Libby reads some homespun limericks written in honor of her big 5-0 birthday

Who Wouldn't Want to Coast On Easy Street?

By Nina Ritson

Gasoline prices are skyrocketing and auto repair costs are climbing. Air quality and greenhouse emissions are already causing global weather changes and melting ice caps.

Overwhelming? Absolutely...but there is something that can be done. It's time for state employees to take the lead by Going Green! And they can begin with something simple – the commute to work.

The Connecticut Department of Transportation (DOT) is getting Connecticut to work by supporting a variety of alternatives to driving alone – carpooling, vanpooling, or riding the bus or train. Carpooling and vanpooling with Rideshare helps Connecticut commuters in the battle to improve air quality and reduce traffic congestion. You can save wear and tear on your car and gain a little time to read, work or simply relax.

Rideshare's Easy Street currently offers a statewide commuter vanpool service, with over 300 routes transporting thousands of commuters to their jobs everyday. In addition, DOT Commuter Services has teamed up with NuRide, the nation's first incentive-based ride network, to offer online ride matching. And Connecticut bus services offer two route services – Express Bus Service and Regional Bus Service. If you work for a company in the Hartford area you can choose from one of the 23 different routes in the greater Hartford area serving convenient Park and Ride lots with free parking. These routes operate during peak hours of 6-9 a.m. and 3-7 p.m. weekdays.

"I've been riding the Easy Street van from the shoreline to Hartford for nine years," said Patsy McLaughlin, and she loves her commute. "Our van 'family' is a very sociable group,

discussing current events, state news, and TV. Many days our van shakes with laughter and we have great fun. In the beginning, I was uncertain about giving up "control" to ride a van. Now, I wouldn't trade the van to go back to driving my car. Plus, I have made a daily contribution to lowering emissions and highway congestion, healthier air and keeping CT green. It's a win-win for everyone."

There are several regional and interregional bus services between areas of the state: the I-Bus (www.ibusexpress.com) operates seven days per week between the Stamford, CT and White Plains, NY areas. The Coastal Link connects Route 1 (Post Road) between Norwalk, Westport, Bridgeport, and Milford. The Route 7 link offers weekday services to employment sites along the Route 7 corridor between Norwalk, Wilton and Danbury.

And did you know that Rideshare offers a Guaranteed Ride Program for the times when illness and personal emergency make it necessary to leave work early? Rideshare will provide free transportation to full-time Easy Street van riders and Express Bus and Shore Line East commuters who purchase a 31-day or monthly pass.

Not only does Rideshare save time and money, but it pays, too! Federal tax laws allow substantial savings for commuters who travel to work by



Patsy McLaughlin is a huge fan of vanpooling

train, bus or vanpool. Employees can set aside up to \$110 per month of salary before taxes to pay for transit or vanpool fares. They may also set aside up to \$215 for qualified parking. Jodie Hollister, Account Manager for Rideshare, is very enthusiastic about getting out the good word about vanpooling. She was happy to report that currently 310 state employees now take advantage of the savings of Rideshare – 26 come to the State Office Building. "But there are vanpool routes out there that still need riders!!"

Not sure if you are ready to begin enjoying commuter benefits? Sit back, relax and try out a free trial ride on the bus or on the Easy Street van for up to one week! McLaughlin added, "On the social side, van commuting is a stress-free way to start the day...a cup of coffee and the newspaper, or snoozing in the morning instead of the "state of alert" mode that car drivers must face each day."

Check out their website at www.cttransit.com where you can purchase CT Transit tickets and passes. They are also available at most Stop and Shop supermarkets.

Diary of Immaculée

By John McKay and Donna Micklus

“**Riveting. Unforgettable. Inspirational. The ultimate in forgiveness.**”

These were just a few of the words and phrases people used to describe their experience after watching the documentary, “Diary of Immaculée.”

Over 50 employees gathered in the State Department of Education’s conference room to witness the retrenching, but awe-inspiring story of a woman who survived the genocide of Rwanda.

When the massacre began, Immaculée’s father told her to run to a minister’s house three miles away, and to beg him to hide her. The minister was a Hutu, a member of the majority tribe that was killing the Tutsis. But he had been a friend of the family’s, and he took her in.

For 91 days, Immaculée Ilibagiza and seven other women hid in his bathroom while militiamen continued to hunt down survivors. Risking his own life, and reminiscent of the Anne Frank story, the minister repeatedly told the militia that there was no one in the house and that they were welcome to search. The militia never found the women.

The movie also documented the death of her parents and two of her three siblings, as well as the destruction of her village and the end of life as she had known it.

However, instead of Immaculée becoming angry and vengeful, her story is one of love, acceptance and forgiveness.

“I never surrendered to death, ‘I thought.’ I must live,” she said during the film.

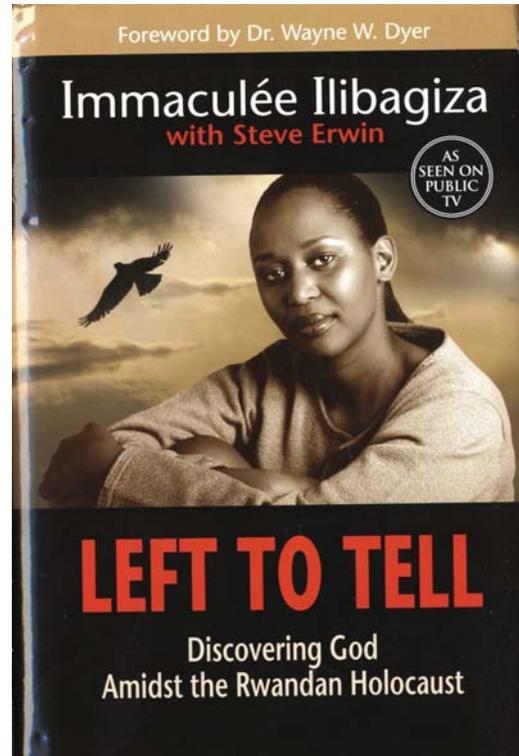
Her forgiveness reached incredible levels when she met one of the militiamen who killed her brother – and was able to forgive him.

Immaculée’s story is also chronicled in the book, *Left to Tell* which explains her emotions, determination and mindset during such a time of utter horror, fear and violence.

After the film, Deacon Arthur L. Miller of the Office for Black Catholic Ministries for the Archdiocese of Hartford facilitated a discussion that led to the subject of the atrocities currently happening in the Darfur region of Africa.

“My message is this,” said Miller. “Now you know. You know about the horror in Rwanda and now Darfur. What are you going to do about it? Teach your children about these things so that they don’t happen again.”

In attendance was Commissioner Brenda Sisco who said she found the movie incredibly moving and was so impressed by



Immaculée’s emotional ability to comprehend all that had happened to her.

“She’s an amazing person who’s survived more than any of us can comprehend. Truly an inspiration,” Sisco said.

Immaculée emigrated to

the United States and began working for the United Nations in New York City. She has established the Ilibagiza Foundation to help others heal from the long-term effects of genocide and war.

Immaculée lives in Manhattan with her husband and two children. She is the author, with Steve Erwin, of *Left To Tell: Discovering God Amidst the Rwandan Genocide*.



...our strength is in our differences