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JANUARY 2014

# DAS TIMES

## Governor Malloy Visits DAS

by Nina Ritson



*Governor Dannel Malloy visits with DAS employees*

On Monday, October 28, DAS hosted a visit from a special guest. Governor Dannel Malloy came to the State Office Building for four planned stops to meet with employees from all divisions. His visit was in appreciation of our hard work which helped the agency achieve \$20 million in budgetary savings this year. Commissioner DeFronzo introduced the Governor at his first appointment in Room 532 with his largest audience, the Business Office and Collection Services. "DAS looked at their contracts and found this savings by collapsing and getting out of leases and renegotiating a contingency fee," he said.

"Everyone has worked hard – none of us has an easy job. I wanted to thank everyone for the exemplary work! We should hold ourselves accountable. We rely on you and empower you to do your job. You have risen to the challenge and I applaud you, especially in this tough economy and with all the craziness in Washington." Governor Malloy praised the crowd of almost 100 people.

He then traveled to Room 460 where he gathered with Construction Services staff in the hallway, lending a more casual atmosphere. Deputy Commissioner Salemi proudly announced the recent achievements of his team and a recent savings of \$600,000 on a school roof they just constructed. The Governor was jovial with employees and enjoyed some humorous moments.

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The DAS Times is a publication of the State of Connecticut Department of Administrative Services  
165 Capitol Avenue  
Hartford, CT 06106

Dannel P. Malloy  
Governor

Donald J. DeFronzo  
Commissioner

Jeffrey Beckham  
Staff Counsel/  
Director of Communications

Trying to keep to a strict schedule he traveled from Room 460 to 427 to meet with a group from Human Resources and Communications. “The public likes to put down state employees, but you have risen above and now deserve to catch a breath and should be congratulated.”

The next stop was in the conference room on the first floor inside the State Properties Review Board. As this was the Governor’s last stop and the least crowded of the four, he took a moment to sit at a large conference table along with employees and spoke one on one with the smaller group. “What everyone has accomplished is quite remarkable – we

are getting out of leases that don’t make sense anymore. This has been about saving money – running more efficiently. I commend your ability to question contracts and negotiate better – this is all good stuff.” He lauded their accomplishments then added, “We want to hear your ideas - I am ready to go to the legislature with ideas to do your jobs better.”

He praised them for their efforts to save the state and the taxpayers money and then went on to discuss the recent acquisition of property and the upcoming agency moves to those buildings as well as renovations that would take place in the State Office Building. “This acquisition of space in Hartford is a big plus. We do want to do some work on the buildings, but driving by this one I see window air conditioner units running in each window - which is infuriating! You are in charge of the new buildings and we have an opportunity to clean them up! I just really wanted to stop to say thank you to everybody – let’s get the job done!”



*Above: Commissioner DeFronzo joins Governor Malloy as he visits with employees in the State Office Building  
Below: Governor Malloy addresses a large crowd of DAS employees in Room 532.*

# School Safety Update

by Nina Ritson and Jason Crisco



*Above: Governor Malloy addresses the group at the "Sandy Hook Lessons Learned Meeting in Washington, D.C"*

*Below: Commissioner DeFronzo speaks to the group*



In response to the tragic events at Sandy Hook School in Newtown, the School Safety Infrastructure Council (SSIC) was formed to create new standards in school building and school rehabilitation projects. This committee, chaired by Commissioner DeFronzo included Deputy Commissioner Shea of the Department of Emergency Services and Public Protection (DESPP) appointed by Commissioner Bradford, and John Woodmansee of the State Department of Education, appointed by Commissioner Pryor and six other members appointed by Connecticut legislative leaders.

This team was tasked with developing infrastructure standards for new construction and renovate as new because public school construction is primarily state funded and to date there was a lack of security infrastructure standards. These standards, due January 1, 2014, will become effective July 1, 2014.

Existing public schools in Connecticut are eligible to apply for the School Security Competition Grant Program under DESPP for school security upgrades. In total, \$21,000,000 has been made available and to date DESPP has received 111 applications for proposed infrastructure projects in 604 school buildings. Schools with no security received first priority. The School Safety Infrastructure Council has been meeting regularly since May, some of those meetings have been with design and architectural professionals, education professionals, first responders and local officials. In November the team traveled to Washington D.C. to meet with the U.S. Department of Homeland Security Science and Technology Division to participate in a two day work-group to help develop and design an assessment tool specifically created for school facilities. This partnership is ongoing and also includes other states and federal agencies.

This report was released January 1, and is being disseminated to school districts, school design /architectural professionals and others. At this time Commissioner DeFronzo and SSIC Council members will have the opportunity to meet and discuss the final report with these individuals.

# ***Recent Mail Threat in the State Office Building***

Employees in the State Office Building at 165 Capitol Avenue were placed in lockdown for several hours on November 18 as state police and emergency personnel investigated the report of a suspicious substance from a delivered package. Although this was inconvenient to all employees affected everyone responded as they should and the incident was cleared relatively shortly. This does bring to mind that we should all review the procedures and steps to take in the event of such an emergency. Supervisors should make sure employees are aware of these procedures that DAS has put in place for such an event and post this where it is visible to staff.

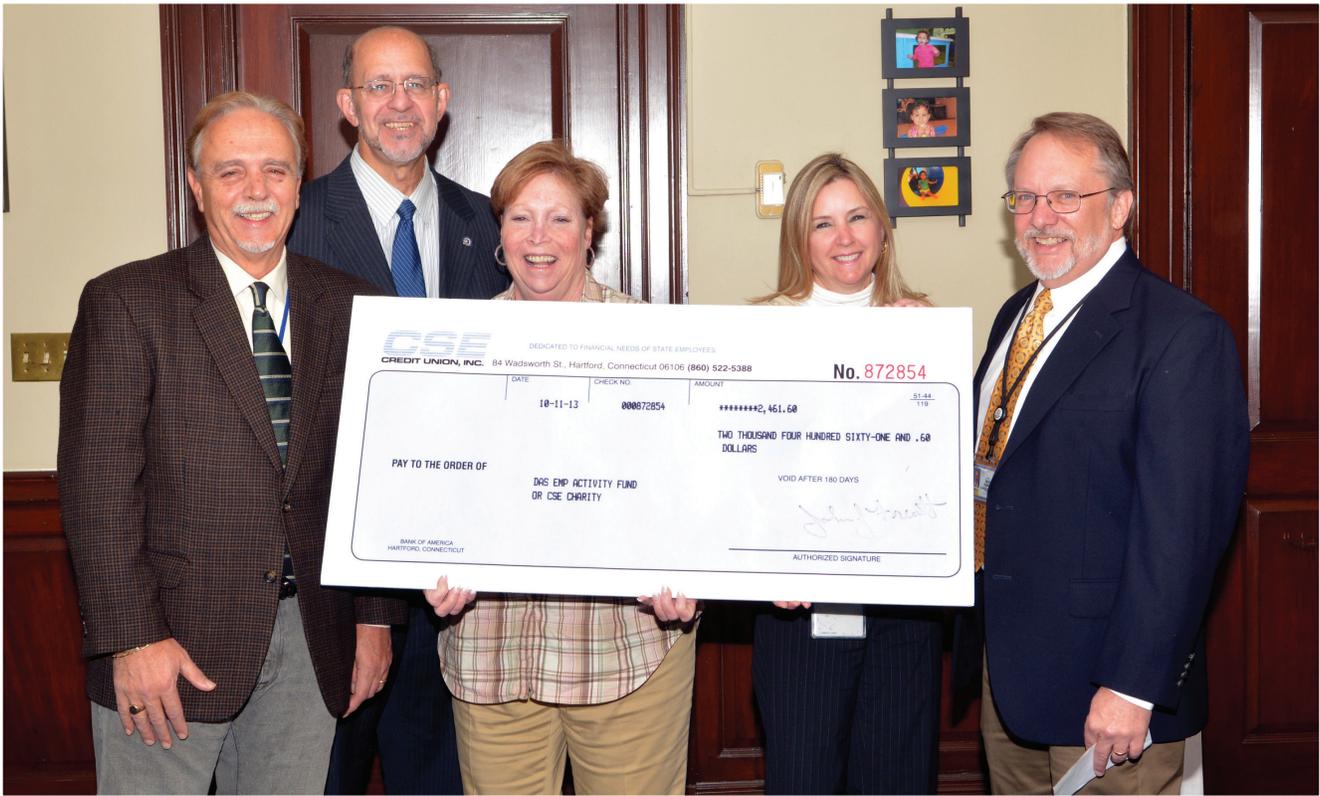
Below are some general instructions on what to do should you receive a suspicious letter or package in your work area. This information has been provided by the Department of Public Health, the Department of Emergency Services and Public Protection as well as DAS:

- 1. Do not panic**
- 2. Report the incident to your supervisor**
- 3. Turn off the local air conditioner or fan**
- 4. Cover the item**
- 5. Secure the room and prevent others from entering**
- 6. Wash hands with soap and water or use bacterial wipes**
- 7. Move to an isolated room nearby, if possible – if not, stay at the site.**
- 8. Obtain names and phone numbers of all persons in the area**
- 9. Wait for further instructions.**

Please keep in mind that every situation is different and there will need to be flexibility in every event and its individual accommodations.

If anyone has questions or would like to schedule a training for their team please contact Ray Philbrick Director of Statewide Security at (860) 713-5811.

# Golf Tournament a Winner!



On Friday, October 25, Deputy Commissioner Bud Salemi, Commissioner DeFronzo, Pam Perrin (State Marshal Commission) and Deputy Commissioner Martin Anderson (*from left to right*) presented a check in the amount of \$2,461.60. Peggy Gray (*center, holding check*) of the State Comptroller’s Office accepted the check on behalf of the State Employees Campaign for Charitable Giving. Once again state employees came to the call as the money was raised at the Caddyhacks Golf Tournament held in the fall. Thank you to everyone who helped make this such a successful event!

## Security Awareness Training by John Mckay

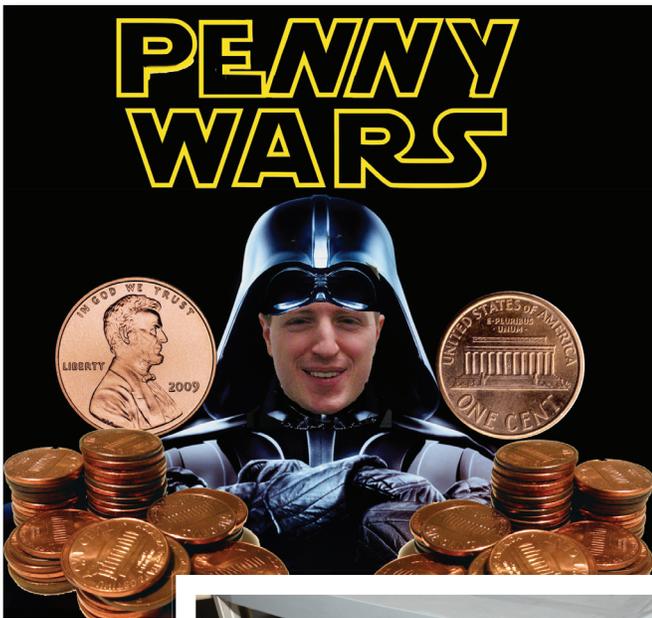
In order to maintain the most secure internet system possible in state government, all employees were once again asked to take the DAS/BEST Security Awareness training before October 31. The training was shorter this time around and a little easier to complete in a timely matter. As of early December, 93% of DAS employees had completed the online Security Awareness Training, only 5% of employees had not started the training and 2% were considered “in progress.” As you may recall, last year BEST began an ambitious program of training and educating all executive branch state employees regarding online security awareness here in the workplace.

DAS Commissioner Donald DeFronzo said, “Governor Malloy, myself and CIO Mark Raymond cannot emphasize enough how important it is that employees take this training seriously and complete it by October 31, 2013. This training is essential for the protection of employee and client information and safeguarding confidential state data. The initial training has had a positive impact on user awareness and the state is safer due to these efforts.”

Actually, it’s not too late to complete your training. Please encourage your staff to complete the course; visit this link: <https://vle.securingshehuman.org> and refer to an October 8 email from BEST’s Mark Reynolds to locate your username and password.

# Penny Wars

by Jason Crisco



When the annual fundraising efforts for the Connecticut State Employees Campaign for Charitable Giving proved less than noteworthy, it was decided immediately to launch a Plan B for fundraising efforts. After tossing some ideas around Jason Crisco pulled the short straw and launched what he thought would be an easy competition amongst DAS employees - Penny Wars. "I discovered the idea online while researching fun and engaging fund raisers. I anticipated good participation and set an internal goal of \$500 since this was the first time trying the fund raiser. I was absolutely BLOWN away by the final results. **DAS collectively raised \$2,262.81!** Of that 89,326 (\$893.26) in pennies, 74,455 (\$744.55) in silver coins and \$625 in various bills. He was also not anticipating to reap so many contributions in the act of bombing the competition with silver.

"Collection Services pulled away with this year's trophy with the highest positive score of 5,948 (\$59.48), raising a total of \$233.58. Although it is without question that BEST raised the most amount of pennies, 22,263! Unfortunately, in the spirit of competition, they were brought down by a collective bombing effort of other DAS employees of over \$400 (-40000 points)! In total, BEST raised \$669.03. They certainly more than deserve the runner up title. Close on their heels was the Business Office, who collected 17,488 pennies, out of a total of \$340.38 raised.

In the spirit of giving Jason noted some commendable acts of giving:

- Some folks had provided jars that were years in the collecting
- Some provided change jars from their parents

"The fund raiser sparked some excellent friendly competition and demonstrated the resounding comradery among state employees. Employees, divisions and DAS as a whole should be incredibly proud of their efforts," he said.

"It was an absolute pleasure to lead this effort. I received a great deal of help counting and transporting a total of 163,781 coins! A special thanks to all of those who helped behind the scenes, you know who you are. Counting and transporting would have been impossible without their help and support."

# BEST to the Rescue

by *Nina Ritson and Chuck Hoadley*

On Thursday, October 10, 2013 CIO Mark Raymond of BEST received an email from Melissa Connery of the Department of Motor Vehicles. She wrote commending Chuck Hoadley and his team including employees from several units in BEST:

“I am writing to show my appreciation for your staffs assistance in migrating our CVIEW application to a stable platform this week. This was the most amazing demonstration of dedication, team work and problem solving that I have witnessed since beginning State service.

The infrastructure that supported the DMV CVIEW system was advanced in age utilizing both hardware and software that were unsupported. In recent weeks the system began crashing on an almost daily basis due to size limitations on the data storage device. Should this system have remained down it would have had significant impact both within and external to the State.

On Friday it was determined that immediate action was required, Chuck gathered the right people for the job and we met Tuesday morning with DMV, Cambridge Systems and BEST staff. The BEST team came in full problem solving mode with a solid understanding of the issues. We worked to gather to establish a base plan, some additional research was done and by a 3:00 p.m. checkpoint a timeline was established for remediation that same Tuesday night. The solution involved migration of the entire system to a virtual platform and establishing a robust backup process that had been lacking.

Joe Wacht, Grace Nunes and Ed DiLorenzo worked late into the middle of the night and began again at dawn to make sure the system transferred properly and was stable and operational. The rest of the BEST team on copy above provided remarkable support.

Thanks to your team we now have a stable system platform that will support the application until we can issue an RFP to replace it.

I just want to make sure you know how much we appreciate the efforts of this team.”

Chuck Hoadley explained “ the application Melissa is referring to is used mostly by the Department of Motor Vehicles and the Department of Transportation, is hosted by DAS/BEST and supported by a private company in Cambridge, MA. When this application goes down it has a huge impact on truckers who carry freight in the State of Connecticut. Truckers go online to get their permits that allow them to transport in Connecticut. When the system goes down truckers are on the phone calling the capitol immediately.”

Hoadley praised Joe Wacht, Grace Nunes and Ed DiLorenzo for working through the night along with the vendor to get this up and running as quickly as possible and commended all who helped get this system back on track.

# Blood Drive

by Teresa Dupont

Teresa Dupont, Chairperson of the DAS Blood Drive reported that for the October blood drive “due to a variety of reasons we didn’t quite make our goal of 45 pints, but we did come up with 40.” She said that they experienced quite a few deferrals meaning donors did not meet the iron level requirement, were taking certain medications or had illnesses.

But looking forward she is hopeful that future drives will bring them back to our normal goal reaching status. Currently they have us scheduled for 46 pints. Make an appointment today to give blood and save a life - or

***“Give us a pint, Get a pound! Dunkin’ Donuts coffee that is!”***

**BLOOD DRIVE**  
**Department of Administrative Services**  
**Tuesday January 14, 2014**  
**8:00 – 1:30**

**Collection Goal: 46 units**

**Appointment Goal: 50+ appointments**

## *Save the Date*

### **THE 13TH ANNUAL BLACK HISTORY CELEBRATION**

**Friday, February 21, 2014**

**11:30 am - 1:00 pm**

**79 Elm Street, Hartford, CT**

Join us as agencies unite once again to celebrate Black History in our nation. This year’s presentation features Shirley Chisholm, the first Black Congresswoman in the United States.

Ms. Chisholm, who was elected to Congress from New York in 1968, earned a reputation as an outspoken liberal and an advocate for women, minorities and the poor. She successfully pushed to expand the nation’s food stamp program and to create the Special Supplemental Nutrition Program for Women, Infants and Children — known as W.I.C. — for low-income families.

Ms. Chisholm served seven terms representing the Brooklyn-based 12th Congressional District and was a founding member of the Congressional Black Caucus in 1971. She also spent four years in the New York State

Legislature and worked as an educator. She earned a master’s degree in elementary education at Columbia and was authority on early education and child welfare.

After leaving Washington, she taught politics and women’s studies at Mount Holyoke College in Massachusetts and Spelman College in Atlanta, before moving to Florida in 1991. Shirley Chisholm died in 2005.

# The 20th Annual DAS Turkey Drive is Hugely Successful .....Once Again

Mike Felix and Jerry Lynn of DAS are happy to report that this year's 20th Annual Turkey Drive has yielded 109 turkeys and \$3,194 in cash and checks combined!

Jerry said "Despite the statewide trend, we still managed to have our 3rd best overall total for cash and checks! Mike and I would like to thank the CT Chapter of International Public Management Association (IPMA) members who attended a conference in Cromwell last Friday, and they asked the attendees to bring Thanksgiving food items to donate to Foodshare's cause. IPMA delivered the non-perishable food items to our Turkey Drive. Thank you to all the agencies in the State Office Building, and we especially appreciate the help of our Department of Education colleagues, Barbara Canonetti, Agnes Quinones, and Kendra Shakir, along with Jane Slupecki from the Department of Agriculture. They help us every year!



We also received plenty of support from outside the building – Cindy Cannata and Rene Daignault from the Office of Governmental Accountability (OGA) and Mike Moschetti, John Bucchere, Peggy Gray and Andrea Jackson-Brooks from the Office of the State Comptroller (OSC) have been partners of ours for years, and we always appreciate their support and help.

Thanks also goes out to Kelly Dillon, who picked up the ball for our DAS/BEST colleagues in East Hartford. As a result of Kelly's initiative, she set up a drop-off point at East River Drive, to make it easy and convenient for the folks working there, and she then delivered the turkeys to the FoodShare driver both days."

Looking at the accumulated numbers, including this year's Turkey Drive, the totals exceeded two pretty impressive marks. Jerry was very happy to report, "When we began the planning for this year's event, we knew

we had a chance to pass both the 4,000 turkeys and \$30,000 thresholds, and it is terrific to report that thanks to the generosity of many people over the years, we made it!"

**Thank you to everyone!**

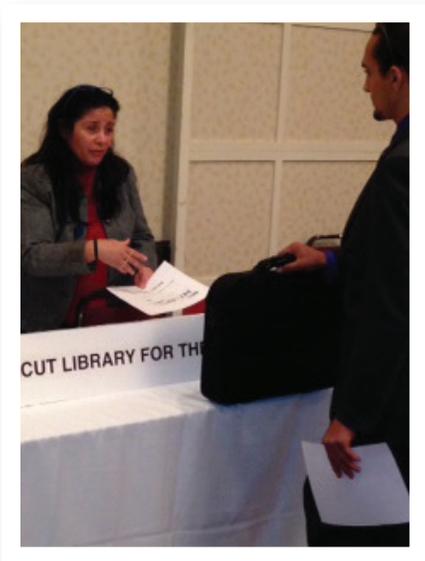
## THE RESULTS OF THE 2013 20TH ANNUAL TURKEY DRIVE

Day	Turkeys	Cash	Checks	Cash/Checks Combined
Friday, 11/22/13	49	\$199.00	\$650.00	\$849.00
Monday, 11/25/13	60	\$580.00	\$1,765.00	\$2,345.00
<b>-TOTALS:</b>	<b>109</b>	<b>\$779.00</b>	<b>\$2,415.00</b>	<b>\$3,194.00</b>

## 20-YEAR ACCUMULATED TOTALS

Turkeys	Cash	Checks	Cash/Checks Combined
4,092	\$6,786.04	\$23,717.35	\$30,503.39

## Outreach/Job Fair in Bridgeport by Nina Ritson



*Alicia Nuñez discusses job searching with a visitor*

Continuing the celebration of Disability Employment Awareness Month (DEAM), the Add Us In/DiversityWorks program invited job seekers to an event specially designed to help people with disabilities looking for work. The DEAM Job Fair took place on October 24 in Bridgeport and was open to all jobseekers.

The WorkPlace's Add Us In/DiversityWorks program supports small businesses in Southwestern CT and surrounding communities to hire and leverage the talent of people with disabilities, including LGBT individuals with disabilities.

Job seekers were encouraged to dress "to impress," and to bring copies of their resume. There were also two helpful workshops: "Navigating a Job Fair" to learn tips for maximizing your experience at a job fair and "Disability Disclosure-If To, When To, and How To" to learn the pros and cons of disclosing a non-visible disability as well as how to discuss a visible disability with potential employers.

Both DAS and the CT State Library for the Blind and Handicapped were invited and had a free booth to recruit candidates to diversify our workforces.

Debra Mainville, Human Resources Specialist and Alicia Nuñez, Equal Employment Opportunity Manager, were on hand to assist job seekers with information about getting a job with the state, taking an exam, signing up for e-alerts and navigating the DAS website.

The WorkPlace conducts comprehensive planning, and coordinates regional workforce development policy and programs to prepare people for careers while strengthening the workforce for employers. As a national leader in the field, The WorkPlace regularly shares ideas and best practices with lawmakers, foundations, think tanks and other workforce development organizations around the country. For more information, visit [www.workplace.org](http://www.workplace.org).

Along with hiring companies, other state government agencies were on hand including CT Works and the CT Department of Labor to assist and provide info in one central location. In total 30 employers had booths at the event with 328 visitors passing through.

## DAS Affirmative Action Plan is Approved

DAS is pleased to announce that the Commission on Human Rights and Opportunities has approved the 2013 DAS Affirmative Action Plan at its November 13, 2013 meeting.

A hard copy of the plan is available for your review in the SmART Human Resources Office, Commissioner's Office and/or by contacting the agency's Equal Employment Opportunity manager Alicia Nuñez.

The Affirmative Action Plan is a comprehensive look at DAS and its employment processes and opportunities and illustrates the department's workforce diversity, hiring and promotion procedures, and career mobility services offered by DAS.

Alicia expresses her thanks to Brenda Abele, Francine Dew, Susan Giansanti, Stan Kenton, Dave Lynn, Deb Mainville, Eileen Morin, Sue Turko, Lorraine Vittner, Meg Yetishefsky, Jason Crisco and Peggy Zabawar for their time and contributions to the plan.

"It's an incredibly informative document and it takes many hands from throughout DAS to put it together. Thank you again for your time and efforts in assembling another successful Affirmative Action plan," said Nuñez.

All employees and managers are encouraged to review the plan and submit any comments, suggestions, or questions to Alicia Nuñez, Equal Employment Opportunity Manager at (860)713-5317 or email [Alicia.Nunez@ct.gov](mailto:Alicia.Nunez@ct.gov).

## People are talking..... by Cindy Rusczyk

Nancy Pierce from BEST wanted to “thank **Bernard O’Donnell** and **John McKay** for the very nice article regarding the telecom cost savings! As Bernie knows we work very hard, leaving no stone unturned, to find as much savings as possible. Debbie, Janice and Barry at Partner Consulting have been a great team to work with. But what the article missed, due to Bernie’s modesty, was the number of years Bernie relentlessly pursued the approval of this project, never stopping until the answer came back ‘yes, do it!’ Bernie’s persistence is why the State has now saved over \$2M. Thank you Bernie!”

Alicia Nunez reported that the Disability Employment Awareness Month (DEAM) Job Fair was a huge success. “Both DAS and the CT State Library for the Blind had job seekers lined up to speak to us. The total number of attendees was 328, and the total number of employers/booths was 30. Just wanted to say a ‘special thanks’ to **Deb Mainville** for all of her support, and **Francine Dew**, the new chart to help people navigate through our jobs site was very helpful!”

Director of Communications Diana Lejardi from the Connecticut Office of Early Childhood sent the following message to **Angela Taetz**: “I just wanted to drop you a quick note to thank **you and your staff** for helping the Office of Early Childhood launch our website. Creating a website from scratch is never easy, and **Mario Mezzio** and **Margie Hasen** were very knowledgeable and patient with us throughout the whole process. They were always very quick and responsive and provided exemplary service, catering to the needs of our agency and developing a website that is not only attractive, but user-friendly. I think it’s important for you to know what a great job they’re doing (although I’m sure you already know) and wanted to express my thanks.”

John McKay of DAS Communications would like to “thank everyone who brought in and made monetary donations for the Governor’s Care & Share food drive. A ‘Big Thank You’ to **Dean Myshrall** who coordinated

*Each issue we publish letters of praise that we have received about DAS employees going above and beyond. If you have received great service or would like to write about a DAS employee going the extra mile, email [Cindy.Rusczyk@ct.gov](mailto:Cindy.Rusczyk@ct.gov) Don’t be shy - good work deserves a good word- DAS employees are the best!*

donations at BEST as well as Fred Yopp who helped with the delivery of goods to the drop off-site.”

Jean Michael of the DAS Business Office commended **Jerry Lynn** and **Mike Felix** for another great year heading the Turkey Drive in the State Office Building. “Great job as usual! I am very proud to claim both of these ‘turkeys’ as part of my organization!”

Don Knybel, Department of Revenue Services, commended **Debra Mainville** and **Jeannette Rheame**, “I wanted to e-mail both of you in regards to today’s class on Navigating the State Exam System. I thought the class was well taught by both of you and full of useful information. I appreciated your open approach on teaching the class and allowing us to ask questions as we went through the class. As a twenty-four year state employee, I learned new things today from both of you; and appreciate it. I would recommend this class to my fellow state employees.”

Reuben F. Bradford, Commissioner, Department of Emergency Services and Public Protection wrote to **Mark Raymond** of BEST, “I just wanted to say that I greatly appreciate your assistance with getting the Newtown Investigation posted. Please be advised that **Angela Taetz** was also extremely helpful in her efforts in insuring that the initial offering went smoothly. Angela held our hands while trouble shooting during the initial offering period. Again my thanks to you, **Angela and all the entire DOIT team** that assisted in the successful roll out.”

Barbara Mazzonna, Education Consultant for Connecticut Technical High School System commended **Mike Guimond**, **Alex Caceres** and **Matt Costa** of DAS Central Printing, “Thanks for getting the applications out to all the schools. It is always a pleasure to deal with you and your crew, your professionalism and ability to produce a product and get in the proper hands is very much appreciated.”

# Linda Hubeny Presented an Award

by Linda Hubeny

Peggy Cantfil, Chief of Operations, USDA Food and Nutrition Services, presented Linda Hubeny, DAS Food Distribution Program with an award at the November USDA State Directors meeting in Dallas, Texas. Linda accepted the Certificate of Appreciation from the United States Department of Agriculture. In appreciation



*Presented by Peggy Cantfil, USDA Food and Nutrition Services and Patti Connolly, USDA Food and Nutrition Services Northeast Regional Office*

for her endless willingness to assist neighboring State Agencies to improve their USDA Foods Programs, especially the State of Vermont: For her effort to move Connecticut to the next level of excellence in supporting local and national producers and to support states across the country in their efforts; her readiness to provide State perspective and insight and her participation in USDA foods initiatives that impact the nation; her understanding that the strength of the USDA Foods Programs lies within the success of the Program in each individual State; and her willingness to go to great lengths to fight for and defend the USDA Foods Program.

They thanked her for being a champion of the USDA Foods Programs, school districts and the children they feed.

## Best of the Best

by John McKay

In January, Sue Cieniewicz was recognized as DAS/BEST's employee of the month.

CIO Mark Raymond said, "It's a fun way to recognize an employee who deserves recognition. We have nine business units and rotate through those groups for a nomination from the director. We also take nominations from employees. People can write in why one of their co-workers (or themselves) should get the award."

Sue was recognized for her commitment to the success of this organization. Last year Sue took over database administration and SQL Server support including support for Fleet services. The Fleet management team lost two team members, one to another project and the other to retirement. Sue has taken on their responsibilities with Fleet. She has also taken over responsibility for three Cold Fusion applications and has helped with the backup/restore process.

Sue has her hands full supporting more than seven separate applications, in three different programming languages, while moving from one task to another seamlessly.

"Our awards are a very informal process with mostly a pat on the back and temporary parking space near the door for the month. But it's a lot of fun and she deserves the recognition," added Raymond.

Previous winners include:

- August 2013 – Operations - David Ruiz
- September 2013 - Security Services - Sheri DeVaux
- October 2013 – Platform Services - Emma Gohar
- November 2013 – CJIS Services - Archana Mulay

## Meet Ben Bare

by Nina Ritson



Ben Bare, DAS new Staff Attorney 2 in Procurement Services has traveled many miles to be in Connecticut - and some of that distance was on his bike.

He has landed in Connecticut by way of several states and countries. Ben spent his youth in Nebraska as a child but at the age of 6 his family moved to Africa for two years then on to South Dakota until he returned to Nebraska to go to college. Afterward he served eight years in the Army Reserve and National Guard while working and going to school in Alabama, Florida, Connecticut and Nebraska.

In the Army he served in the JAG or Judge Advocate General Corps, the Infantry, Chemical Corps and Transportation Corps. During his time in the service he had the opportunity to see a good bit of the country and had the opportunity to be a part of the security detail for the Olympics in Salt Lake City in 2002. As

a lawyer he has worked in private practice in Omaha and Connecticut and worked for the City of Hartford as well.

But it was in law school at UConn that he met his wife Katie, who is a prosecutor for the Chief State's Attorney's Office. They now live in Wethersfield with their son Benji and enjoy their boat, fishing in the rivers and lakes and at the mouth of the Connecticut river. Ben, being an avid outdoorsman, also loves hunting and biking, "I like to ride into work from home," he added, " - if the weather is good I ride 40-50 miles a week back and forth to work and running errands. I can put Benji in the bike trailer and bring him home from daycare."

## Governor's Care and Share

by John McKay

In December, DAS participated in the Governor's Care and Share Program which collects cash and non-perishable food to benefit Foodshare and the Connecticut Food Bank.

DAS was able to raise \$380 in cash, part of the over \$20,000 raised by a host of state agencies. DAS also raised over 500 pounds of donated food. The department of Correction donated the most with over \$8,000 in donations.

The donations are divided between CT Food Bank and CT Foodshare.

"The hard work being done by Connecticut's nonprofit community has never been more evident as they responded to an increased need from residents

weathering the economy," Governor Malloy said. "Care & Share is one way we can help our neighbors who are struggling right now. We are grateful for their continued efforts on behalf of our most vulnerable citizens."

A Connecticut Foodbank representative said, "Through the generosity of state employees and public officials who continue to support the effort to alleviate hunger and poverty in Connecticut, Connecticut Food Bank can work to meet the increasing demand from those who are in need in this challenging economy."

# Managers Gather to Discuss LEAN

by Nina Ritson

On Friday, October 18, Managers from across the state gathered in the Phoenix Room of the Department of Energy and Environmental Protection at 79 Elm Street to be briefed on *LEAN, What Managers Should Know*. The room was filled to capacity as managers or selected LEAN coordinators from throughout state service who heard from DEEP Commissioner Dan Esty, Deputy Commissioner Dr. Martin Anderson, and DEEP LEAN chairs as they have progressed in their own projects. They reviewed the objectives and processes of LEAN including the Role of the Agency Coordinator, developing a charter, team makeup, the five-day event road map and how LEAN will positively effect agency customers.

What is LEAN? LEAN is a growth strategy and a process improvement approach that seeks to eliminate non-value added activities or waste. It is

customer focused and an opportunity for continuous improvement. LEAN focuses on strategies and identifying wastes in transportation, overproduction, motion, defects, waiting time, inventory, processing and environmental. As teams immerse themselves in this process they do so with an end report and the plans to implement change. Herein lies the challenge for most agencies! Managers are tasked with gaining commitment throughout each agency and sustaining this commitment over generations.

This process will also educate others about LEAN principles, practices and results and over time state government will have a strong role model of operation.

So what better time to get fit and LEAN but in the New Year .....and always!



*Top: Dr. Martin Anderson, speaks to the agency coordinators and managers*

*Bottom: Commissioner Daniel Esty, Department of Energy and Environmental Protection*



# New Managers Training Graduates Another Class

by Nina Ritson and Diane Mazar-Roberts

On Thursday, December 19, 2013, 45 new state managers from 18 state agencies graduated from the 14th New Managers Orientation Program. Diane Mazar-Roberts of DAS Human Resources administers, coordinates, schedules and troubleshoots this program for DAS. She is aided by Steve Soklow, who is also a presenter, and Sandra Guerra, who provides administrative support.



“This brings the total graduates to date to 462,” said Diane Mazar-Roberts, “This program has been offered since January 2006, and focuses on the practical things managers should know about the operations of state government and information needed to be effective in their jobs as managers.”

She went on to describe the curriculum as a major time commitment for these folks: eleven consecutive weeks of modules (four of which are full days) covering such topics as: Overview of State Government, Ethics, Dealing with the Media, Introduction to Labor Relations, Partnering with Human Resources, Overview of FMLA and ADA, Workplace Violence Prevention Training, the State Budget Process and Procurement Process, the Role of Public Auditors and Managing Performance.

“Based on the final course evaluation that we administer on the last day . . . some of the most memorable experiences for these folks were the ability to interact and network with other managers from other agencies, the reference materials provided by the presenters, participating in the two group exercises, the Totem Pole Exercise and the Table Top Forum and the tour of the State Capitol. It was comprehensive, informative and well worth the time commitment.” This session graduated four DAS employees, Sheri Devaux, Archana Mulay, Brian Norton, and Craig Russell.



*Above: Commissioner DeFronzo addresses the graduating class  
Below: The New Managers Graduating Class of November 2013.*

# The Digest of Administrative Reports to the Governor

by John McKay



On December 1, The Digest of Administrative Reports to the Governor became available to the public on-line with this year's Digest theme celebrating the 100th anniversary of Connecticut State Parks.

In September 1913, a State Park Commission was formed by Governor Simeon Baldwin to acquire land and create a state park system. The first priority of the six Commissioners was to survey the state for potential park sites before they were lost to development, and carefully select those that represented Connecticut's heritage, its natural beauty and its recreational potential.

That task was given to Yale graduate and Civil Engineer Albert M. Turner, the first State Park employee. Within seven months, Turner traversed the entire coastline, investigated 50 lakes, visited dozens of the highest peaks and assessed the major rivers. In 1914, with coastline property a priority, the first purchase of land was a five-acre parcel in Westport that established a foundation for

Sherwood Island State Park. By 1920, Connecticut's first shoreline park, Hammonasset Beach State Park, opened to the public, drawing large crowds to its beach, boardwalk and pavilion. From the day it opened over 90 years ago, Hammonasset Beach State Park remains the most visited state park in Connecticut.

Today, the Connecticut State Park system is now comprised of 107 state parks, 32 state forests, and 121 public boat launches that are visited by nearly eight million people each year and provide an annual economic impact of more than \$1 billion for our state. Whether camping at a state campground, swimming at a state swim area, launching a boat, horseback riding or biking along a state park trail, letterboxing in a state forest, hiking near a waterfall, or ski touring around the state, Connecticut's vast system of state parks and forests has something to offer every outdoor enthusiast.

You can access the digest at:

<http://das.ct.gov/cr1.aspx?page=20>

## Pretty in Pink

by John McKay

In October, a small group of DAS employees decided to wear pink in recognition of Breast Cancer Awareness Month. Although October is designated as National Breast Cancer Awareness Month, NBCAM is dedicated to raising awareness and educating individuals about breast cancer throughout the year. Go Pink!

*Seen in this photo:*

*Linda Dutkiewicz, Jean Del Greco, Marisol Rivera, Yasmin Lopez, Meg Yetishefsky, Kerry DiMatteo, Ada Rivera, Jill Belisle, Linda LoSchiavo, Teresa Dupont, Lori Coleman, Don Casella, Joanne Cusano, Dan Sears, Kevin Nodwell and Stan Kenton*



## COMINGS and GOINGS

### NEW EMPLOYEES:

**Thomas Bare** – Procurement Services  
**David Barkin**, DCS Chief Architect  
**Ronald Prisbie, Jr.**, DCS Middletown  
**Marjorie Snead**, BEST  
**Tracy Hale**, Collection Services

### TRANSFERS:

**Beth Potts**, (no photo)  
Construction Services, Middletown  
**Heather Tweeddale**, Statewide HR

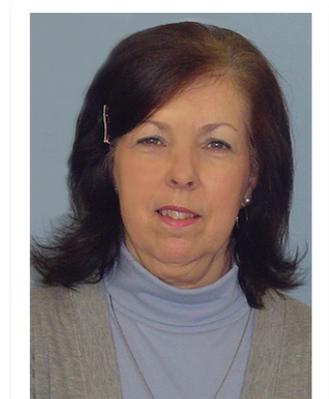
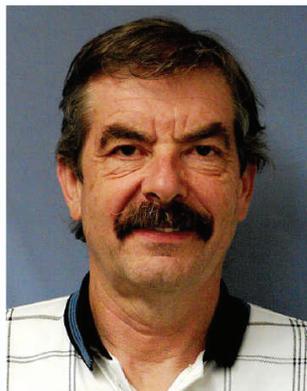
### RETIREMENTS:

**William S. Jerin Jr.**, Construction Services  
**Scott Dunnack**, Construction Services  
**Robin Riddlesworth**,  
Statewide Human Resources  
**Lee Cusano**, Mail & Courier  
**Barbara Schley**, Business Office

### LEFT STATE SERVICE:

**Scott Hoang**, BEST

*Pictured left to right, from top to bottom:  
Thomas Bare, David Barkin  
Heather Tweeddale, William Jerin  
Scott Dunnack, Robin Riddlesworth  
Lee Cusano, Scott Hoang, Barbara Schley, and Marjorie Snead*



# Commissioner's Breakfast 2013

*The new and very large DAS stopped by for the annual Holiday Open House on Wednesday, December 18 in the Office of the Commissioner. Treats were served and employees had a chance to say hello to Commissioner DeFronzo, Deputy Commissioners and staff enjoy the merriment.*







*Director of Statewide Human Resources, Dr. Pam Libby, walked into her office to an unexpected guest - compliments of Holiday pranksters Ellen Morris, Mike Cosgrove, and Scott Nattinger.*