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JULY 2016

# DAS Times

## CIO Mark Raymond Speaks at CEN Conference

by John McKay



2016 marked the 4th Annual Member Conference hosted by the Connecticut Education Network (CEN). CEN had a record number of people involved in this year's event with over 450 registered attendees and 25+ sponsors. They came to network with their peers, learn about technology and industry trends.

DAS CIO Mark Raymond gave the opening remarks and said, "Our relationship within the network is not simply commercial – between a provider and a consumer. It is one of shared purpose and shared mission. Our relationship is forged through a common, shared goal to

utilize technology to bring quality, efficient, educational opportunities to learners of all ages. Organizations around the country marvel at what we have. They appreciate that we can launch new initiatives like distance learning, online testing, and many others without having to consider if we have adequate networking in place."

Connecticut Education Network (CEN), the nation's first all-optic research and education network, delivers reliable, high-speed Internet access, data transport, and value added services to its members throughout Connecticut.

Over the past fifteen years, CEN has delivered on the promise of equality in education by providing access to technology that schools and libraries would not be able to afford on their own. This investment is supported by the State of Connecticut, private schools, nonprofit organizations and institutions of higher education that are committed to the idea of overall improvement in education and broad support for access to technology.

# Matchmaker by Nina Ritson

Matchmaker, the annual speed dating event that connects large businesses with small and minority owned businesses was held this year on June 2 at the Gengras Student Union at the University of Hartford.



Opening Speaker Ann Hunt of Small Business for the Federal Government said that, of the \$97 billion in government contracts last year, 23% went to small or minority-owned businesses. Catherine Smith, Commissioner of Economic and Community Development (DECD), echoed the need for small business saying, "Small businesses are the lifeblood of the local economy. DECD is proud to cosponsor this event with DAS because it creates jobs!"

Commissioner Currey opened by thanking Program Manager Meg Yetishefsky and her team and Procurement Director Carol Wilson for all their hard work preparing for this event.

"It is about how we connect you to businesses," Commissioner Currey remarked. This Matchmaker event brought together over 52 large prime government vendors and over 250 Connecticut small businesses to discuss business opportunities of mutual interest. In addition, over 25 government and non-profit business resources were available to educate small business representatives on how to access opportunities in the public marketplace.

This event gives DAS the opportunity to put small and minority-owned businesses in direct contact with large state and federal contractors who could potentially use their services. This helps these small Connecticut based companies get work while assisting the contractors in meeting their small and minority business set aside goals.

State agencies currently have contracts for the purchase of goods and services valued at about \$4.2 billion dollars. There are currently over 3,000 certified businesses within the DAS small and minority business program that benefit from this event and in these difficult economic times, every opportunity helps.



Following Commissioner Currey was Senator John Fonfara, who helped draft and support the entrepreneurial bill SB-1. "The future of CTs economy is dependent on you. Now with SB-1 we will truly have an effort to support innovation and focus on creating initiative. CT Next is doing great work to make this happen for you."

Lisa Wood of the CT Procurement Tech Assist Program thanked all agencies and prime contractors for taking time out of their busy day to sit down for that handshake with a small business who has worked hard preparing for this event.

Meg Yetishefsky encouraged everyone to reach out and take advantage of this wonderful opportunity. Plaques were given to the platinum, silver and bronze business sponsors.

With that, the ten minute intervals began and business scrambled to find their appointments to utilize every second of their valued meeting!

See you all next year!



Top: Commissioner Currey welcomes attendees

Middle: Meg Yetishefsky thanked everyone for their participation

Bottom: Left to right back row: Kevin Nodwell, Kris Wohlgenuth, Carol Wilson, Commissioner Currey, Meg Yetishefsky, Devin Marquez  
Front row: Ada Rivera, Marisol Rivera, Cheryllyn Donnelly.

# Siting Efforts Continue for State Police Training Facility

by Jeffrey Beckham



This spring saw considerable activity on the part of DAS officials and personnel to assist the Department of Emergency Services and Public Protection (DESPP) in the siting of a firearms training facility for the State Police to replace the small, outdated and flood-prone parcel where they currently train in Simsbury.

Earlier this year, there had been considerable controversy about the proposed project in the towns of East Windsor and Willington where sites had been publicly identified. The Public Safety committee of the General Assembly held a hearing in February that was covered in the April DAS Times. Since that time, several landowners in the towns of Voluntown, Canterbury, Hampton, Sprague and Griswold came forward to offer land for sale to the State for the project.



Commissioner Currey elected to hold community meetings in each of those five towns to gauge public sentiment before the agency proceeded with further study of the parcels in each town. Staff at DESPP and DAS took into consideration the thoughts and ideas that had been put forward by members of the public and narrowed the list of sites down. The commissioners of DESPP and DAS ultimately agreed on a parcel in Griswold. This parcel of land, unlike the others under consideration, is enveloped on three sides by a state forest, with an existing gun club property on the fourth side. The nearest residential property is 6/10ths of a mile away.

DAS Supervising Analyst Jeffrey Bolton, who has been working on the project for several years, and DAS Staff Counsel Jeffrey Beckham have been corresponding directly with interested parties in an ongoing dialogue with the public about the project. Along with Lt. Marc Petruzzi and Lt. Robert Palmer of the State Police,

they have visited area radio stations to take questions and explain the project to the local community.

On the evening of June 7, Commissioner Currey and DESPP Commissioner Schriro answered questions at a special meeting of the Griswold Board of Selectmen. About 125 people were on hand to hear their answers concerning the potential impacts on the town and the State's plans to address or mitigate those impacts.

The site is being appraised in anticipation of the potential sale. For more information on the project, visit [www.ct.gov/csprange](http://www.ct.gov/csprange).

# Can I Get the Check? by John McKay

## State of Connecticut Purchasing Card Program P-Card Rebate Report 2015

Feature Report on Calendar Year: January - December 2015

Contract Totals: 2015				
Groups Using P-Card Contract*	# of Groups represented	Transaction Count	Charge Volume	Rebate Earned
<b>Contract User Totals</b>	152	339,367	\$ 80,333,128	\$ 1,084,497.23
All Executive Branch Agencies	77	114,666	\$ 33,637,035	\$ 454,099.98
State Universities	5	102,540	\$ 26,103,979	\$ 352,403.72
Municipality & Not-for-Profit	70	122,161	\$ 20,592,113	\$ 277,993.53

General Fund Earnings: 2015	
Rebate earned for 2015 spend:	\$1,084,497.23
Less the total amount refunded to individual entities using contract, per rebate policy:	\$228,090.28
<b>Total 2015 rebate amount deposited into the General Fund:</b>	<b>\$856,406.95</b>

\*Agencies included in the Executive Branch group are under the administration of DAS and OSC. Entities included in the Addendums group are stand-alone administering their own programs. The State Universities (UCONN, CCSU, SCSU, ECSU, WCSU) are set up as addendum agencies administering their own programs. Listings of these groups are provided in the attached sheets.

**Total P-Card Program rebate earnings for the General Fund from 2005 to 2015 = \$4,727,494.34**

Like many personal credit cards, the state P-Card administered by DAS' Kerry DiMatteo and Carlos Velez has a rebate function built into it. And for the first time in 17 years, that rebate check is for over \$1 million dollars, which will be deposited into the state's general fund.

"This is a great partnership between DAS, the Comptroller's Office and JP-Morgan Chase," said DAS Commissioner Melody Currey at a check presentation ceremony at the Comptroller's Office.

"State agencies working together to find a way to save money in our everyday business transactions."

"It's worked out so well," said Comptroller Lembo. "As we all work to find new ways to save money, I hope the check gets bigger and bigger every year."

In the days before the P-Card a paper Purchase Order had to be filled out and processed by an agency business office. As the credit card system was introduced and reworked, the rebates continued to grow and the ease of purchasing and doing state business flowed easier.

Program Manager Kerry DiMatteo said, "It means so much to have everyone's support for this program. Next year's goal is to deposit \$2 million into the general fund!"



(from L to R): Doris Vieira, Richard Esten, Carol Hagstrom, Carolyn Mercier, Peter Johnsen (JPMC), DAS Commissioner Melody Currey, Scott Grossman (JPMC), State Comptroller Kevin Lembo, Philip St. Amand, Greg Powell (JPMC), Betty Daly, Karen Mercer (JPMC), J. Carlos Velez, and Kerry DiMatteo.

# 2016 Design and Trades Conference

by Bonnie Becker

## D.E.S.I.G.N *and* TRADES CONFERENCE 2016 ■ 15TH ANNUAL

On May 19, the Department of Administrative Services' (DAS) Office of Education and Data Management (OEDM) partnered with the University of Hartford's Construction Institute (CI), to host the Design and Trades Conference. The conference – targeting architects, engineers, building officials, electricians, interior designers, plumbers, contractors, masons and HVAC technicians – provided training in the latest codes and standards that govern the way Connecticut's buildings and grounds are designed, structured, wired, plumbed, heated and cooled.

This is the 15th year that OEDM has presented the conference, and the third year collaborating with the CI. DAS Deputy Commissioner Pasquale "Bud" Salemi and CI Executive Director Nancy Greenwald delivered opening remarks, with Deputy Commissioner Salemi presenting licensure certificates to 12 recent graduates of OEDM's Building Code Enforcement training program. There were approximately 250 attendees and 10 vendors at the event.

If you are interested in attending next year's conference, or would like information about being a presenter or vendor, contact OEDM at 860-713-5522 or at [oedm@ct.gov](mailto:oedm@ct.gov)



*Top Left: Lisa Rochester of the DAS Office of Education and Data Management and Deputy Commissioner Salemi at the conference vendor area.*

*Middle: Jim Quish, OEDM Trainer, and Deputy Commissioner Salemi present licensure certificates to graduates of OEDM's Pre-Licensure Training class at the May 19 Design and Trades Conference.*

*Bottom: Don Vigneau, former State Building Inspector, Doug Schanne, OEDM Training Program Supervisor; and Michale Gilbertie, OEDM Trainer at the Design and Trades Conference.*

# Connecticut Chief Information Officer Mark Raymond Testifies on Cybersecurity before U.S. House Homeland Security Committee



On May 24, Connecticut Chief Information Officer (CIO), and NASCIO Vice President Mark Raymond, testified before the House Homeland Security Committee in a joint hearing of the Cybersecurity, Infrastructure Protection, and Security Technologies Subcommittee and the Emergency Preparedness, Response, and Communications Subcommittee at their hearing, “Enhancing Preparedness and Response Capabilities to Address Cyber Threats.”

“It is incredibly important to share the state CIO perspective on cybersecurity and emergency management with federal lawmakers. This hearing has been a great opportunity to raise awareness around cybersecurity and states’ ability to respond to and recover from disasters and cyber disruption,” Raymond said about the value of the hearing.

Further, Raymond stated that “state CIOs are committed to securing state networks, protecting the digital business of state government, and coordinating with diverse stakeholders to ensure government continuity in times of disaster.”

In his testimony, Raymond highlighted several federal cybersecurity programs in which states are taking part. He also stressed the importance of federal partnership and urged lawmakers to consider the impact of disparate security regulations with which state governments must comply.

“I was honored to be on that panel,” said Raymond. “I believe it is critical that federal lawmakers understand the perspective of the states and I felt my testimony reached the panel members.”

In addition to Mark members heard from Mr. Mark Ghilarducci, Director, Emergency Services, Office of the Governor of California; Lt. Col. Daniel J. Cooney, Assistant Deputy Superintendent, Office of Counter Terrorism, New York State Police; Brig. Gen. Steven Spano (Ret. – USAF), President and Chief Operating Officer, Center for Internet Security; and Mr. Robert Galvin, Chief Technology Officer, Port Authority of New York and New Jersey.

Mark testified that for the State of Connecticut that as of 2014 the budget was insufficient to support the increased sophisticated threats – for most states approximately 1-2% of the IT budget is for Cyber security and for the Federal Government that number is 14-16%.

He also noted that there is a lack of qualified IT security personnel and some of the main obstacles are the pay structure and salaries that states can pay these employees.

When asked by the panel what Mark considers his biggest achievement or successes? Mark said, “We are proud of how we have included networking into our incident response teams, as we recently experienced several weather events that proved how critical our citizens rely on communications. Having these relationships in place allowed us to respond very quickly.”

The overall testimony involved back-and-forth questions and answers regarding what the states face with regard to cyber crime events, how the federal government can help and how both state and federal agencies can coordinate efforts into a more unified plan against cyber attacks at both levels of government.

The two most important areas Mark emphasized were, “Continuing to raise the awareness that cybersecurity risks and impacts are as critical as physical infrastructure risks and to broadening the use of program-specific funding to state-wide cyber improvements.”

# Ella Grasso Technical High School Welding Shop Ribbon Cutting

by John McKay



*(From L to R): John Murphy, CTHS Education Consultant, Maura Dunn, vice president of Human Resources at Electric Boat, CTHS Superintendent of Schools Dr. Nivea Torres, Congressman Joe Courtney, Senator Richard Blumenthal, John Beauregard, executive director of Eastern CT Workforce Investment Board.*

On June 3 the Ella Grasso Technical High School in Groton along with the DAS Division of Construction Services had a ribbon cutting event for the new Welding Shop.

The completely revamped welding shop required a \$1.7 million investment providing Grasso Tech students with 4,000 square feet of updated workspace featuring 29 welding booths, cutting and grinding stations, fabrication tables and a host of 21 century power equipment. The renovations were a combined effort with Electric

Boat which will be training their employees at the new welding shop after school hours.



# Eastern Connecticut State University

## Fine Arts Building

*taken from the Eastern Connecticut State University Press Release*

On April 5, 2016, Elsa Núñez, president of Eastern Connecticut State University, led the formal opening of Eastern's new Fine Arts Instructional Center (FAIC) with an official ribbon-cutting ceremony. Núñez was joined by Windham Mayor Ernie Eldridge; Yvette Meléndez, vice-chair of the Board of Regents for Higher Education; Mark Ojakian, president of the Connecticut State Colleges and Universities System; Pasquale Salemi, deputy commissioner of the Division of Construction Services in the Connecticut Department of Administrative Services; and other state and local dignitaries, as well as an audience of more than 125 Eastern faculty, students and staff.

Salemi noted that the \$64 million building represented more than 120,000 square feet of instructional, rehearsal and performance space and was the product of hundreds of people — architects, construction workers and others.

Mayor Eldridge, whose sisters and wife attended Eastern, applauded the University's intention of making events in the new facility available to the local community, and said, "Eastern's commitment to our community has never wavered. Whatever Eastern builds, builds Willimantic."

Art History Professor Anne Dawson said that the new facility was being well received by students. "We have seen an immediate impact on our students. They simply couldn't believe they were actually going to be able to work in this beautiful building. They feel valued and respected. And I see great, renewed energy among my own students. Some tell me this is why they came to Eastern. Another student told me that this building adds a level of professionalism to her college experience that she hadn't thought possible. We are very grateful to be working inside a work of art."



*Left to right: Music Professor David Belles; Art History Professor Anne Dawson; Windham Mayor Ernie Eldridge, Yvette Melendez, vice-chair of the Board of Regents; Douglas Johnston of William Rawn & Associates (architects); Dr. Nunez; Mark Ojakian, president of the Connecticut State Colleges and Universities; Robert Pulito of SLAM Collaborative (architects); Pasquale Salemi, deputy commissioner of DAS; SGA President Justin Ahern; State Sen. Mae Flexer, and State Rep. Susan Johnson.*

# Governor Malloy and DAS Cut Ribbon to Open New Nature Center and Bathhouse at Hammonasset

by John McKay



Governor Dannel P. Malloy joined DAS Deputy Commissioner Bud Salemi and other state officials and state park advocates to kick off the start of the first summer holiday weekend by cutting the ribbon to officially open a new nature center and bathhouse at Hammonasset Beach State Park, Madison.

“Connecticut has a state park system that we’re all proud of, and we’re doing everything we can to ensure that it can be enjoyed by future generations of residents and visitors. Whether it’s our beaches, our open spaces, or our trails, our recreation system is truly something to celebrate,” said Governor Malloy. “These improvements at Hammonasset – including the new, modern, Meigs Point Nature Center and West Beach Bathhouse – will be important assets in our efforts to provide first-class outdoor recreation opportunities for the Connecticut families of today and tomorrow.”



The new nature center provides a modern, state-of-the-art environmental education venue, and the West Beach improvements include a new bathhouse, which gives park visitors a comfortable, modern and attractive service area and replaces a building that was heavily damaged by storms.



Department of Administrative Services Deputy Commissioner Pasquale “Bud” Salemi said, “The staff in our Construction Services division takes immense pride in projects like these. They are projects that will have a tremendous impact on Hammonasset Beach now and in the future. Our DAS team cannot think of a better way to kick off the beginning of the Memorial Day weekend than this ribbon cutting for these two new facilities for Connecticut.”

Connecticut’s state park system features 109 parks that offer swimming, hiking, picnicking, camping, boating, fishing, and nature programs. The parks attract more than eight million visitors each year.

# Breaking Ground at Asnuntuck College

by John McKay



*From l to r: General Contractor John R. Petronella, President Enfield Builders Inc., Lisa Humble DAS/DCS Project Manager, Jeff Wyszynski, AIA, Principal Tecton Architects, William McGurk BOR, Steven Westerberg, Project Manager, Enfield Builders, Inc., DAS Deputy Commissioner Bud Salemi, Kevin Kerchaert, AIA, Associate Principal Tecton Architects, State Representative David Alexander, Enfield Mayor Scott Kaupin, ACC student William Eastham, ACC President James Lombella, Keith Epstein, Vice President for Facilities, Real Estate and Infrastructure and Planning, BOR, Enfield State Representative David Kiner, Mark Schweitzer, Construction Administrator Project Manager, The Morganti Group Inc., Gennaro DeAngells, ACC Dean of Administration.*

In June, Asnuntuck Community College broke ground on a new renovation project providing a complete roof replacement and includes construction of a new two story building entry of approximately 14,000 gross square feet to the existing building. This new construction provides a new main entrance building and an addition of approximately 3,500 square feet.

The two story new entrance addition will incorporate new first and second floor building spaces and reconstruction with renovation of approximately 10,000 square feet.

These spaces include, entrance lobby, student lounge and student committee areas, student informal gather space, conference area, bookstore, café food service, café seating, women and men accessible rest rooms with janitorial support areas, an accessible meeting room, and associated adjacent corridor circulation areas.

# Statewide Human Resources Goes Lean!

by SHRM Staff



DAS's Statewide Human Resources Management (SHRM), Selection and Recruitment Unit, recently completed a week long "Lean" event that "examined" its examination process. Like other units within DAS, SHRM is uncovering ways of being more efficient and streamlined amidst our budget challenges.

The team's objective during the Lean event was to review the statewide recruitment and examination process from OPM approval to referral of eligible list(s) and to create a process that is more practical and simple to administer, and is available and ready to be automated in the future.

To do this exercise in process improvement, the team looked at the current examination process from the eyes of its customers; state agencies as well as state job seekers. It became apparent that there was a need to simplify the process, improve turnaround times and do more electronically.



DAS's Jason Crisco and DOT's Mike Bright were the facilitators of the event and to start they had the group look at its current "way of doing business." Each step in the process was put on a sticky note and stuck to a large poster. When the team was finally done with the "process mapping," three quarters of a wall was filled with different colored sticky notes.

"The sticky notes were useful because it made us dig deep into our process and we realized there were redundancies, sign-offs that were not necessary and more direct ways to accomplish our work," DAS's Debra Mainville said.

The team then spent considerable time eliminating unnecessary steps in the process and brainstorming on how to get to a "good" state and eventually a "great" state. To consider all points of view, they brought in guests from various agencies who gave input on what they were looking for from SHRM as customers.

"No idea was off-limits and we looked at everything, including all of our policies, procedures and statutes," Mainville said. "We had a lot of questions for (DAS's) Erin Choquette regarding possible statute and policy changes. She put our minds at ease and we realized we could try and make some changes that we feel are necessary."

SHRM thinks that an IT system that automates its newly streamlined process will help save the state money, assist agencies meet their staffing needs more efficiently, and make applying for state employment more intuitive and simple.



# Aspiring Leaders Graduates Two from DAS

by John McKay



It's graduation season and DAS has its own commencement ceremony.

At CCSU's Institute of Technology & Business Development (ITBD) DAS held its 2016 Aspiring Leaders graduation program with 22 participants who completed the course.

Aspiring Leaders is Connecticut state government's skill –based training program for managers. It is designed to develop managers to become the next generation of leaders, focusing on critical skills needed for effective leadership today and in the future.

DAS' Commissioner Currey congratulated the graduating class, "You leave here with new tools and skills to address these many issues. More importantly you have established a network of fellow Aspiring Leaders to lean on when the

answers aren't so clear. I encourage you to contact each other and keep this network of leaders alive. The solution to your problem may be just a phone call away."

She added that, "Good managers are perceived as leaders in an organization – having credibility with rank and file employees and with their superiors. You've earned the respect of the people in your agency. You must have a willingness to take risks, but take responsibility for those risks, and encourage your fellow workers to think creatively and with a positive attitude. Congratulations!"

Notable graduates included two of DAS' own: Heather Tweeddale from Statewide Human Resources and Morgan Roane from DAS' SmART unit.

"I'd like to thank DAS' Peggy Zabawar for all her efforts with the Aspiring Leaders course as well as the

Connecticut Training & Development Network for their involvement. We couldn't do this without you," added Commissioner Currey.



Top: Left to right: Heather Tweeddale, Commissioner Currey, Nick Hermes

Above: David Lynn, Morgan Roane, Commissioner Currey and Brenda Abele.

# DAS Conducts Employment Outreach

by Alicia Nuñez

- **University of New Haven**

March 31 *Deb & Alicia*

- **SCSU Internship and Career Fair**

April 6 *Alicia & Ray*

- **Heroes for Hire**

April 27

*Francine, Deb & Alicia*

- **DiverseAbility**

May 17

*Deb & Alicia*



*From left to right CT Veterans' Affairs Commissioner Sean Connolly, CT Labor Deputy Commissioner Scott Jackson, CT State Trooper First Class Juan Morales, Debra Mainville, Lt Governor Nancy Wyman, Alicia Nuñez*

Department of Administrative Services (DAS) staff (Francine Dew, Debra Mainville, Alicia Nuñez and Raymond Bailey) were out at various Career Fairs in April and May to provide job seekers with helpful information about State employment including: taking a State exam, signing up for E-Alerts, and navigating the DAS website. These events offer interested attendees an opportunity to network with a variety of employers looking to fill current and/or future career-related employment and co-op/internship opportunities.

The University of New Haven hosted a 'Spring Career Fair' on March 31 which attracted approximately 430 students considering careers in such fields as Government and Law, Criminal Justice and Forensic Science, Accounting and Finance. Participating State agencies included DAS and the Department of Emergency Services and Public Protection (DESPP). In total, 92 employers held booths at this event.

Southern Connecticut State University (SCSU) hosted their 'Internship and Career Fair' on April 6 to provide students with opportunities to find internships and/or employment in such fields as public health, social work, communication disorders, and business management. This event attracted 500 job seekers who visited 97 employer booths.

The 9th Annual Heroes 4 Hire career fair was held April 27 at the Rentschler Field Ballroom to focus on job placement for veterans and their spouses seeking employment. This event is sponsored by both the CT Departments' of Labor (DOL) and Veterans' Affairs (DVA), along with the U.S. Chamber of Commerce, the CT Business and Industry Association, Travelers, CBS Radio, and local Chambers of Commerce. There were approximately 700 job seekers visiting 105 employers.

The 'DiverseAbility Career Fair' was held at the Hartford Hilton on May 17 with 43 employers and 450 job seekers in attendance. Employers are provided with qualified candidates, with or without disabilities, seeking employment, and also receive information on recruitment and training support, hiring incentives, assistive technology, and other helpful resources. The DiverseAbility Career Fair is sponsored by the Connecticut Business Leadership Network, the CT Department of Labor (DOL) and the CT Department of Rehabilitation Services (DORS).

# Diversity Gatherings

by Nina Ritson

On May 6, employees from Facilities Management gathered in Room G38 to share stories of heritage, hear stories of diversity at home, and to learn what it is like to take the test to be a U.S. Citizen.

Facilitated by Director Doug Moore and Carol O'Shea, Carol opened by saying, "that we are all, products of immigration"....her mother and fathers families emigrated from Italy and Ireland and her husband is first generation American as her in-laws immigrated from Ireland in their early twenties. She also shared a story about another DAS employee who came to this country from Turkey saying how appreciative he is of his life here. He told her about how difficult it was to have a simple open dialogue with his own brother in Turkey.

Testing their knowledge, she then quizzed the group with questions from an actual test given to applicants seeking U.S. citizenship...questions like – how many U.S. Senators and how many U.S. Congressmen; or can you name the original 13 colonies; and what are the two longest rivers in this country?

When she opened the floor, Diane Dalo came with two different stories of diversity. She spoke of her Italian/Polish heritage and the journey her grandfather took through Ellis Island and how surnames frequently changed as immigrants came through the registrants – hers having once been D'Alo. She also told of her personal journey to achieve civil union and to enjoy the same rights as conventionally married couples. She took her Italian heritage presentation one step further by serving pizzelles from the actual pizzelle iron her great-grandmother used – proving to be delicious!!

David Grigely regaled the tales of early Broad Brook where the Slovakian and the Irish settled and drew cultural lines to the point of separate areas of the church they attended. He recalled when his aunt took home an old pew from a church being renovated so that she could say she finally sat in the Irish section! She ended up marrying a gentlemen by the name of John Murphy...can't get more Irish than that!

Gary Faraci told of St. Sebastian's Feast celebrated in Middletown CT, a tradition from Melilli, Sicily which dates back 600 years. "The I Nuri runners are dressed in white and red and carry the statue of St. Sebastian – I am one of the runners and have done this for years."

Cornelius "Bird" Henderson, whose family came from Georgia in the 1950s to avoid persecution over an incident, talked about how incidents of racism in CT feel worse because it is not expected here compared to life in the south.

Ray Philbrick remembered his uncle who served in the 10th Mountain Division during World War II in the Italian Alps. "They formed a reunion group, my uncle was the president, and would meet in Italy. My uncle would invite the Germans to join them – the very same people they were fighting 40 years ago."

Commissioner Currey and Deputy Commissioner Fatone joined the group. "Thank you for doing this exercise– it broadens our horizons! What I heard was refreshing!" said the Commissioner.



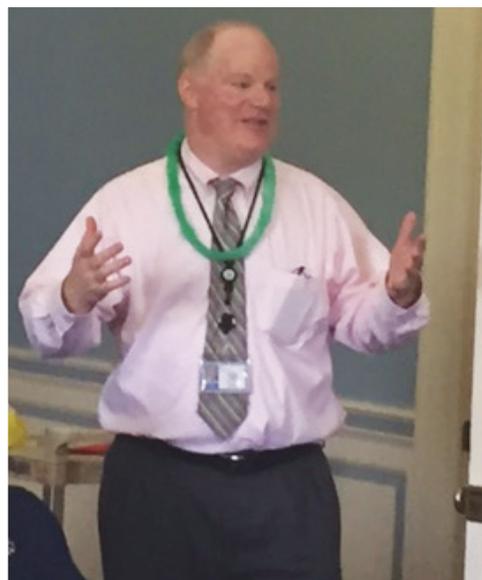
On Thursday May 26, staff from DAS SmART Human Resources, DAS Workers' Compensation, Insurance Risk Management, and the Equal Employment Opportunity Unit gathered for a Combined Divisions Diversity luncheon in Deputy Commissioner Bud Salemi's office suite. In addition to sharing many diverse foods from different origins they shared fun stories about their heritage and background from many countries.

Mary Gugliemino shared a funny story about her grandparents from Belgium. Bob Giuditta told a tale of bringing his mother with him on a vacation to Europe to the "home country" and Deb Hearl shared a sweet story about her very young grandparents going against the custom of marrying the person chosen for you and coming to America to begin their lives together at the ages of 15 and 17. Alicia Nuñez and Eulalia Ortiz shared lollipops with sesame seeds from Puerto Rico as well as a Spanish custard dessert.

Brenda Abele and Dave Lynn thanked everyone for their contributions and hoped this luncheon was an opportunity to express our sincere appreciation for all the hard work they've all done thus far towards the upcoming office move.



*Clockwise from the top: Bob Giuditta, Director of Statewide Workers' Compensation; Irish Soda Bread by Tim Geary, DAS SmART; Jamila Goolgar; and David Lynn, Director of DAS Human Resources.*



# Laugh. Give. Save a Kid. by John McKay

On May 26 DAS participated in Red Nose Day.

Red Nose Day is a fundraising campaign run by the non-profit organization Comic Relief Inc. Created by writer-director Richard Curtis in 1988 (Love Actually, Four Weddings and a Funeral, About Time), the idea of Red Nose Day was built upon the foundation that comedy, celebrities and mass media, can help raise money and awareness of poverty to save and change millions of lives.

Red Nose Day has raised over \$1 billion globally in the last 25 years, and in the UK has become a cultural phenomenon where people across the country come together to have fun, raise money and change lives. Launched in the U.S. in 2015, dedicated to raising money to help children who are most in need, both in the U.S. and in some of the poorest communities in the world. The money raised by Red Nose Day in 2015 benefited children and young people in all 50 states and in 15 countries internationally. To learn more, go to [rednoseday.org](http://rednoseday.org)



*DAS Supplier Diversity  
Front row left to right:  
Nicola Murray  
Cherylyn Donnelly  
Lori Coleman  
Meg Yetishefsky  
Kevin Nodwell*



*DAS Business Office  
Front row left to right:  
Paula Mitchell  
Kim Johnston  
Crystal Bryant  
Ana Matos  
Regina Golba*

*Back row left to right:  
Tony Santos  
Shane Hubeny  
Cathy McGuire  
Amy Whitehouse  
Suzanne Giansanti*

# Train the Trainer

by Peggy Zabawar



The Train the Trainer Certificate Program is the foundational program in a partnership between DAS and the CT Training and Development Network (CTDN). CTDN that started it all in 2006 and it is now the one for which the Aspiring Leaders and State Supervisor Training are modeled.

Train the Trainer was designed to meet the need of agencies, doing more with less, where subject matter experts are obligated to train others in their skills. It develops employees to enable them to create effective and comprehensive training for their fellow employees on an infinite variety of subjects that agencies may need, from cultural competency to highway road crew safety. Graduates of this course complete a rigorous course of study including eight modules, and 15 days of instruction over eight months. Critical business skills include needs assessment, curriculum design, and presentation skills. Graduates complete a work-related training project that they can deliver at their agencies immediately, providing high value for this program to agencies.

Train the Trainer is especially cost-effective, using agency partner trainers who are members of CTDN, who add this extra role to their state jobs so that they can build capacity in state government. It fundamentally relies on collaboration and partnership between agencies and individuals to do what's best for our workforce and the people we serve. Train the Trainer demonstrates the state-as-one-employer philosophy, breaking down barriers between agencies, and between branches, to provide best-in-class training that helps agencies build the skills of their employees to meet agency objectives and customer needs.

A hallmark of this program is that graduates often come back and become part of the inter-agency training team. They give back, utilizing their agency's investment in their professional development, to pass on the skills to other state employees.

Train the Trainer has graduated five cohorts and 93 state employees, from 25 agencies from Executive and Judicial Branches, and Higher Education.

"Two of our Instructors have completed the CTDN Train-the-Trainer Certificate Program. The knowledge and skills gained in training and development have greatly enhanced their job performance. This program is a 'must' for those beginning in the field of training and development as well as those with advanced training experience. The benefit for our agency is far reaching and ultimately impacts all of the employees they train in the classroom. It's a 'win-win' for everyone."

*Sharon L. Ciarlo RN, BSPA, MHSA  
DMHAS, Office of the Commissioner  
Director, Safety Education and Training Unit*

"By participating in the 2012 CTDN Train-the-Trainer program, my staff's instructional design knowledge was advanced to the next level. They evolved into more confident curriculum developers and now have access to additional information and tools required for the curriculum development process. Thank you CTDN for offering this great learning opportunity!"

*Joanne Curtis  
COU Staff Development Office  
Judicial Branch Learning Center*

# 450 Columbus Update

by Carol O'Shea

As of April 26, this is the latest look of 450 Columbus Boulevard - South Building. The employees are beginning to move into their new offices. Renovations will continue in both the South and the North Buildings. Please visit a video link of those offices at:

<http://das.ct.gov/images/1090/11thFloor.mpg>



# Kelly Dillon Accepts Award

by Nina Ritson



On May 5, Peggy Gray, Vice Chair of the Connecticut State Employees Campaign Committee for Charitable Giving presented the Bernard McLoughlin Spirit Award to DAS' Kelly Dillon for her dedicated work rallying DAS employees to raise funds. When totalled statewide with other campaign coordinators, retirees, and one time donors the amount raised statewide was \$1,306,184.43.

"I was quite honored to accept this award," said Kelly Dillon, "Deputy Commissioner Fatone was there for the event too! DAS raised \$27,280 in collective fundraisers and in the payroll campaign."

The awards and luncheon were presented at DMHAS/CVH.

Looking forward to next season, Jan Gwudz, CSEC Director noted, "We will have a kick-off event in August (date not set yet) but the campaign will officially kick off the day after Labor Day."



*Top: Kelly Dillon of DAS Statewide Workers' Compensation with Deputy Commissioner Fatone*

*Below: Kelly holds her award*

# People are talking.....

by Cindy Rusczyk

After some changes regarding an exam posting and dynamite customer service, Mr. Chris Beloff, Human Resources Specialist from the State Department of Education wrote to **Shari Grzyb** and **Francine Dew**, "As always, I continue to be impressed with the quality of service and the responses provided by DAS! Keep up the great work!"

Patricia Trella of the Department of Public Health wrote to **Mike Guimond** and the **staff at Central Printing**, to say "You rock! Many thanks for all of the last-minute printing help and for your attention to detail and exceptional quality!"

David David, Provider Specialist at the Operations Center from the Department of Developmental Services, sent the following message of praise to **Easha Canada** at BEST to say, "As you know, the Department of Developmental Services (DDS) and DAS have been collaborating since October 23, 2015 to implement an electronic signature process using the Biznet application to process POS contracts and amendments between DDS and private providers throughout Connecticut. This process is the first of its kind in the state and will assist the DDS and the private providers in saving valuable time and fiscal resources by replacing our current system of processing paper contracts via US Mail. Not only has the collaboration between DDS and DAS been successful in implementing the new electronic signature process using the Biznet application, but the entire process as it stands has only taken six months to complete and the application is now being tested live with a small sample of private providers! The ability to achieve this success is credited to the **Entire Team** that worked on this project but could not have been completed without **Dan Sears**, or as he is more commonly known in our small DDS electronic signature workgroup, BIZNET MAN. Dan has been instrumental in the development of this project and I have had the pleasure of working with him on a weekly basis for the past few months. Not only is he a master of his craft in the technical universe, he is helpful, responsive, and a great person to work with. Dan has also offered to continue assisting DDS with any problems that arise as we complete the live testing in the next month. As additional kudos and appreciation to Dan, the DDS display board shown at the LEAN Showcase at the Capitol Building on March 30 showcased BIZNET MAN, whose super powers include the ability to execute contracts in a single click. It has been a pleasure working with Dan and I appreciate how well our respective departments have collaborated on this project. Thank you, BIZNET MAN!"

*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!*

Patricia Dillon, Operations Center Manager from DDS echoes her "appreciation to the entire team who worked on this collaborative project, with a specific thanks to **Dan Sears** and David, for all their efforts have been instrumental to help us realize a long held dream of a fully electronic contract process."

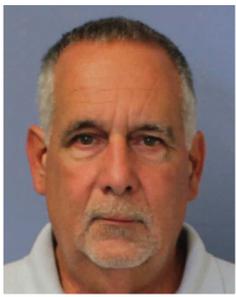
Joshua Scalora, DDS Organizational Development Manager and LEAN Coordinator stated, "I'm joining late in the conversation, but want to especially thank **BEST** for collaborating with DDS and supporting our LEAN efforts to improve our contracting process. It is through these types of collaborations that great things happen in State government!"

Easha Canada from BEST also commended the **BEST staff**, "this is truly an example of partnership to develop a solution aimed at business process efficiency! This story, teamwork and partnership is something that I would like to make sure doesn't go unnoticed. BEST has an all employee meeting scheduled for June 22 and I am honored to invite DDS as a special guest speaker to discuss this effort and give a demo. Thank you!"

Senior Property Manager Bert Kaplowitz from RM Bradley Management praised **Wayne Townsend** for the boiler information he provided for the CT Forensic Lab in Meriden. "I am so impressed and appreciate the quick response. Thank you."

John McKay would like to thank **Robert Green** and **Leonard Williams** of Facilities Management for all their help in contributing to a very successful ribbon cutting ceremony at Hammonasset State Beach's Meigs Nature Center. "It was a perfect day and a perfect ceremony thanks to Bob and Lenny," said McKay. "Flags, podium, sound system, and giant scissors. We couldn't have done it without you. Thank you!"

"A special thank you from the DAS **EEO unit** to the DAS HR folks for taking the time from your busy schedules to teach DAS Human Resources Business Rules as well as a brief Enterprise Performance Management (EPM) training. The course content was very comprehensive and provided an excellent overview and understanding. We really feel that the facilitators went above and beyond to provide EEO personnel with this training. Speakers were very personable and presented the material in a clear and logical manner. We found the overall training was a very good review! Special thanks to **Heather Tweeddale**, Human Resources Consultant, **Lisa Kalach**, Human Resources Consultant, **Jonna-Lynn Deegan**, Human Resources Specialist and **Shari Grzyb**, Statewide Human Resources Program Manager."



*Frank Amarante*



*David Arute*



*Cheryl Benoit*



*Jacquelyn Brown*



*Gary Durgan*



*Kenneth Fitzgerald*



*Matthew P. Legault*



*Harold Monroe*



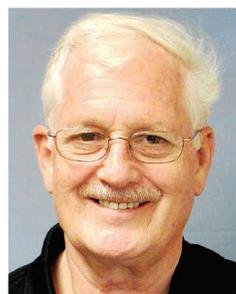
*John P. Moore*



*Lauren Morrin*



*Ward Ponticelli*



*Lee Rowley*



*Linda Spring*



*Daniel Veronick*



*Glenn Washburn*



*Gail Westergren*



*Daniel Robertson*

## COMINGS and GOINGS

### RETIREMENTS

**Frank Amarante** - DCS – May

**David Arute** – Bureau of Properties and Facilities Management – July

**Cheryl Benoit** – DCS - July

**Jacquelyn Brown** – Bureau of Properties and Facilities Management – July

**Gary Durgan** – Bureau of Properties and Facilities Management – June

**Kenneth Fitzgerald** – DCS - July

**Matthew P. Legault** – BEST – May

**Harold Monroe** – Bureau of Properties and Facilities Management – July

**John P. Moore** – BEST - June

**Lauren Morrin** – Bureau of Properties and Facilities Management – May

**Ward Ponticelli** – DCS – July

**Lee Rowley** – DCS - July

**Linda Spring** – DCS – May

**Daniel Veronick** – DCS - May

**Glenn Washburn** – DCS - July

**Gail Westergren** – DCS – June

### NEW EMPLOYEES

**Daniel Robertson** – DCS – April

# *A Fond Farewell To Our Most Recent DAS Retirees!!*



*Top to bottom*

**Gary Durgan  
With team**

**John P. Moore**



**Daniel Veronick  
with Commissioner Currey**



**Ken Fitzgerald**



**Ward Ponticelli**



**Lee Rowley**



**Harold Monroe**



**Cheryl Benoit**



**Commissioner Currey  
greet new employee  
Daniel Robertson**

## *In Memoriam*



*Ken Mosher  
Bureau of Enterprise Systems  
and Technology  
May 8, 2016*

## *In Memoriam*



*Stuart Goffin  
DAS Business Office  
May 23, 2016*