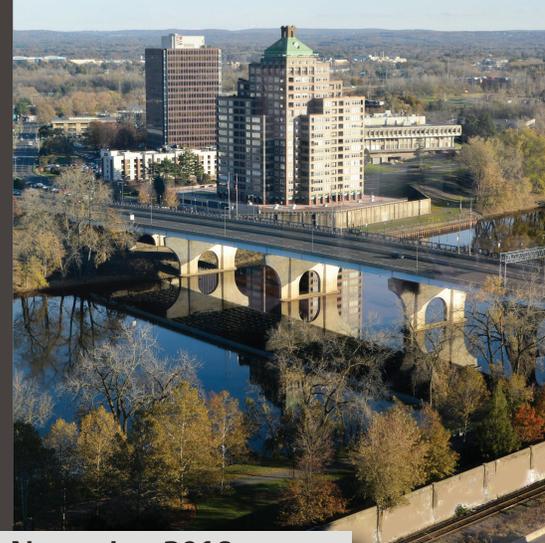


THE DAS TIMES



November 2019

GOVERNOR LAMONT VISITS DAS

By Nina Ritson

On Monday November 4, DAS welcomed a special guest to 450 Columbus Boulevard. Governor Ned Lamont visited Procurement, Real Estate and Construction Services and Statewide Human Resources as part of his ongoing schedule to get to know the state agencies.

Carol Wilson, Procurement Director, spoke about all the wonderful things Procurement has been up to including the new Business One Stop and Amazon Business Services deal. The Governor asked lots of questions to staff throughout his visit. When discussing the process for getting quotes from Amazon Governor Lamont asked, "Will this be available to municipalities as well?" Josh highlighted this as something that DAS has needed in their contracting tools for some time, "We had limited visibility and now we can ask more questions and see trends and interrogate data. We can see if an area of high spending surfaces and then this team can go after that to develop a contract that lowers pricing even further."

Governor Lamont noted, "Previous people in political positions had not realized just what DAS is to the state. I think you are the nerve center to the State. I love what you are doing and I love the fact that this is going regional and you are working with Gina (Raimondo, Governor Rhode Island) and Charlie (Baker, Governor, Massachusetts).

Next, the Governor was escorted to the 13th floor for a presentation by Deputy Commissioner Noel Petra on how the state will be doing more with less real estate and office space, and saving money by borrowing the open office workspace concept from the private sector. They explained that office space size and configuration is planned based upon the work the employee performs. "We are reviewing all office space right now and we will consolidate as much as we can. With the proper combination



Commissioner Josh Geballe treats Governor Ned Lamont to a tour of three areas in DAS.



of smart sizing desk space, mobile technology, and a paper free work process, we should be able to fit close to 1,000 more people in this building. We have not yet seen how the new telecommuting program will effect desk space usage, but anticipate that we will gain even more efficiency.” Noel also shared with the Governor the value of moving away from printed blueprints and supplying project managers with tablets - digitizing blueprints. “A project may have 60 sets of blueprints that may cost 15-20 thousand dollars per set,” he then added, “but it would be more value added to the project managers if all they need to do is carry a tablet with them on the job. It can go anywhere and digitally carry every set of documents they need and can be used in real time.” Noel then described the recent changes in real estate. “DAS alone holds 6.7 million square feet of real estate of which not all of which is used efficiently or maintained effectively. With increased efficiency of “smart sizing” office space, we can reduce the amount of property we own, returning many properties back to the free market. The Sigourney Street building is an example of a building the State is selling that will be put back onto the cities’ tax rolls,” said Petra.

Last stop on the tour was Statewide Human Resources where Deputy Commissioner Nick Hermes explained the model for the HR centralization statewide. Josh commended Nick and his staff, “This team is doing an amazing job with this centralization and preparing for over 100 new people to join them at 450 Columbus Boulevard in specialized functional areas. They are also bringing in the technology to expedite hiring as we anticipate the 2022 ‘silver tsunami’ of retirees. Heather Tweeddale added to the conversation, “For some positions we receive loads of applicants like the social workers and trainee jobs, but some we have a difficult time filling like the psychiatrists and doctors for the Department of Correction.” At that juncture, Peg Hackett showed the governor a computer demo of the latest job application software tools. The Governor then joined DAS senior staff for a meeting followed by an impromptu press conference with reporters.



DAS TOWN HALL

By John McKay and Nina Ritson

On Monday, September 30, DAS Commissioner Josh Geballe kicked off the second of soon to be quarterly DAS town hall meetings by greeting everyone and answering the two questions he is most frequently asked:

“How do you like working for the State?” and “How is it different from the private sector?”

He responded, “First, I love this job; DAS has its tentacles everywhere and there is such an incredible opportunity to impact just about every facet of state government. Regarding the private sector, there are a lot of differences and similarities. There are different versions of competition, plus, in the private sector there is more appetite for taking risks. In the state we are risk-averse, because if something goes wrong it ends up in the Hartford Courant. This Governor

is encouraging employees to take smart risks to drive change.”

Josh then asked each senior staff member to provide an overview of their key initiatives.

Mark Raymond, CIO, started with the acronym **D.O.R.M.** which stands for the **D**igital Government project which applies technology throughout the state: **O**ptimization of how tech can help agencies succeed in their mission. **R**eorganization which means they’ve realigned staff at BEST; and the **M**icrosoft 365 roll out to all agencies and some of the new features associated with that operating system.

Carol Wilson, Director of DAS Procurement, hailed the success of their recent 2019 CT Municipal and State Procurement Summit and vendor showcase held at the Hartford Convention Center, which broke attendance records this year. She also highlighted the Amazon Business Services contract, LEAN events regarding IT contracts and streamlining the overall DAS procurement process. “We are looking forward to launching our business intelligence tools like E-Source which will replace the well-served but aging BizNet with more visibility and usage.”

Nick Hermes, Deputy Commissioner of HR, spoke about the HR Centralization project and the goal of delivering quality projects and processes to state HR professionals. “We are identifying repetitiveness statewide and we are centralizing key areas like Workers Compensation, FMLA, screening agency applicants, and creating business partners who will continue to serve their home agencies,” said Hermes. “We are also looking at other states and seeing what they are doing and whether something can be incorporated into our state functions. We are watching where technology can help with our work flow and help move administrative processes faster. In addition, Nick highlighted the work of DAS’s Equal Employment Opportunity Director Alicia Nunez, “who has been working feverishly to not only produce the DAS Affirmative Action Plan but 16 plans in total for

Commissioner Josh Geballe kicks off his second Town Hall with DAS employees at 450 Columbus Boulevard

our SmART agencies. She has also created a blog on our website and is happy to assist DAS employees with career counseling and resume help.”

Deputy Commissioner Noel Petra of Real Estate and Construction Services is working with client agencies to review their 7-10 year facilities needs so that the state can develop a master plan with a long term vision on what the state’s needs would be. His unit also participated in a LEAN event to improve processes in their office. DAS Fleet is working towards a 30-50% electronic fleet of vehicles for the near future.

Jerry Lynn of the Business office has been working on streamlining processes and commended staff for making improvements and collaborating with other agencies in connection with DAS Print, Mail and Courier. He applauded DAS Collection Services for bringing in \$1.3 billion in collection monies to the state, as well as the continued efforts of the Business Office to work with other state agencies and government leadership to educate them on business processes. His report was theatrically illustrated in classic Jerry Lynn humorous fashion.

Erin Choquette of Legal, Legislative and Communications highlighted the legislative efforts of DAS along with the new social media outlets of DAS and discussed our efforts to get the good word out about all the good things DAS is doing for state government and our citizens. She quipped, “From my perspective we want to end up in the newspaper – for good things! Keep the ideas coming – we need your good stories!”

A real concern of every senior staff member was the anticipated tsunami of state employee retirements and how DAS must prepare for such a shift in the labor pool.

Something new was introduced at the meeting - the DAS Commissioner’s Impact Award recognizing employees or teams of employees for their achievements.

Deputy Commissioner Hermes nominated the Phase 2 JobAps Team for the work they’ve done to implement new processes and functionality for uniformed exams, on-boarding, and re-employment/SEBAC. He commended them by saying, “The following individuals are the types of employees that should be recognized for taking initiative, taking calculated risks, and aggressively taking on challenges. Heather Tweeddale, Matt Cronin, Ray Bailey, Margaret (Peg) Hackett, Gary Chirgwin, Jeremy Kushin and Lisa Annis.”

Deputy Commissioner Hermes also recognized Heidi Gray and Mitchell Samal for their services in the DAS SmART unit. Both Heidi and Mitch came to DAS as trainees, and with staff turnover, they were asked to take on duties and responsibilities well above their trainee class.

Heidi has overall HR responsibility of the State Library, Department of Housing, Agriculture, and Teacher’s Retirement Board and Mitch works with the Department of Consumer Protection as well assisting the Department of Economic and Community Development. “They took on these roles with-





out blinking an eye and have demonstrated pure diligence, self-motivation, and dedication to their work and agencies. With so many retirements on the horizon, new employees quickly need to step up and jump into their roles. Heidi and Mitch are the perfect example of that type of dedication and great work ethic.”

DAS Procurement Director Carol Wilson recognized her team for their leadership and willingness to go above and beyond to put together the 2019 Municipal and State Procurement Summit. This event provided a valuable opportunity for state agency and municipal purchasers to come together and share best practices, network, attend relevant breakout sessions and connect with state contract suppliers.

“This team exemplifies excellence and has demonstrated that the possibilities are limitless with the right attitude and drive to be successful. I congratulate Devin Marquez, Meg Yetishefsky, Veronica Coty, Marisol Rivera, Phil St. Amand, Arlene Watson-Paulin, Dan Dion and John Winschel.”

The event planning began in April and the actual event occurred on Wednesday, September 25 and was a complete success! Almost 800 participants (including suppliers) were present.”

Deputy Commissioner Noel Petra lauded his team of Darren Hobbs, Raymond Occhialini and Scott Phelps, supported by Tom Duff, Dan Robertson, Bill Abbott and Joe Cassidy, with Charles Calvert of BEST and Jason Cohen of the Department of Consumer Protection for their recent LEAN evaluation of the permitting and inspections process for state construction projects.

“They are “LEANing” the processes and, having already taken it paperless saving tens of thousands of dollars in printing and labor costs, and are now implementing desktop and mobile technology solutions, including third party inspection software and live-feed videos to greatly improve the efficiency and effectiveness of the team. This will save considerable office and travel time, ensuring our teams are able to focus their valuable resources on the most important tasks.”

Business Office Director Jerry Lynn recognized members of his staff for resolving an after-hours phone emergency at the state capitol while the state legislature was in session. Rhonda Haskell, Amy Whitehouse, Jane Panetta, Catherine McGuire and Regina Golba were recognized for jumping to action well after their shifts ended to get the phones up and running again.

“I believe they all exhibited a drive for meaningful change, they accomplished their mission, they were using all kinds of creativity to obtain results, they took risks, they displayed leadership, they executed their plan, they all collaborated together and supported one another, they were absolutely relentless, they showed dedication above and beyond their normal work day, they took initiative to seek and contact people and sought solutions, and were role models for what

they did. Their actions were exemplary and worthy of recognition. I would like to recognize these individuals for their commitment and their teamwork.”

On Tuesday, October 29, the DAS Town Hall raised the curtain for its second performance at 55 Farmington with a presentation to all BEST employees.

Commissioner Geballe opened the meeting by thanking all employees saying they are the force behind the scene making change happen and moving the state forward. He then welcomed CIO Mark Raymond who discussed the main areas of change at BEST. Then, one-by-one, the directors presented this year’s goals and accomplishments. With each presentation it was clear that none of it could have happened without the huge contributions by BEST employees. The reports demonstrated that technology is driving the transformation of our state into a Procurement leader, HR leader, and first choice for great talent seeking employment.



Mark Raymond then offered the microphone to Ande Smith who presented the Impact Awards for BEST recipients, Jessica Gioia and Derek Lewis. Smith said about Jessica, “Jessica does not take no for an answer!” And the response in the audience validated that statement. “She is in the trenches working with the agency then making it happen.” Regarding Derek’s role in the implementation of Microsoft 365, Ande said, “Derek worked on the one technology that touches everyone. He took the lead to understand the enormity and to lay down a plan.”



Commissioner Geballe closed the meeting by reminding all of the impending retirements anticipated in the next two years and how this poses problems, but it also creates many opportunities. “Our leadership team is an open door - please keep the lines of communication open. This should not be all of our ideas - so many of you are in the front lines. Thank you for all that you do!”

From left to right: Ande Smith, Jessica Gioia, Derek Lewis, Josh Geballe and Mark Raymond



OCTOBER 31 IS FLEET DAY!

By Nina Ritson

Director of Fleet Services, Steve McGirr, wanted to say thank you to all the support staff who work at Fleet Services. So on Thursday, October 31, he gathered his teams from all Fleet service areas to get together at 60 State Street in the former Surplus building to celebrate Fleet Day. The event started off with a hearty buffet lunch from Bear's Smokehouse BBQ in Hartford, and then a visit from Deputy Commissioner Petra and Commissioner Geballe.



"I just wanted to say thank you and get all the staff together so that they could spend some time under one roof which never happens because they are out servicing all the state vehicles at all three locations statewide," said McGirr.

Commissioner Geballe and Deputy Commissioner Petra stopped by to join the team for lunch and get some intel on what works best for Fleet as well as their suggestions as the first hand recipients of customer requests.

The food was great and the service was fantastic - next year hold the rain!



GOVERNOR LAMONT ORDERS MAJOR RESTRUCTURING OF STATE'S HUMAN RESOURCES FUNCTIONS TO ELIMINATE REDUNDANCY AND IMPLEMENT EFFICIENCIES

From a Press Release July 31, 2019

(HARTFORD, CT) – Governor Ned Lamont today announced that he is directing executive branch state agencies to begin a major restructuring of their human resources operations in an effort to reduce bureaucracy and implement efficiencies with the goal of improving the ability of residents to interact with the state, all while saving taxpayer dollars.

The Governor, who has been in office for a little over six months, explained that one of his top priorities as the state's chief executive upon taking office has been to streamline the processes of state agencies in a way that reengineers how state government serves its residents, particularly through a transformation of operations and modernization of the technologies the state uses.

To begin this process, Governor Lamont this morning signed Executive Order No. 2, which directs the execution of a human resources centralization plan in order to provide state government with the highest quality human resources services at the lowest possible cost, and further the uniform administration of processes, systems, and functions among state agencies. Office of Policy and Management (OPM) Secretary Melissa McCaw, Department of Administrative Services (DAS) Commissioner Josh Geballe, and Governor Lamont's Chief Operating Officer Paul Mounds, Jr. will be responsible for leading these efforts. The executive order also creates a steering committee,

continued

Top: Governor Lamont signs Executive Order #2 into law.

Below: DAS Commissioner Josh Geballe fields media questions.



co-chaired by Commissioner Geballe and Secretary McCaw, to provide governance for the initiative and oversight of the planning and implementation of the plan.

This is believed to be the first time the executive branch has ever commenced a restructuring of its human resource offices.

“As a business owner, I understand the critical need to continually evaluate how your operations are functioning in order to ensure that you are being cost-efficient while providing the best possible services to your customers,” Governor Lamont said. “There are a number of duplicative functions within state government that we should streamline in order to drive down costs and make interacting with government easier for residents. We are going to break down artificial silos and centralize functions that don’t require independent fiefdoms, knocking down bureaucracies that were allowed to needlessly develop over many years that don’t serve a logical or financial purpose. My mission is to give Connecticut residents the best possible services at a cost-efficient level, all while implementing modern technologies that make it easier to interact with state government.”

Under the centralization plan required by the governor’s executive order, some human resources staff will continue to work onsite at their assigned agencies to support the management of each agency’s workforce, reporting to DAS and OPM respectively, while staff who perform more specialized functions, such as recruitment, workers’ compensation, benefits, and leave administration will be organized into service teams and eventually be assigned to work from a centralized location. Once fully implemented, the initiative is expected to result in cost savings based primarily on forecasted retirements in the human resources functions that will not require full replacement.

Moving forward over the next six months, DAS and OPM will work with agencies to:

- Form implementation workgroups for each human resources and labor relations functional area;
- Finalize staffing and budget plans;
- Develop logistical and technological plans;
- Finalize policies and procedures for each area; and
- Develop service-level agreements to outline roles and responsibilities among agencies.

“The centralization of human resources and labor relations is a key component to the state operating as one employer and will serve as a driver in our efforts for effective inter-agency coordination,” Chief Operating Officer Mounds said.

“This is another step to making Connecticut’s government smarter and more efficient,” Secretary McCaw said. “We have already succeeded in identifying new opportunities to improve functions and maximize efficiencies in government operations during the Lamont administration to reduce expenses and enhance performance. Now, as we standardize policies and practices across human resources and labor relations, we will be able to share resources and leverage expertise to manage the state workforce and relationships with stakeholders more efficiently and productively. This centralization of services will certainly help us continue to deliver high quality and lower cost services for our employees and their families and keep the state moving in the right direction.”

“The centralization of human resources staff will enable us to improve collaboration, increase efficiency, and provide more nimble and responsive services to agencies and employees,” Commissioner Geballe explained. “Technology will play a pivotal role in this transformation.”

Fae Brown-Brewton, OPM Under Secretary for Labor Relations, will be responsible for directing the agency labor relations consolidation planning and execution.

Nick Hermes was appointed to serve as the State’s Chief Human Resources Officer, a Deputy Commissioner role within DAS reporting to Commissioner Geballe. This appointment repurposes an existing deputy commissioner role at DAS. Hermes previously served as director of Statewide Human Resources within DAS, in which he was responsible for statewide human resources policies, systems, and other central functions. He has prior human resources and leadership experience with the State of Hawaii and the U.S. Army.

To provide the public with information on the centralization plan, a website has been created and includes answers to frequently asked questions, a PowerPoint presentation, and other resources. It is available at portal.ct.gov/hrcentralization and will be updated with useful information as the plan develops.



DAS PROCUREMENT SUMMIT IS A SUCCESS!

By John McKay

It was a great turnout for the 2019 CT Municipal and State Procurement Summit held at the Connecticut Convention Center in September.

The Summit was a unique opportunity for municipal and state agency employees to participate in procurement educational opportunities offered by DAS, plus a State Contract Vendor Expo. The attendees had the option of attending several educational sessions, as well as visiting the vendor booths to learn more about their products/service offerings.

DAS Procurement Director Carol Wilson, DAS Commissioner Josh Geballe and Governor Ned Lamont were all on hand to kick off the event.

DAS Procurement Director Carol Wilson opened the summit, “I have a favorite quote that I share with my staff regularly, and want to share it with you today. ‘Things aren’t always made better because of change, but they never get better without it!’ Today is a great opportunity to get together with our common challenges, and find new ways to innovate, share ideas for creating new efficiencies and embrace the changes that we’re all facing as we strive for continuous improvement.”

DAS Commissioner Josh Geballe said that there is always more to do and improve, and implied that there could be more IT improvements coming to state procurement in the future. “With the right technology and the right people in place, we can spend fewer procurement dollars and get more for our purchasing power and save taxpayer money.”

Governor Lamont was impressed with the turnout and noted that other states were in attendance. “I see representatives from Massachusetts and Rhode Island are here to learn how we do business and I understand we partner with these states on some contracts. If we can regionalize some administrative functions, to save money, why not?”

The keynote speaker was Matt Havens who has worked in various leadership roles at a Fortune 50 company in areas as diverse as marketing, employee retention, and management. He has crafted multiple keynote presentations to address some of the most pressing issues today’s businesses face. His two part presentation included; Stop Acting Your Age! An Entertaining Keynote to Help You Avoid Generational Warfare and You’re Not an Acronym – A Practical Approach To Leadership.

The overall theme of the speech was about leadership, your style, your people and your purpose while having a little fun at the expense of personality measuring tools like Myers Briggs and addressing the differences between the multiple generations now working together in today’s workforce.

Attendees had the opportunity to attend six educational seminars after the keynote speaker presentation:

Digital Transformation in State Government

Guests learned about the guiding principles that will be used for digital service delivery in the state of Connecticut. The seminar explored and defined the collaborative digital service model to state government and a clearer understanding of the critical role of procurement with new digital technology.

Reaching New Limits

DAS Procurement Director Carol Wilson and representatives from Amazon Business Services shared important information surrounding changes to General Letter 71 (non contract spend delegations) and useful tools from Amazon Business Services to address non-contract spend needs.

Statement of Work - Getting results on time and within budget

Attendees learned the essential elements of a Statement of Work and best practices for developing a Statement that will assist in accomplishing project objectives on time and within budget.

Microsoft 365

Participants learned about the new enterprise wide negotiated agreement with Microsoft and about ways Microsoft 365 can modernize state government and increase efficiencies across all agencies.

Contract Administration: Ensuring Success Past Award

This session focused on the post-award contract administration phase. The importance of effective contract administration was discussed, including the role of the procurement professional.

Procurement and Municipalities Unite

DAS Procurement led a panel discussion with representatives from the Town of Bloomfield, Town of Glastonbury and the Town of North Branford. Municipal and state personnel discussed their current collaborative experiences with state contracts and procurement programs.

"We felt these six topics would be the most educational for our group of attendees," said Wilson.



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NORTHEAST WOMEN IN PUBLIC FINANCE By John McKay

On October 3, DAS Commissioner Geballe was invited to be on a panel to discuss his experience in the private sector versus his recent experiences in state government. The panel discussion was hosted by the Northeast Women in Public Finance and Connecticut State Treasurer Shawn T. Wooden.

Panel members included OPM Secretary Melissa McCaw, DECD Commissioner David Lehman and Housing Commissioner Seila Mosquera-Bruno. The panel was moderated by Lt. Governor Susan Bysiewicz.

Questions posed to the panel included what surprised you the most, how do you measure success and what are the biggest challenges facing you?

Josh mentioned that the same mistakes that happen in government also happen in the private sector, but government mistakes are public, but that we can't let that stop us from taking risk to drive change. He also highlighted that we have a real opportunity to transform state government in preparation for the possibility of many employees retiring over the next few years.



≡ Blogworthy News

NINE WAYS AMAZON BUSINESS SERVICES HELPS STATE AGENCIES INCREASE SMALL PURCHASE EFFICIENCIES

POSTED ON THE DAS BLOG 8/29/2019

When you think of online shopping, what comes to mind? Amazon! Millions of shoppers all across the world are using Amazon for their personal shopping needs. It's easy and efficient, there are great deals, you can find just about any product you need, and they are committed to excellent customer service. It's a shopping experience that many online retailers strive to replicate. Why can't the Amazon shopping experience be applied to government purchase needs? Now it can!

The State of Connecticut, Department of Administrative Services/Procurement Division is excited to announce the launch of a new program between DAS and Amazon Business Services. Effective August 28, 2019, Amazon Business purchases are allowed and recommended for General Letter #71 (non-contract) purchases. DAS has established a central Amazon Business account for use by all executive branch agencies.

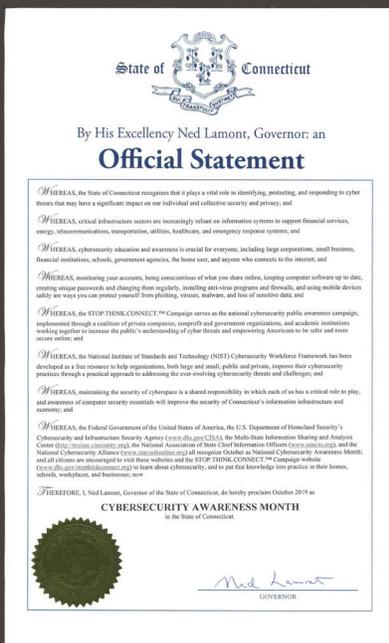
Highlights include:

1. One-stop shop for non-contract spend.
2. Free (2-day) Shipping.
3. Automatic/Blanket Tax Exemptions
4. Guided Buying – Ability to set up approvals and workflows, ability to float Connecticut companies to the top of your requests for quotes (including SBE/MBE certified companies to help agencies meet set-aside goals), automatic blocks on products covered under existing state contracts.
5. Business pricing and quantity discounts not found on Amazon.com.
6. Prime cost savings! Agencies no longer have to pay for separate prime accounts.
7. Increased purchase volumes resulting in increased annual p-card rebates!
8. Increased analytics and spend visibility.
9. Dedicated customer support.

The use of Amazon Business is permissive under General Letter #71, and another automated tool DAS has put in place to enhance your procurement toolbox. We anticipate increased cost savings of 5-10% on these non-contract purchases based on the embedded competition within the Amazon Business open marketplace.

Agencies can contact DAS/Procurement at 860-713-5095 with questions.

More information about the program can also be found on our website at: <https://portal.ct.gov/DAS/Procurement/Contracting/Amazon-Business>.



October 3, 2019

Over 40 federal, state, local and business leaders gathered on Monday to hear DHS cybersecurity advisor Ron Ford describe DHS resources available to lower cyber risk and to launch October as Cybersecurity Awareness Month. @ConnDAS

2019 CONSTRUCTION EXPO AND MATCHMAKER

By Nina Ritson

On October 3, Meg Yetishefsky and Nicola Murray staffed the popular DAS Small and Minority Business booth at the 2019 Construction Expo and Matchmaker event held at the newly constructed Bloomfield Community Center at 330 Park Avenue. The event was held in this building to showcase the work of minority contractors, as many local small- and minority-businesses helped to build this center.

Speakers included Senator McCrory, CHRO Executive Director Tanya Hughes and State Representative Joshua Hall who said, "It is important that you get involved and engaged politically. Know your legislator and get engaged!"

Bloomfield Mayor Suzette DeBeatham-Brown praised the work on the Community Center, "Subs and contractors worked together to create this wonderful building! Take this day to make a connection, build a partnership, make a match!"

In closing, they honored the many sponsors who made this event possible - including Meg Yetishefsky seen in the photo below.



Nicola Murray, Meg Yetishefsky and an attendee discuss how the Small and Minority Certification program works and highlight the benefits of applying for the program.



LEAN-ING THE IT CONTRACTING PROCESS

By John McKay

State Contracts. No two are exactly the same, but the process between when a contract is requested and when it is awarded is something which needs to improve.

A LEAN team from DAS Procurement was formed to analyze the IT contracting process. The team sought additional guidance from UConn, the Attorney General's Office, and the Office of Policy and Management.

The current process is not particularly appealing. It can take over a year to get an IT contract awarded from the time DAS receives the request. In the fast moving world of technology, certain technologies can be antiquated within a year. Not a very efficient format.

The team analyzed the process and found several opportunities for improvement including reducing the amount of back-and-forth between legal, contracting, the client agency and the vendor. Refining the contract specifications up front to reduce review time, improving access to subject matter experts and improving transparency.

The team identified three important projects to revamp the IT contracts process:

- Develop contract templates that cover the majority of IT Contract scenarios.
- Implement a new eSourcing software solution with multiple tools to track and improve collaboration.
- Establish a Statewide IT Procurement Forum bringing in multiple agencies to develop benchmarking and improve and update current IT contracting strategies.

What's the overall goal of all this work? "We're moving towards reducing the IT contracting time down to 166 days – a reduction of 54%," said DAS Procurement Team Leader Tina Costanzo. With this time saver in place, there are financial savings to be realized. "We feel we can save the state approximately \$1.5 million dollars a year in improving IT contracting processes and assume about \$80,000 in savings per IT contract. It's a project we're really invested in over the next 12 months," she added.



REVERSE AUCTION MEANS SAVINGS ON COMPUTERS, MONITORS AND LAPTOPS By John McKay

The DAS Procurement Division collaborated with BEST and OPM in holding a reverse auction event to achieve better pricing off Contract Award 13PSX0280, Minnesota NASPO ValuePoint Computer Equipment.

EASi Buy reached out to three contracted vendors, Dell, Lenovo and HP, Inc. to train and get them prepared for the event. The auction contained multiple lots of monitors, laptops and computers based on requests received into BEST during the fiscal year.

The event was held on August 22, 2019 and started at 11:00 a.m. and was completed after 1 hour and 55 minutes.

Results of the event are:

Total bids for all lots: 653

State saved approximately \$11,739 per minute the event was open.

Estimated savings: \$1,373,942.

DAS AFFIRMATIVE ACTION PLAN APPROVED By Alicia Nuñez

DAS is pleased to announce that the Commission on Human Rights and Opportunities approved the 2019 DAS Affirmative Action Plan at its November 13, 2019 meeting.

A copy of the plan is available for your review in the Human Resources Office, Commissioner's Office and/or by contacting the agency's Equal Employment Opportunity Director, Alicia Nuñez. Also available for review are the current DAS Affirmative Action Policy Statement, Summary of Objectives and the Discrimination Complaint Process.

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

Alicia expresses her thanks to the Statewide Human Resources Management; SmART Team; Supplier Diversity, the Business Office and Communications 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 are encouraged to review the plan and submit any comments, suggestions, or questions to Alicia Nuñez, Equal Employment Opportunity Director at (860) 713-5317 or alicia.nunez@ct.gov.



Each lot was awarded to the lowest vendor and updated pricing was posted to the DAS website:

https://biznet.ct.gov/SCP_Search/ContractDetail.aspx?ID=16038.

Pricing was good from 8/22/19 through 11/1/19.

DAS Procurement, BEST and OPM plan on doing another reverse auction event every quarter.

For additional information contact Contract Specialist Janet DelGreco Olson at janet.delgreco@ct.gov or 860 713-5079.



DAS CONSTRUCTION SERVICES WINS TWO PRESTIGIOUS AWARDS

The DAS Construction Services Project Team was recognized on June 11 with not one but two awards: The Connecticut Building Congress (CBC) First Place award for Major Renovations and the CBC 2019 Project Team of the Year award in connection with the renovations and addition to Housatonic Community College Lafayette Hall, said Construction Project Manager Steven Longo of the DAS Office of Design & Construction.

The Connecticut Building Congress (CBC) recognizes outstanding building projects that exemplify project team excellence and represent the best practices in teamwork by project owners, architects, engineers, constructors, and trades.

DAS Construction Services assembled a team of like-minded firms with the expertise and experience to carry out the goal of increasing the school's approachability and organization. The team was selected following a competitive procurement process. They were chosen in part because representatives from Arcadis and Newfield Construction completed previous renovation projects at Housatonic Community College and Amenta|Emma had designed several projects in the community college system. Together, the team had first hand knowledge of the campus facilities that proved invaluable throughout the project.

KEEPING THE PROJECT ON TIME AND ON BUDGET DESPITE SETBACKS.

Once construction was underway, the team encountered cost and schedule impacts as a result of more than anticipated amounts of unsuitable soils during the foundation excavations.

The design team of Amenta Emma and Kohler Ronan had to make early decisions on the major mechanical systems to maximize the green building initiatives involved with the project. Implementing the new equipment into the existing central plant proved challenging as it was not part of the new building's boundaries.

Credits and progress were tracked and documented through the closeout phase to achieve LEED Silver accreditation and meet the required Connecticut High Performance Building Standards.

The Lafayette Hall Addition and Renovations project was more than just an update to an old building. It was a transformation for the current student population, the community in Bridgeport, and future generations to come. It was designed to provide more opportunities for increased enrollment and the curriculum changes that are spurred by the ever-changing needs of the 21st century job market.

A spokesperson from CBC said, "This project's team members have met or surpassed goals and achieved higher project quality through a close collaboration compared to other projects completed in that category."



JOB FAIR FOR PERSONS WITH DISABILITIES

On October 25, the 7th Annual Disability Resource Fair was held at the New England Assistive Technology (NEAT) Center in Hartford in recognition of Disability Employment Awareness month.

This was a celebration of the contributions of workers with disabilities. There were over 30 employers and resources at the fair available to persons with disabilities. Employers in the State of Connecticut included DAS, Department of Social Services, Department of Developmental Services, Department of Labor, and Aging and Disability Services. DAS EEO Specialist 2 Jennifer Taplin participated in the event sharing her knowledge of various resources that are available to people with disabilities.

Over 270 participants attended. Ms. Taplin spoke with several individuals regarding the possibilities and benefits of working for the State of Connecticut. She informed them about how to search and apply for state positions using JobAps, and how to sign up for interest cards so they are updated when a position opens they are interested in.



CELEBRATING 100 YEARS

By Nina Ritson

On October 28, DAS Mail Handler Angela Fuggetta traveled to North Carolina to join family members celebrating her father's 100th birthday. Angelo Fuggetta, who witnessed the attack on Pearl Harbor on December 7, 1941 from the Scofield Barracks, was presented a Proclamation letter and a War-time Service Medal from Commissioner Thomas J. Saadi of the CT Department of Veterans' Affairs.

Fuggetta, a Front Street Hartford native, worked for Governor Weicker as a House messenger (in the legislature) along with Nancy Wyman and Susan Bysiewicz. He then worked as a DPW maintainer at 165 Capitol Avenue for about 10 years until his retirement. He was the youngest of six children and he and his wife of 71 years had six children.

"My dad is doing so well and he looks like he is only in his 80s. He was so happy to receive this award he cried." said his daughter and presenter, Angela.



Left: Angelo Fuggetta holding his wartime service medal.

Right: Angelo with daughter-in-law Chasity Hotaling, and daughter Angela Fuggetta.

COLLECTION SERVICES DISHES UP A SPECIAL AFTERNOON

By Nina Ritson

On July 31 Mike Barile, Director of Collection Services wanted to thank his staff of 54 employees for another great year! Barile was happy to report, "This year I wanted to hold an in-house ice cream social to celebrate the collection of over \$1.3 billion in recoveries for the fiscal year 2018-2019. This is the third year in a row that we went over the \$1 billion mark!"

Collecting money from people who have debts to the state is a very tough job and can be hard on staff. There are no thank you's or happy endings and almost definitely- no happy customers. But in the end state services to residents in need are sustainable in large part because of the efforts of this team to recoup monies back to the General Fund when they become available.

And so, on a hot summer day staff were treated to an afternoon (and several afternoons following) of sundaes and scoops of ice cream with all the novelties including whip cream and sauce!

Great job! We thank all of you for your hard work!



MEET RUSS WININGER By John McKay

It's about safety. It's about car insurance. It's about communicating. While not the exact job description for DAS Fleet's new Safety Coordinator Russ Wininger, it's those items and much more.

"DAS Fleet is about more than just the vehicles. It's about keeping everyone educated about the rules that govern vehicle operation," said Wininger. "It's a multi-faceted job and I love it."

Have you seen a DAS state vehicle on the road with its "Fleet.ct.gov" complaints bumper sticker? Ever wonder who handles those complaints? "My position had not been filled for a while, so you can imagine the amount of emails I had to go through," said Russ. "But if you take the time to answer the public's concerns, and sometimes even call them, they are so appreciative and their tone changes immediately to one of understanding once I explain the situation. You're not going to change everyone's mind, but an explanation can be the best response."

Wininger, a 26-year veteran police officer who retired from the Windsor Police Department, has the experience needed for the position. He has taught motor vehicle law and crash investigation to recruits at the State's Municipal Police Academy in Meriden and served for 16 years as an accident reconstructionist and was the team leader on the regional police crash investigation team that investigated the Avon Mountain crash.

Since starting at DAS, Russ has been working on getting insurance claims owed to the state and his work is paying off. Literally. Since January 2019, DAS Fleet has collected over \$197,441.13 in claims due to the state from insurance companies. This money is deposited back into DAS Fleet's revolving fund budget.

"It's not just getting the claims paid," said Russ. "These expenses are spread out to the agencies that use our fleet vehicles. If we can get these claims paid back to us, it's less of an expense to the state as a whole."

Another aspect of the job is educating anyone who uses a state vehicle about everything from the rules of the road, to not using cell phones while driving, to buckling up and telling drivers to watch their speed. "You're in the public eye when you drive a state vehicle. Obey the rules of the road," said Wininger.

The education doesn't stop with state employee drivers. Russ and DAS Fleet Director Stephen McGirr have improved the DAS Fleet website to help educate the public on state vehicle use.

"He's been a great asset to the team in just the few months he's been here," said McGirr. "It's too early to see if our efforts are working in reducing vehicle complaints, but if we keep working at it, and educating the public and the users of Fleet services, I believe we can make an impact."





September 12, 2019



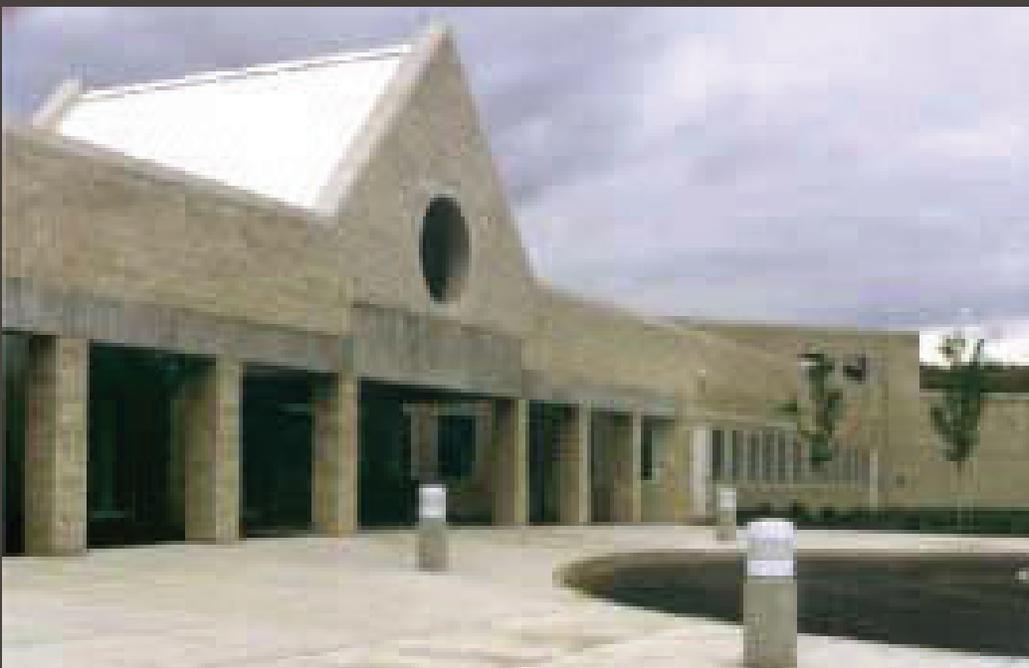
@ConnDAS proud to be a part of the @CCSU #groundbreaking for the new Engineering Building. @GovNedLamont @amentaemma #KBEBuildingCorporation @turner_talk #nochangeorders

September 5, 2019

@ConnDAS Construction Services proud to be a part of the new Ella Grasso Technical High School! #ribboncutting @GovNedLamont @GrassoTech @EducateCT @CTTechHS #ct



August 26, 2019



DAS Construction Services is full steam ahead for the Central Plant & Distribution System project at York Correctional Institution in #Niantic. Energy-efficient equip will reduce state costs & help the York kitchen COOK up #savings. #savingcttaxdollars @CTCorrections #CT #CTDAS

MANAGERS DAY

By Nina Ritson

State managers gathered for a luncheon to honor two of their own at the USS Chowder Pot on Friday, September 27.

After the welcome address by Jeri D. Beckford, CT MAC chair, special guest Paul Mounds, Jr, Chief Operating Officer and Deputy Chief of Staff for Governor Lamont opened the presentation by saying, “the Governor asked me to identify agency heads and utilized my teachings from all of you to do so! Get to know your managers because they will put forth what we are tasked to do!”

Commissioner Josh Geballe also spoke at the event sharing with managers, “The Governor has an ambitious agenda. It is important for us to think boldly and provide services when so many resources are constrained. The centralization of human resources is a great opportunity to help people providing services and give folks the tools to be successful. But, initiatives will all fail without our managers. All the meetings mean nothing without teamwork driving change.

They were treated to an interesting entertainer, Bruce James Francisco, who ended his performance by hypnotizing several willing participants!

Managers were treated to lunch and then to a Distinguished Managerial Awards presentation. This year Debra Paradis of State Department of Education and Jeanette White of the Department of Developmental Services were the top recipients.

The event closed with a very artistic and special dessert bar! Collections this year went to Connecticut Diaper Bank.



ARRIVALS



Anne Peterson



Hiuhua (Tony) Peng



Linda Ward



Andrew Wilk



Peter Terrio



Deborah Reinhard



Alison Monroe



Pamela Giacco



Jonathan Allen



Thomas Brophy



Anilkumar Hulikal



Lee Ross



Thomas Sousa



Jianming Wang



John Mockler



James Messina



Matthew Stanko

New Employees

*Anne Peterson –
Real Estate and
Construction Services*

*Hiuhua (Tony) Peng –
BEST*

*Linda Ward –
Statewide HR Core-CT
Unit*

*Andrew Wilk –
Workers' Comp Unit*

*Peter Terrio -
Fleet Operations*

*Deborah Reinhard –
BEST*

*Alison Monroe –
Procurement*

*Pamela Giacco –
BEST*

*Jonathan Allen –
BEST*

*Thomas Brophy –
BEST*

*Anilkumar Hulikal –
BEST*

*Lee Ross –
Office of the
Commissioner*

*Thomas Sousa –
State Marshal
Commission*

*Jianming Wang -
BEST*

*John Mockler -
BEST*

*James Messina -
BEST*

*Matthew Stanko -
BEST*

Retirements

*Angela Choinski –
BEST*

*James Palmer –
Fleet Operations*

*David Demott –
Fleet Operations*

*J. Carlos Velez Baldino –
Procurement*

*Eugenie Williams –
Leasing & Property
Transfer*

*Mary Aubin –
Collection Services*

Left State Service

Leonard Welch – BEST

.....**DEPARTURES**



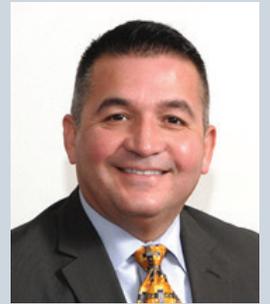
Angela Choinski



James Palmer



David Demott



**J. Carlos Velez
Baldino**



Eugenie Williams



Mary Aubin

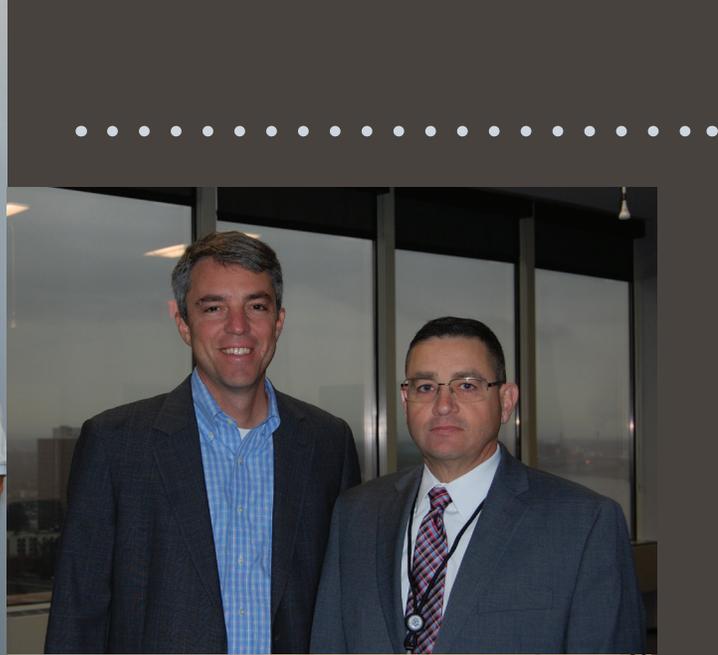


Leonard Welch



In Memoriam

*Jacquie Cassella
September 13, 2019
DAS - BEST*





President and CEO Thomas M. Panczner from Bartlett Brainard Eacott in Bloomfield wrote the following message of praise “recognizing **Randy Daigle** and his superior service to our industry. Bartlett Brainard Eacott is very experienced at constructing complex projects but we have limited experience working directly for the State of Connecticut. On two separate occasions Randy has provided guidance and assistance to us as we prepared our submissions and planned for interviews. His knowledge of the process and willingness to take the time to walk us through the process has been invaluable in our ability to pursue State work competently and confidently. His good nature, attitude and guidance is appreciated and in our opinion, should be recognized for outstanding service! Hats off for a job well done.”

DAS Construction Services - Office of Legal Affairs, Policy and Procurement (OLAPP) “would like to give a shout out to **Mellanee Walton** for her initiative and proactive steps in reducing state operating costs and lessening our agency energy and waste footprints. OLAPP previously printed and distributed 100’s of paper copies (annually) of its construction project specifications and drawings. Through Mellanee’s tireless efforts to go online and paperless, we now electronically distribute the specifications and drawings, saving the state upwards of \$50,000 in annual blueprinting costs. Nicely done Mellanee!”

Deputy Commissioner Noel Petra and Legal Director Kevin Kopetz also praised **Rebecca Cutler** “for the team effort” of this paperless initiative.

Tina Chicote from Grasso Technical High School in Groton wrote to Nina Ritson to let her “know how much we appreciate this marvelous service. What makes it even sweeter is having **Andrew Seegobin** be our Courier. He always comes in with the biggest smile and heartiest of hellos. The other gentlemen who come have also been very friendly and kind as well. Thanks again for helping us make our jobs a bit easier.”

Administrative Clerk Christine O’Neill from the Judicial Branch “would like to take this opportunity to thank state courier **Juan Hernandez** for the wonderful service we get here at the Judicial Branch Administrative Offices at 90 Washington Street in Hartford. Today we had quite a bit of mail going out

from many departments. He always has a smile and is extremely dependable. It only takes a second to say thank you for a job well done and how much we appreciate what he does for us.”

Superintendent Patricia Cosentino from the Town of New Fairfield praised **Kosta Diamantis** and **Kermit Thompson** from the Office of School Construction Grants and Review and “gives a shout out to them both for being extremely helpful to their community to help get their referendum passed. Both Kosta and Kermit attended our town meeting providing very helpful information to the participants and we are very thankful.”

Stephen Saunders of the Babbidge Construction Company wrote to Nancy Dimitruck, “I wanted to take a minute to give you some feedback on our elevator inspection at Fanning Hall (Connecticut College). We had some issues on site. Our installer refusing to give us manpower to do a pretest forced our hand to go into the inspection process guessing if all was working properly. We had some fire alarm interfacing and shunt trip issues we needed to work through. Our electrical contractor was not the best and needed assistance every step of the way. Needless to say we did not pass our first inspection, we did not pass our second inspection. We did finally pass today. Despite our non-compliance **James Latorra** stayed with us and was extremely patient and positive. He was a resource for us and took all of our questions and phone calls in stride. He allowed us to try and work through our issues and shed what light his experience could assist with. It’s not often you see a person of authority remember where he came from and work with us as we resolved non-compliance issues.”

Drew Papio, of Schindler Elevator Corporation wrote to Nancy DiMitruck to say, “I want to thank you and your crew (Ken Hadinoto and Phil Maddern), they have been professional throughout this demanding process and it would not have been possible without their perseverance. You have demonstrated exemplary leadership, I do not use praise lightly (ask my boys).”

DAS Summer Social



August 23, 2019

