

Spring 2010



News & Views

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SPRING 2010

Email Migration from GroupWise to Outlook/Exchange

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On January 15th, Director Raber announced ADOA would be moving from our current GroupWise email system to Microsoft Outlook/Exchange email system. This project has three major benefits for ADOA:

1. It will allow us to eliminate the cost of maintaining two email platforms
2. It will lower the cost of email services for ADOA and other agencies receiving email services
3. It will allow us to upgrade to a newer version of Microsoft Office soon after the migration

The email migration team, consisting of the entire LAN team, Matt Declue, and Lori Boak has been preparing a migration strategy with the assistance of State Procurement, vendor partners and subject matter experts from various agencies. We are recommending a cut-over migration. Basically, this means is we will migrate everyone in a very short time frame, such as over one weekend. GroupWise will be shut down, the migration will be performed and you will then access your email via Outlook 2007. We are planning to perform the cut-over in August.

You don't need to worry about not receiving email sent during the migration period. Your email address will remain the same, so email will still be received and stored at the gateway and then released into your new Outlook/Exchange account once the migration is finished.

The process will migrate all the messages in your GroupWise Inbox, Sent Box and all your folders to your Outlook/Exchange mailbox, keeping your folders in tact. Your address books will be migrated, with the exception of Frequent Contacts. Calendars will be migrated; however, Outlook/Exchange does not support secondary calendars within a mailbox account. Secondary calendars will be merged into the main calendar for your mailbox account. Proxy rights will migrate for mailboxes as well as shared folders.

Two features will not migrate, Nicknames and Rules. You will want to write down your rules so you can re-create them in your new Outlook/Exchange email account.

We will be updating you as the project moves along regarding status, any actions you may need to take and information about training opportunities.

Between now and August, I would urge you to help make the migration go more smoothly by deleting old unneeded emails in your Inbox, Sent items and any other folders. Personal, non-business related email should also be deleted.

If you have any questions or concerns regarding the email migration, please send us an email. Our email address is: EmailTeam@azdoa.gov.



David Raber

Interim Director

*“As I was reflecting
on what makes
this agency
great....”*

The Director's Corner

I am truly blessed to have the opportunity to lead such a dynamic, exciting and important agency as ADOA. Since arriving here in May 2009, I have been impressed with the efficiency, effectiveness and desire for excellence in our staff. As I was reflecting on what makes this agency great, I realized that the ADOA employees I have had the pleasure of working with seem to have something in common: an excellent attitude. Regardless of the mountains we have to climb, reductions in resources needed to get our jobs done or barriers that get in our way, our team maintains a positive, can-do attitude.

I am cutting my Director's Corner report short this quarter to make room for one of my favorite writings about the importance of attitude. I hope that you enjoy it. Thank you for your great work and even greater attitude!

Sincerely,

A handwritten signature in black ink, appearing to read 'DRaber', written in a cursive style.

David Raber

By Charles Swindoll

The longer I live, the more I realize the impact
of attitude on life.

Attitude, to me, is more important than facts.

It is more important than the past,
than education,
than money, than circumstances,
than failures,
than success,
than what other people think
or say or do.

It is more important than appearance,
giftedness or skill.

It will make or break a company....
a church.... a home....

The remarkable thing is we have a choice
everyday regarding the attitude we will
embrace for that day.

We cannot change our past....

We cannot change the fact that people will act in a certain
way.

We cannot change the inevitable.

The only thing we can do is play on the one string we have,
and that is our attitude....

I am convinced that life is 10%
what happens to me
and 90% how I react to it.

And so it is with you....

DATES TO REMEMBER



April

4th - Easter

21st - Administrative Professional Day

22nd - Earth Day



May

9th - Mother's Day

15th - Armed Forces Day

25th - Memorial Day



June

14th - Flag Day

20th - Fathers Day

21st - First Day of Summer



5 YEARS

Milestones

Five years

- CP Scott Olsen
- CP Edward Brown
- GAO Diana Baker
- GAO Patricia Ferreira
- GSD Alvin Spencer
- HR Cindy Tomko
- HR April Mendez
- GSD Johnny Deleon
- GSD Gergana Kovatcheva
- Risk Edilia Romero
- Risk Cindy Rushin

Ten years

- GAO Angela Dillard
- GSD Michael Williams
- GSD David Anderson
- ISD Andrew Bruner
- ISD Russell Savage
- Risk Jon Vella
- SPO Gregory Dwight

Fifteen years

- GAO Evan Chang
- GRRC Scott Cooley
- SPO Jean Clark

Twenty years

- HR Betsy Newbury
- ISD Craig Dokken
- ISD Charles McIntosh
- Risk Julie Cruse

20 YEARS

Twenty-five years

Thirty years

- GAO Mike Smarik
- ISD Stephen Weber

30 YEARS

STATE LAUNCHES NEW INTERN PROGRAM!

College students who are searching for internships have a new window of opportunity with "Arizona Interns-In-Action." This new unpaid internship program provides students with meaningful, supervised assignments, and practical application of what they have been learning in school. Susan Laurence, Internship Project Manager says, "It's a program designed to help students meet their educational goals and prepare for their professional careers, while state agencies benefit from selecting interns in fields of study that relate to their agencies." There are internship possibilities at over 50 different state government agencies covering a wide variety of disciplines and career opportunities. "Response for this new program has been incredible, and it's no wonder, because it's a win-win opportunity for both students and state agency sponsors." For more information about "Arizona Interns-In-Action," check out the new web link at www.hr.az.gov/Intern.

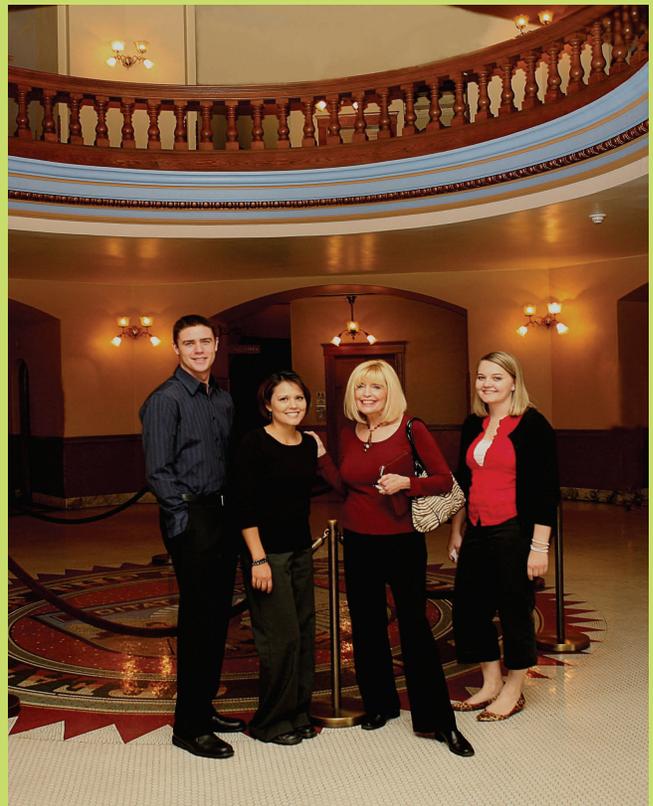


Photo (left to right):

David Jenkins, Intern, Liz Castro, Intern, Susan Laurence, Intern Project Manager, and Jennifer Thomsen, Legislative Analyst, Arizona State

General Services Division - Surplus Property Auction

Our auction will be held on Saturday, April 24, 2010 at 1537 W. Jackson Street . The day of the auction the gates will open at 7 a.m. and the auction will start at 8 a.m.

Inspection Days

The inspection times and dates for the auction are from 8 a.m. to 5 p.m. on:

Tuesday 4/20

Wednesday 4/21

Thursday 4/22

Friday 4/23 we will be closed.

During our inspection days we will have selected items that are not in the auction available for cash and carry purchases.

The auction listing and terms and conditions will be available on those days. People who are interested in attending our auction may pre-register during our inspection days.



For more information contact Surplus Property at 602-542-5701.

Celebrating 100 years of Statehood

You have probably seen the Centennial Banners being carefully placed on street lights, the “Centennial Way” street signs proudly displayed in the Capitol Mall area, and are wondering what they are for. The State of Arizona is just under 2 years away from turning 100 and it’s time to get ready. The Arizona Historical Advisory Commission (AHAC) is already preparing for various Events and celebrations to honor Arizona’s Centennial. The AHAC’s website www.azcentennial.gov includes Legacy Project information, a countdown clock, and links to other websites related to Arizona’s Centennial Anniversary. Sign up for updates on the Official Centennial website www.arizona100.org and look for future issues of News and Views for special articles, photos, and other Arizona History related information as we count it down!



Department of Health Services Forensic Hospital

ADOA and the DHS are constructing a new Forensic Hospital at the State Hospital, located 2500 E. Van Buren Street in Phoenix.

The Forensic Hospital patients are composed of two populations: (1) pre-trial patients, those who are under evaluation to determine if they are mentally competent to stand trial, and (2) post-trial patients, those who are found guilty except insane and serve time until competent to be returned to society.

The project consists of six new patient units with 20 beds each and a support building to house the staff and group therapy and activity areas including a gym, a library, a music room and craft rooms. In addition to patient rooms, the patient wings will provide testing and evaluation areas, nurse stations, isolation rooms, multi-purpose rooms and visitation rooms. One patient wing will house the Intensive Care Unit and security center for the entire unit. The project also includes remodeling the existing adjacent former patient commissary building to serve as office space and new hearing room for the Psychiatric Security Review Board.

The groundbreaking ceremony for the new Forensic Hospital was held on November 2, 2009. The project is slated for completion by September 2011.





ISD CHILI COOKOFF EVENT

ISD held their Annual Chili Cook Off on February 25, 2010.

Best Overall Taste:

1st Mile High Chili – Hector Virgen

2nd New Orleans Mardi Gras Gumbo Chili – John Harrell

Hottest:

1st Walla Walla Woo Hoo Chili – Monica Valenzuela

2nd Chili Extraordinaire – Cindy Womack

Judges Choice:

Burnin' Love – Albert Aparicio



Employee Recognition



ISD Employee of the Quarter (FY2010 2nd Quarter)

ISD is proud to announce Les O'Neal as Employee of the Quarter. Les is a diligent employee who places a high priority on continually improving processes to help employees work smarter and make processes flow more smoothly. Les provides services that meet or exceed the customer's standards. He has a strong awareness for service to our customer's and addresses any issues for quick resolution. Congratulations Les for an outstanding job!



ISD Team of the Quarter (FY2010 2nd Quarter)

ISD is proud to announce the Arizona American Reinvestment and Recovery Act (ARRA) Team epitomizes the true meaning of the word "Teamwork"! This multi-division/multi-agency group rapidly and efficiently implemented the Microsoft Stimulus360 solution for the State of Arizona to report the use of ARRA funds to the Federal Government. Each individual has performed far beyond the calling of their normal duties to ensure that the State of Arizona reported timely and accurate information in spite of the constantly changing requirements being generated by OMB. This agile and proactive team continues to meet new challenges head-on.

Congratulations ISD team members Patrick Quain, Kiran Chinnagannganagari, Matt DeClue, Jared Clarke, Husain Ali, Josh Thornes and Alex Aguilar for an outstanding job!!!!!!!!!!!!!!

Employee Recognition



Employee of the 2nd Quarter for Risk Management—Terry Cartwright

With the recent retirement of a staff member Terry has been asked to take over the Fixed Assets program and assist with the small dollar procurement. Terry has done an incredible job in learning the fixed assets program and has organized the fixed assets log in a better and more organized format than it has ever been in the last 4 years. December 2009 the Department Fixed Assets coordinators were each given their annual non capital list to reconcile. Risk Management has over 400 items to track (404 to be exact) and this year we were able to account for all items with the exception of one. This is a monumental accomplishment, as in previous years we were not able to accomplish

this task. Not only has the automated portion of the fixed assets been organized, items located and tagged appropriately, Terry has also quietly organized the Division in terms of the main supply area. This is an area we maintain the extra supplies for the sections to keep business functions running such as toners, binders, color paper and other bulky items. Terry has done an exceptional job in keeping things organized.

Her organizational skills extended to the off site facility where we have other items the Administration Section is responsible to maintain. Terry has been keeping track of items such as evidence and other claim related items that were placed in the off site storage to ensure they were not forgotten about but released and able to be sent to State Surplus Property for disposal.

Terry is a dedicated, hard worker who deserves recognition for everything she does from helping on the front desk to chairing an employee recognition event. It's a pleasure to work with people of her caliber.

Employee Recognition

RISK Management Team of the 2nd Quarter PROPERTY & LIABILITY'S DIGITAL MANAGEMENT SYSTEM (DMS) TEAM



Partial team members: Michelle Wilkerson, Paul Mahacek, and Valerie Ruelas

For over a year Michelle Wilkerson, Paul Mahacek, Rhoda Gutsche, Valerie Ruelas, Jon Vella and Brenda Bonser played an essential role in the planning, developing and implementing of an electronic Document Management System (DMS) for the Risk Management Division. This was established when each document for more than three thousand open claims were scanned and are now available to the adjuster at the click of a mouse, whether telecommuting or in the office. More importantly, claim processes that were highly dependent on paper are now accomplished electronically. Steps which used to take several hours or even days are now accomplished in minutes, providing timelier claim payments and enhanced customer service to state agencies and members of the public. The DMS has enabled the Property and Liability Section to go Green, with a paperless process, reducing administrative costs, processing time and expanding the efficiency of the claims process. The system is 100% in use and will continue to be enhanced as needed. GO TEAM!

Employee Recognition

GSD Team of the 2nd Quarter Building & Planning Services



Left to right: Nola Barnes, Ryan Maxwell & Jennifer Mendenhall

\$735 M Sale and Lease – Back; State Operating Funds

GSD introduces BPS team members; Ryan Maxwell, Jennifer Mendenhall and Nola Barnes. BPS' mission was to identify over \$1 billion of property assets to be used as candidates for the sale and lease-back of State assets authorized by the Legislature and approved by the Governor as part of the budget solutions enacted for fiscal year 2009-10. This was a politically charged, time-sensitive, and exceptionally technical endeavor of State significance and required coordination and copious follow-up with the GAO, the State's private legal counsel and financial advisors.

The team spent many hours sometimes after hours, scouring the ADOA Building System inventory of over 3,500 structures belonging to 22 state agencies for probable candidates, including prisons, institutions, and other mission critical structures. The Team narrowed the list of potential properties by a process of elimination that included verifying viability of property as collateral. Other tasks included, gathering and reading a generous amount of archived deed documents, some of which were 100 years old, ordering title reports, mapping and "sub-dividing" properties, and writing descriptive narratives and legal descriptions and corresponding with legal staff. Amazingly, BPS staff tasked with writing the legal descriptions did so in "on the job training" mode.

Employee Recognition

GSD Employee of the 2nd Quarter

Harbhajan Singh

GSD introduces Harbhajan Singh as our Employee of the 2nd Quarter for FY'10. Harbhajan, who everybody knows as "Singh", started in State service April 2007. "Singh brings a solid commitment of professionalism, courtesy, ambition and personal growth to the office" says his supervisor. He is a team player when it comes to learning a new skill or wanting more responsibilities.

He volunteers to take up the slack whenever a fellow co-worker is out of the office. Singh is responsible for ISD, 9-1-1 AR & AP, TPO and Risk Management these divisions require specific needs and require attention to detail when it comes to payments. Singh delivers superb customer service to his customers which makes him the perfect choice for the GSD Employee of the Quarter!



Here are some "Get to Know" facts about Singh who came from India, a country rich in cultural heritage. He is married and his wife is also a state employee, working as a Debt officer at DES. They are proud parents of two beautiful daughters who are married. The eldest is a dentist and her husband is a cardiologist. The second daughter along with her husband are both IT consultants.

In 1972 he received his Bachelor's degree with a major in Math and Science. He loves traveling to new places to experience and study the people and their different cultures, learning more about their traditions, ethnicity, listen to some of their music, sample their foods, and their different ways of life. He loves to travel and has been to many countries such as Africa, South East Asia, Europe, Middle East and even worked and lived in Kenya (East Africa) for 2 years. Singh appreciates the greatness of this nature that has created and provided such vast diversity to one human race. Singh says the best thing he likes about Arizona is its weather – not too cold, hot but not humid and no heavy rainfall.

Singh brings insight, skill, and dedication to his customers, ADOA and the State of Arizona; he is a great asset to General Services Division-Accounting. Thank you, Singh for your hard work!

Employee Recognition

GAO Employee of the 2nd Quarter

Patti Ferreira



Patti Ferreira joined the General Accounting Office (GAO) in February of 2006 as a Statewide Accountant. She was born and raised in Richmond, Indiana, a town with a population of about 38,000 in the heart of the Midwest. After starting college as a music major on a partial music scholarship, Patti changed her major the 1st semester in school and graduated four years later with a Bachelor of Science degree in Accountancy from Miami University (Oxford, Ohio).

Two weeks after graduating from college, Patti packed up the car and moved to Tucson, Arizona. She chose Tucson because her aunt and her uncle, who was an air force pilot, based out of Davis-Monthan Air Force base, lived there. While living in Tucson, Patti worked for a short time at IBM and then the University of Arizona, in Sponsored Projects. One year after moving to Tucson, Patti reluctantly packed her bags again and moved to New Haven, Connecticut to work for IBM. After a few years in Connecticut, IBM transferred her to White Plains, New York. Being young and single at the time, Patti enjoyed spending weekends traveling around the East Coast—shopping in Newport, RI, site-seeing in Boston, camping in Maine and skiing in Vermont.

After five years of living on the East Coast, Patti and her fiancé, Victor, transferred to Phoenix through an IBM redeployment program. Patti and Victor married six months later. After celebrating 25 years with IBM last year, her husband left his position as a Sales and Marketing Director and now works as an executive at Accenture. After the birth of their second child, Patti left the professional workforce to stay home for several years and raise their two children. During this time, Patti was also very involved with volunteer activities—on the board of directors of a large preschool, on the PTA of the local elementary school, in the children's classrooms, at their church and as blockwatch coordinator in their neighborhood. As the children grew, Patti worked part-time at a nearby preschool as an assistant teacher—it was a blast! Once the children started to reach high school, Patti decided to return to work full-time.

Patti has two wonderful children, Scott, who is a freshman at the University of Southern California, majoring in architecture, and Stacey, who is a junior at Xavier College Preparatory in Phoenix.

Patti spends most of her time outside of work doing laundry, cleaning, doing yard work and running errands for her family. She is also a Grade Level Advisor for a chapter of the National Charity League and a volunteer coordinator for PACC911 (an animal adoption organization). Patti also volunteers at her church in the finance office.

Patti's favorite pastime is traveling. Several years ago, she, her children and her mother (and Patti's husband for part of the trip) spent five weeks driving from Phoenix to Freeport, ME (where Patti's sister lives) and back. Along the way they saw sites such as the Levi Coffin House, Niagara Falls, Acadia National Park, the Freedom Trail in Boston, Nathaniel Hawthorne's "House of the Seven Gables", Independence Hall and the Liberty Bell in Philadelphia, the Blue Ridge Parkway, the Smoky Mountain National Park, the Grand Ole Opry, and Carlsbad Caverns, as well as visiting and staying with several friends and relatives along the way. It was an incredible experience none of them will ever forget!

Employee Recognition

GAO Team of the 2nd Quarter

ARRA



Standing: Tabitha Johnson, Marty Rhodes (ISD), Tiffany Franks, Patti Ferreira, Brian Nguyen, Paul Ruwald

Sitting: Shannon Landis, Angela Dillard, Joanna Greenaway, Jaimie Soulvie

Not pictured: Suzanne Allen, Amanda Compton

The first ever electronic reporting for Federal stimulus monies awarded to the State of Arizona was completed in October 2009. The months prior were very involved with evaluating and understanding a new reporting model developed by the Federal government and then working with approximately 20 state agencies and all 3 Universities in training them about the Federal model and the State's new system for reporting. Due to the complexity of the reporting, all of the required information is not contained in the State's accounting system (AFIS), so the team had to develop methodologies to import the required data from AFIS and six other systems. The Federal timelines allow for only 10 days after the end of a quarter for all the reports to be completed, verified and submitted. This was successfully accomplished with the team completing over 400 reports by the Federal deadline of October 10th.

The submission of all the reports was a major achievement, but the work of the group was not finished. The month of October was a time for all parties to work with the Federal grantors to ensure the reports were accurate and consistent with the reporting of other States. On October 31, all of the reports were made available to the general public. Based upon feedback received from the media and other interested groups, the Federal government then modified the reporting model to provide for greater transparency and accountability. So, the next two months were spent updating the models, training the agencies and re-evaluating the import methodologies so that the reporting that had to be completed on January 10th could be successful. While this group may think the worst is behind them...the Feds are once again reviewing the reporting model for increased transparency...so think again!!

Employee Recognition

2nd Quarter Award Winners for Benefits Services Division

BSD has implemented a new and improved Employee Recognition Program along with a new Employee Recognition Committee: Rosie Huntley, John Li, and Wayne Pulver. The Employee Recognition committee maintains the New ERC bulletin board located in front of the BSD Member Services area.



BSD celebrated the second quarter employee recognition winners during the monthly staff meeting on February 17, 2010.

The winners are:

Employee of the Quarter: Jennifer Lybarger

Jennifer was praised for her commitment to timely completion of team and division goals. On top of her workload, she continuously accepts new assignments. She exhibits a drive for perfection, particularly in her responsibilities which require a great deal of precision. She is the epitome of the person who makes doing more, with less resources possible."

Leadership of the Quarter: Samantha Goddard

Samantha's leadership was recently recognized and she became the Member Services Team Lead. She spearheaded the work on the COBRA premium subsidy project. She helped create COBRA letters and the packets sent to members, maintains the database, and is the go-to-person on COBRA-related phone calls. According to the nominator, "Samantha has had an opportunity to show her strengths and is very knowledgeable about COBRA. She continues to assist at the agency level."

Team of the Quarter: Annual Report Team

The team collaborated together to produce a complex statutorily required annual report during the busy weeks of the 2009 holidays and while working on other competing projects. The work they have done is vastly improved over any version to date. Congrats to the following BSD employees: Chanelle Bergren, Jerry Freeman, Dinora Harris, Amanda House, John Li, Jennifer Lybarger, and Michael Meisner.

Employee Recognition

HRD Employee of the 2nd Quarter

Leslie Biava



Leslie is the go-to person for all of the HRIS Business Services team members. She always has a smile to share and a positive, upbeat attitude.

Leslie takes her title of HRIS Quality Assurance manager very seriously. She personally validates test results for completed tasks before bringing the work back to the Change Control Board (CCB) for move to production approval. If a result does not meet her standards, she sends it back to the tester for more thorough testing!

Leslie also manages the HRIS change control process from receiving the request through the move to production phase. This includes tracking the requests, research to ensure she understands what is being asked, bringing it to the CCB, establishes action items, assigns to the appropriate team member, verifies completion and follows through to guarantee the action item is closed.

Leslie also helps the HRIS Business Services team with testing efforts. She develops test schedules, manages the test data, assigns the work (even to herself), responds to questions and concerns from the HRIS team and

GAO, reviews the test results, and makes sure all testing is completed successfully. Leslie's excellent understanding of the Lawson system is crucial for these testing efforts. Because of the outstanding work that Leslie has done directing the 9.0 upgrade testing, the HRIS team was able to meet the project's implementation deadline.

Leslie embodies the definition of "team player". She is always willing to stay the extra hour and go the extra mile to ensure a task is completed correctly and on time.

Employee Recognition

HRD Team of the 2nd Quarter

HRIS Business Rules Team



Standing left to right: Tony Gottlob, Karie Miller, John Sheller and Margaret Burns

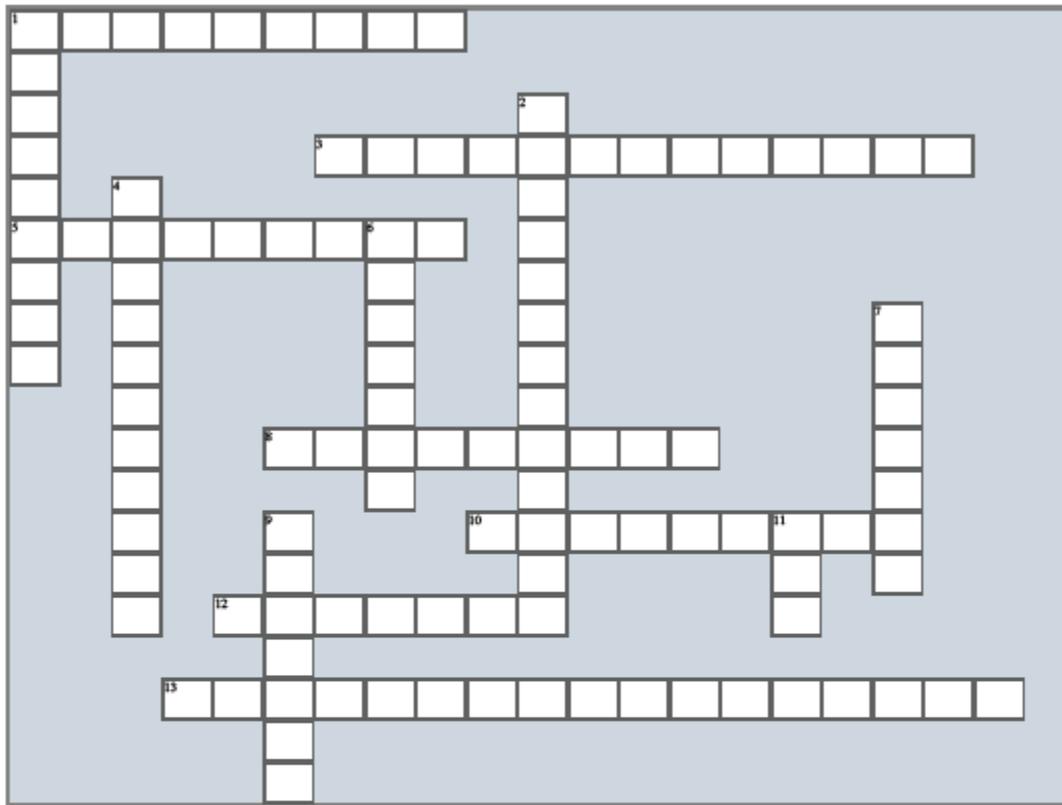
Sitting left to right: Thomas Szewczyk, Rebecca Dickey, Debbie Taylor and Wendy Walther

One of the things HR was running into when asked for information about our state workforce is that often times we cannot use HRIS as a means to gather this information. For example, HR is periodically asked to report how many employees by agency have been separated due to a Reduction in Force (RIF). Because there was no standard way of entering this data into the system, we were always contacting agencies to gather this information which is a very labor intensive process for both the agencies and for us.

This team was formed to analyze data entry issues/errors in the HRIS system. The team identified the most critical areas to address – Separations and Return-To-Work-Retirees. The team worked together to create a Business Rule Guide and developed “wizards” for complex entry choices for the employees that enter data into the system. The new rules were piloted with the Department of Economic Security, Department of Transportation and the Department of Corrections. At the completion of the pilot, the team provided training on the new rules to over 70 agency data entry staff. The Business Rule Guide developed by the team has established a basis for consistently entering data into the system, eliminated confusing and conflicting entry options and enabled HR staff to provide more accurate statewide reports.

Arizona

Arizona



Across

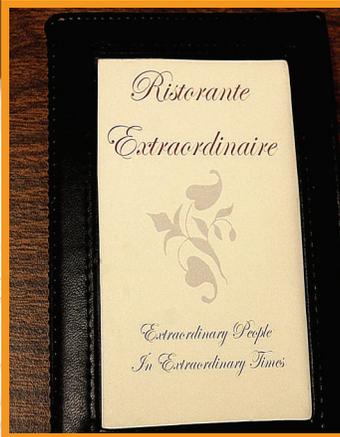
1. The town too tough to die
3. Statue on top of the Arizona State Capitol building
5. Arizona's state gem
8. State motto
10. Famous public official, Senator, and presidential candidate born in Phoenix
12. Arizona's first female Governor
13. Highest elevation in Arizona

Down

1. Before statehood, Arizona was a
2. Official state fossil
4. One of the seven wonders of the world
6. Established by developer Del Webb in 1960
7. The age of this is determined by its height
9. First female member of the Supreme Court of the United States
11. Number of Super Bowls held in Arizona

Employee Recognition

Extraordinary People in Extraordinary Times



On February 23rd, the employees of the Human Resources Division walked into Conference Room 300 expecting a normal Quarterly Recognition event....what they didn't expect was to have their section manager serve them lunch!

Kathy Peckardt, HR Director, kicked off the event by saying "I have always been impressed with the determination, the creativity, the resourcefulness, and the sheer desire by HR employees to make a positive difference for our customers and for the organization. We believe you are all extraordinary people, doing extraordinary things during these extraordinary times and we want to personally thank you by serving you lunch".

The conference room was transformed into a "restaurant", complete with hostess, menus, tablecloths, flowers, dimmed lights and low music. Each HR manager (dressed as a waiter or waitress) was assigned a table, took lunch orders and personally served each employee with a starter dish, entrée, drink and dessert! Some actually received a tip!

After the meal was complete, and the formal recognition conducted, each table of employees was presented with a bill for their meal - uh oh, talk about surprise! What the employees actually received was a fake bill that included a message from the HR Management Team - "Today's luncheon and recognition event is intended to honor and thank every one of you in our Division. We have experienced extraordinary challenging times during these past couple of years and the reason that we continue to be successful is because of YOU, our Extraordinary Employees!"

A very special Thank You goes to Candee Samora - Candee was able to work with several companies who provided this special lunch at no charge!





Cause for Applause



GAO
 Alison Markow
 Brian Dodge

BENEFITS
 Wayne Pulver
 Bess Gottesman
 (BJ)

ISD TPO
 Monica Moraga
 Ken Dworshak
 Jared Clarke
 Josefina Olivas
 Larry Chapman
 Luke Davis
 Susan Lehr
 Rebecca Watson

HUMAN RESOURCES
 Travis Butchart
 John Sheller
 Annette Fettig
 Thomas Szewezyk
 Jaclyn Warren
 Greg Carmichael
 Marie Isaacson
 Kathy Peckardt
 Margaret Burns
 Anna Villa
 Karie Miller
 Tony Gottlob
 Christine Bronson
 Jackie Mass
 Jody Piper
 Jennifer Bowling
 Lorinda Frost
 Candee Samora
 Stefanie Munsey
 Ron Young
 Mike Hammock
 Debbie Taylor
 Rosa Aguilar
 Grisel Salas
 Michelle Ashley

GSD
 Ron Pietrzyk
 Mark Clark
 Cherylanne Ciaravino
 Sean Phillips
 Charlie Favela
 Dawn Slater
 Tim Christiansen
 Ronn Brooks Cannon

SPO
 Stacy Ingalls

RISK MGMT
 Janet Valdez
 Theresa Cartwright
 Arlita Campbell
 Cheryl Roberts

Idol Conversations in Human Resources

Points, points, points. The HR American Idol fanatics are always in search of points....points for guessing the winner, points for guessing the final 5, points for guessing who gets kicked off each week, points for guessing who is the worst guesser at picking people to get kicked off each week. All in pursuit of the coveted "Core" award (a petrified apple core) and FUN!!!

In 2007, a few HR employees thought it might be fun to have a little contest around the American Idol TV show. Four years later almost a third of HR's employees have found the contest not only fun but a great way to get to know each other and bring a common interest into the work place. The group periodically convenes over lunch hours for "Idol Conversations" to create rules for gathering contest points, commiserate on Idol contestants, poke fun at each other, and pass out kudos for guesses well made.

Each year the participation in the contest has grown, bringing a wider and wider span of HR sections to the group. This year has been particularly exciting as BART (a dart board) has joined the group. Thank goodness BART is in last place...pretty embarrassing to be defeated by a dart board!!!

The HR Idol fanatics meet one last time at the conclusion of the American Idol TV competition to celebrate their season. Awards (both good and bad) are given, surprise presents are opened, cake is eaten, laughs are shared, and plans are made for the next season...a great way to spice up our days and share a common interest!



GET TO KNOW FEATURED EMPLOYEES



My name is Brandon Urias; I am a full time student attending ARIZONA STATE UNIVERSITY, W. P. Carey school of Business. I am graduating in May 2010 with my Bachelors in Global Business with an emphasis in Leadership Management, and a Minor in Communications. I have the unique ability to be mentored by the CIO Patrick Quain, who was recently named one of the Top 25 Doer's, Dreamer's and Driver's of Government Technology. The internship is comprised of working on the ADOA ISD website, welcome packet and attending managers meetings. This internship is a once in a lifetime opportunity that allows me to learn from a great leader who leads with vision and passion.

ADOA Interns



My name is Gabriel Silva and I'm a computer system engineering student at ASU. I currently have a bachelor's in Global Business & Financial Management but did not like career path I was following with this degree. I have always been fascinated with computers and would love to work with technology on a daily basis. I eventually would like to start my own business in IT consulting/management and help small business with IT solutions and build custom apps.

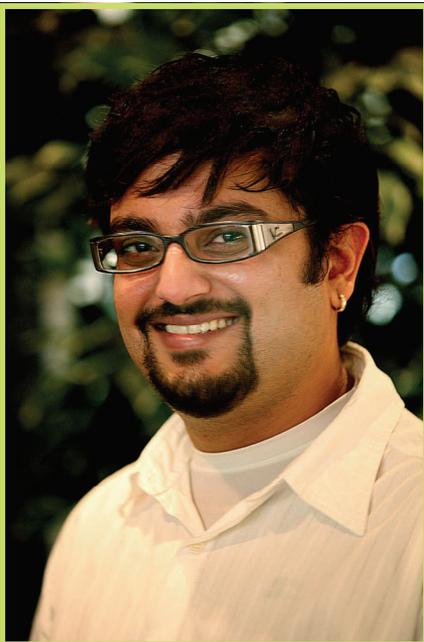
My internship has been very exciting. I've been interning for Lori Boak and we've both had our hands full trying to bring me up to speed with all

the changes going on within her dept. I think I got lucky because Lori has embraced me and given me many opportunities to help while making sure I haven't been too overwhelmed. Interning at the state has helped me network and meet people I may never have a chance to meet. It has taught me how government works on the inside and has given me a better understanding of how they utilize technology within a very tight budget.

GET TO KNOW FEATURED EMPLOYEES

The Benefit Services Division is pleased to introduce **Anna Castro**. Anna began with the State in January 2010 as a Member Services Representative with the Benefit Services Team. Anna is the COBRA representative in Member Services. She assists employees with their COBRA insurance coverage and ensures that members receive COBRA-related information as needed. Anna is a stellar addition to our team. She is always positive and has a great attitude and loves working with the members.

Anna and her boyfriend Jonathon have three children aged 3, 1 ½, and 4 months. Anna and Jonathon spend a lot of time with their children and enjoy showing them local sights. Seeing their little ones experience something for the first time is a great joy for them!



Get to Know - Kartik Kharbanda (KK)

KK, as he likes to be called, joined the Human Resources Division as a Sr. Systems Architect on the HRIS team in February of this year.

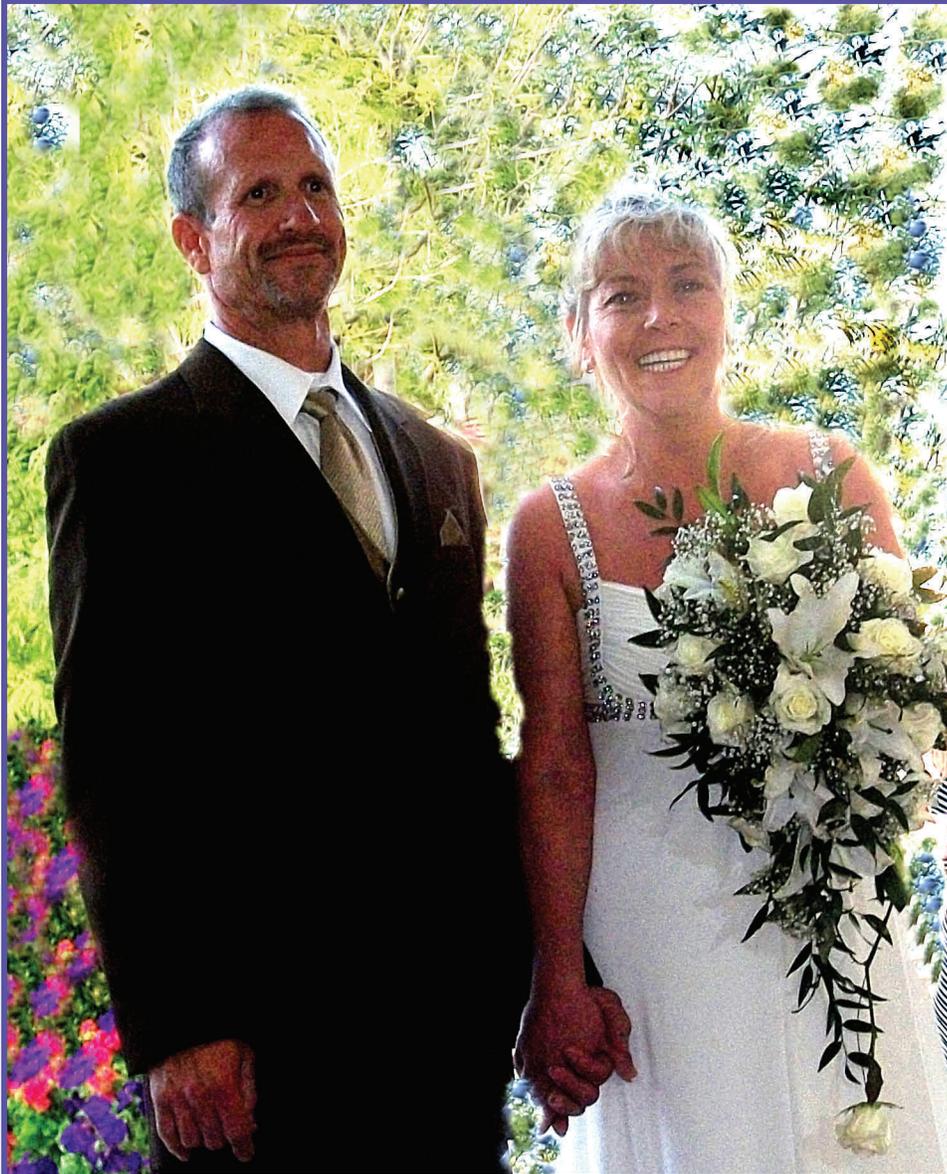
KK will be involved in several projects currently taking place in HRIS including the redesign and implementation of business processes and ETE or Employee Time Entry. KK also serves as the Lawson security administrator and will be involved in HRIS process flow that will streamline manual functions such as payroll and benefits processes. (KK indicates that he sleeps process flow and often times dreams of solutions and then implements the next day!)

KK was born and raised in India and moved to New Jersey about six years ago where he attended Fairleigh Dickinson University and earned a Masters degree in computer science.

While still attending college, KK moved to Long Island, New York, where he worked for the telecommunications industry as an intern.

He came to ADOA from Lawson where he held a position as a business process management consultant. While in this position, KK was a mentor to 15 employees and was the top revenue generating consultant for 3 years. His peers and co-workers still contact him with questions and for advice.

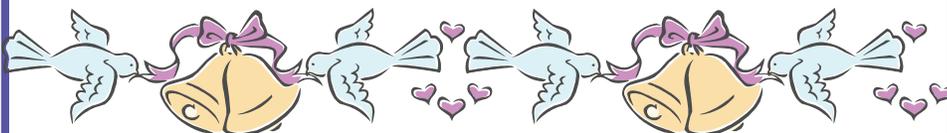
KK enjoys all types of music and loves to travel; he has visited 36 states and 3 continents. He hopes to utilize his knowledge and experience to make a difference in moving HRIS into the future.

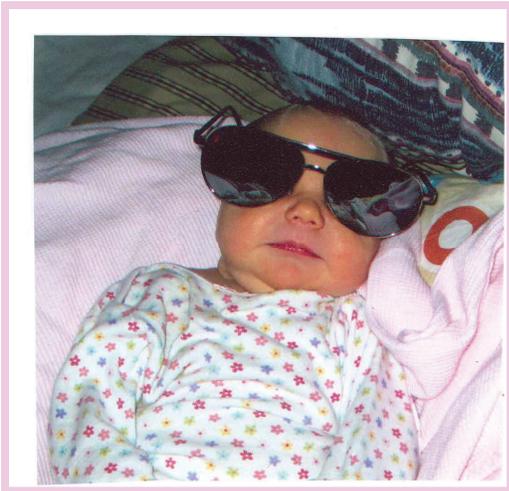


CONGRATULATIONS TO
JODY AND JOHN LAUER

MARRIED

MARCH 27, 2010





Alexandrea McFarland arrived 9/24/09.
Proud parents are Kim Daniels and Mike McFarland.



Layne Compton arrived 3/14/10,
Proud parents are Amanda and Caleb Compton



Benefits employees Dinora Harris and Chanelle Bergren celebrated with coworkers before going on maternity leave.

Currently, Dinora and Chanelle are still on leave enjoying time with their little ones:

Gaby Harris 7.5 oz and 20.5 in.

Addy Bergren 8.4 oz and 21.25 in.



Giovanni Cappuccio arrived 1/2/10,
Proud parents are Tracey and Vic Cappuccio.



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**NEWS & VIEWS is a
a newsletter for employees of
the Arizona Department of
Administration created by
employees. We welcome your
comments and suggestions!**



Photo by: Greg Dillard

The Arizona Department of Administration was established in 1972 by the State Legislature to provide centralized support to the operation of state government. Our customers consist of all state agencies, boards and commissions. We also partnership with other municipalities and universities for IT services in our state of the art data center.

ADOA Divisions:

- Benefits
- Capitol Police
- Director's Office/GRRC
- GAO
- Human Resources
- Information Technology/TPO
- General Services
- Risk Management
- State Procurement Office

VISION: Serving State Government with Leadership, Pride and Innovation.

MISSION: To provide effective and efficient support services to enable government agencies, state employees and the public achieve their goals.