



# STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



## **Re: STATE MANAGERS – “NON-COMPENSATORY” BENEFITS**

Recently MAC asked Representative and Alternates to poll members regarding benefits they would like to receive that are not a direct salary increase. Of course, many of these benefits will impact salaries (e.g., reducing health care contributions); the term “non-compensatory” is used to distinguish these benefits from raises.

These ideas are ranked according to the frequency with which they were suggested. This list demonstrates the extent of the ideas submitted, but also shows the similarity of the type of benefits valued by managers. Some specific notable comments are also included.

### **Health care contributions.**

- Align health plan contributions with the rest of the state employee workforce.
- “We don’t use more health care, why do we pay more?”
- “Why are we penalized? We need healthcare too. All state employees should have equal access to healthcare by making everyone pay the same initial cost for access to health plans.”
- “I make less money than the employees I supervise and now, as an additional hit, I pay more for health care. So unfair.”

### **Flexitime.**

- Provide managers with a flexible work schedule.
- Decrease the work week to 35 or 37.5 hours without a reduction in salary.
- Provide for 4 day weeks (or 4/5 day option).
- Allow alternate work schedule option similar to union benefits.
- Allow variable starting and end times within operating hours.

### **Telecommuting.**

- “Managers can accomplish their work even when telecommuting.”
- “Many times the employees I supervise are telecommuting.”
- Allow managers to telecommute on inclement weather days.

### **Compensatory Time.**

- Eliminate expectation that managers work for free for hours worked over 40.
- “Unionized employees’ worktime is valued, as they receive comp time or overtime for extra hours worked.”
- Allow use of comp time for travel to/from conferences or meetings out of state.

### **Vacation/Personal Leave Time.**

- Increase speed at which vacation time is accrued.
- Provide for bonus/extra vacation or personal leave time.

### **Mentoring and Recognition.**

- Establish state-wide experienced/new managers mentoring program.
- Ask those approaching retirement to be mentors.
- Establish program for Governor to recognize managers.

**Training.**

- Re-establish DAS managerial training program for new or aspiring managers.
- Provide free in-service training for managers.
- Provide managers with the ability to participate in training at their discretion.

**Sick Leave Bank.**

- Review and revise procedures for contributions and use by managers.

The MAC Executive Committee sent these to DAS and indicated it would be pleased to work with the Administration regarding any of these ideas. MAC noted that granting any of these “non-compensatory” benefits would improve the continuing inequities faced by managers and show progress in beginning to address these issues.