



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



MEETING AGENDA

CT MANAGEMENT ADVISORY COUNCIL
Wednesday, January 20, 2021, at 9:00 AM
via [MS Teams](#)

- I. CALL TO ORDER: Chair, Jeri Beckford called the meeting to order at 9:05 am.**
 - CT MAC's Mission and Purpose (Executive Order #6 and Bylaws)
 - Quorum Confirmed

- II. MEETING MINUTES FOR DECEMBER 2020 were unanimously approved;** motion to approve made by Imm. Past Chair Janice Deshais and seconded by Rep. Andrew Norton ADS.

- III. TREASURERS REPORT FOR DECEMBER 2020 were unanimously approved;** Treasurer Kristen Karr - The OPM reimbursement packet will be completed by the end of the month. There was no activity in the saving account. Motion to approve made by Nick Jerard at 9:10 am and seconded by Trisha Morelli.

- IV. NOTICE OF SPECIAL ELECTION** There have been no nominations for elected representatives and no nomination for active members to fill the secretary position. Therefore, an appointment for active secretary has been made until the next E-Council election period. Ashley McAuliffe has been appointed to the position of active secretary at this time.

- V. STANDING COMMITTEE REPORTS**
 - **Credentials Committee:** Co-Chairs Deborah Boyle and Natalie Dumont were unable to attend today. Report provided to Chair Jeri Beckford who shared this committee ensures agency reps and alternates stay current as they are elected positions. This committee is preparing to mail out communication to agencies who hold elections in the off number years. The elected representative should attend the monthly meetings and if they cannot the alternate should attend in their place. If your agency has a vacancy or your rep/alt has been inactive and you are interested in joining CT MAC, you can reach out to your agency administrator.
 - **Enhancement of Membership and Participation:** Vice Chair Nicholas Jerard – DSS chairs this committee
 - Welcome packet to new managers is underway and volunteers are welcome.
 - Anyone with ideas on how to increase CT MAC membership please send directly to Nicholas Jerard.
 - **2021 State Managers Satisfaction Employee Survey:** Volunteer Nisa Davey – DOT reported results are shared with Secretary McCaw and Commissioner Geballe. Please respond promptly to the survey. The survey will be sent out early next month.
 - **2020 Statewide Managers Day:** Co-Chairs Valarie Lilley – OCA & CT MAC Treasurer Kristen Karr – SOS thanked committee members who put together an excellent Managers Day in November. The Committee is finishing up post event work such as monetary commitments, speaker fees, and OPM reimbursement. Out of the approximately 200 attendees, 70 surveys were returned and were mostly positive with an average ranking of 4 out of 5, with 5 being “excellent”. Comments will be considered in planning for this upcoming year.

- VI. LIST SERV MAINTAINER REPORT** – Volunteers needed. Rep. Nancy Nicolesu - Ethics This is how information is received and the list is updated periodically. Requests to be added or removed are processed as quickly as possible. Currently, Jeri, the Chair, is maintaining the List Serv. Jeri has requested an updated list of state managers from DAS.
- VII. WEB MASTER REPORT** – Volunteers needed. Rep. Nancy Nicolesu -Ethics has stepped down and we are grateful for her extensive service to CTMAC, especially with its succession planning in past years. Volunteers are needed to help maintain our website and ensure information relevant to state managers is codified.
- VIII. SPEAKERS –no speakers scheduled for this meeting.**
- Retirement Forum: Coordinator & CT MAC Vice Chair Nicholas Jerard reported the recording of the forum will be made available on the website as soon as possible. Once the recording is posted a notice will be sent via the List Serv. Everyone should have received an email from OPM with links to the retirement information by Tier as well.
 - CT Paid Leave Authority: Chair, Jeri Beckford, reported the forum went well and was well received. CT MAC is working on posting the recording to the website. Andrea Barton Reeves reached out to CT MAC to conduct an information session since managers are to start contributions this month. Yesterday, a link was received to the recording that will be sent out via the List Serv and posted on the website. There has been a delay in managers paying into the PFMLA system, but no confirmation as to why this delay has occurred and when payments will begin to be deducted.
- IX. CT MAC LIAISON / MEMBER VOLUNTEER REPORT-OUTS**
- Manager Sick Leave Bank Committee: Rep. Brenda Abele – DAS, who is on the MSLB Committee for CTMAC was unable to attend, but Chair Beckford reported as a new manager you have the option to opt into the statewide Manager’s Sick Leave Bank leave. Managers pay and donate time to this bank in order to utilize this option. With the implementation of PFMLA there are questions that have come to light; How does PFMLA and MSLB work together? When can managers use the MSLB vs. PFMLA? Does one need to be used before the other? These questions have been sent to PFMLA CEO Andrea Barton-Reeves and its in-house counsel Atty. Erin Choquette. Hopefully, answers can be reported out next month. We are going to ask the MSLB if agencies can complete an audit to see how many managers are eligible to use the MSLB, how many managers have recently been employed by the stated have opted into the MSLB, and how many managers that were eligible have retired.
 - OPM Succession and Restructuring Planning: OPM Committee Liaison, Dan Callahan reported out – Discussed with Mike Walsh and has reviewed a draft document from the Boston Consulting Group (BCG) that was looking for feedback on managerial pieces. These notes were sent to the Chair of CT MAC. Key areas are; compensation, career development, tuition reimbursement, health insurance, and managerial retention. A comprehensive report will be issued in the upcoming weeks. A study was completed on compensatory losses for managerial positions. There is an anticipated 70-million-dollar surplus expected this year and in 2019 the managerial raises cost approximately 4 million. This is a key issue that needs to be raised before the session gets going. Dan has expressed willingness to look at salary groups in comparison with equivalent union salaries which could give another perspective and approach with OPM and DAS. Anyone interested in volunteering to assist with this work please email Chair Jeri Beckford @ jeri.beckford@ct.gov.
 - A Retirement survey was sent out to all employees, please complete and return if you are considering retirement by 2022. Link has been provided in the meeting notice.
 - Tuition and Professional Development Study:
 - Governors CoWAG StateBoards and Council Subcommittee: Monika Nugent – No update at this time. The first meeting will be held in February.

X. COMMUNICATION WITH ADMINISTRATION

- January Quarterly Meeting Debrief- this meeting was canceled and is in the process of being rescheduled.

XI. OPEN FLOOR

- Effect of Centralization on Status Agency CT MAC Reps and Alts – due to centralization, Bylaws state you can serve out your term but when agency elections come up you are considered part of the agency you as assigned to at the time of the agency hold its elections for its CT MAC reps or alts.

XII. ADJOURNMENT motion made to adjourn at 9:57 am by Imm. Past Chair Janice Deshais and seconded by Rep. Andrew Norton - ADS at 9:58 am.