



December 17, 2007

The Honorable Robert L. Genuario
Secretary
Office of Policy and Management
450 Capitol Avenue
Hartford, Connecticut 06106

Dear Secretary Genuario:

I am writing on behalf of the Management Advisory Council (MAC), in follow-up to my recent request that the MAC officers have an opportunity to meet with you and Dr. Martin Anderson. I understand that you are unable to meet at this time due to the demands of the state budget. As we are not able to meet, the full Council, at its meeting of November 21, requested that I correspond with you regarding the matters that we have previously discussed. Specifically, the Council is interested in any progress that has been made on the managerial salary compression problem and on the re-establishment of the statutory Quality Control Committee (CGS, Section 5-237b). As you know, MAC has been focusing on these two issues for some length of time.

Although the MAC membership is justifiably concerned about the fairness of managerial compensation levels relative to staff supervised, we are even more concerned about the adverse impact of compression on recruitment and succession planning... Our ability as state government to promote talented collective bargaining employees and to attract qualified private sector candidates into state managerial service is severely constrained by compression. Bargaining unit members in some classifications are unwilling to pursue or accept managerial positions in instances where the salary differential is not adequate. In some instances, the managerial salary may actually be lower on an hour-for-hour basis. If this situation is not addressed, it can only serve to detract from the quality and competitiveness of our future workforce.

In regards to the Quality Control Committee, the council is interested in renewing the productive relationship this forum provided with OPM, DAS, the private sector, and the General Assembly. In that same vein, our charter is “to provide a forum for communication between managers and appointed and elected officials to improve managerial effectiveness and productivity of State executive branch agencies”. In the future, we hope to renew our dialogue with the Legislative branch, specifically President Pro Tempore, Donald Williams, Jr. and Speaker of the House, James Amann. There is two-fold intent in this approach: to introduce ourselves and the Council; and to offer our assistance in ensuring that the Legislature is aware of MAC’s concerns regarding the issues that could potentially have a negative impact on the quality of the state workforce and the services provided to our residents.

As always, your assistance and insight on these matters is welcomed and valued. Please let me know if you have any suggestions on other avenues we might pursue to meet our charge of assisting the Office of Policy and Management and the Department of Administrative Services to promote the highest quality of services within state government.

Sincerely,

Mark Polzella
Chair
Management Advisory Council