

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
April 20, 2011**

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Peter Bucknall, MAC Chair, called the meeting to order at 9:06 a.m. Peter thanked those in attendance for their participation.

Approval of Minutes

The minutes of the meeting of March 16, 2011 were distributed electronically via the list serv. There was a motion made and seconded to approve the minutes, as submitted. The minutes were approved unanimously.

Treasurer's Report

The Treasurer's report was distributed electronically via the list serv. Claudia Helfgott, Treasurer, reported that the only activity in the account was the crediting of a dividend in the amount of \$3.50. The account balance as of March 31, 2011 is \$2,843.27. The Treasurer's report was accepted unanimously, as submitted.

Committee Reports

Credentials. Ellen Carter, MAC Credential Chair, advised that she has not received any reports on agency elections.

Old Business

Speakers and Logistics. Elise Kremer reported that Peggy Zabawar from the Department of Administrative Services is confirmed for the May 18, 2011 meeting. Peggy will speak at 9:00 a.m. about workplace violence and threat assessment. Mike Elliott from the Department of Environmental Protection is confirmed for the November 16, 2011 meeting. Mike will speak at 10:00 a.m. regarding e-licensing. Discussion ensued regarding potential topics and speakers for the September 21, 2011 meeting. After several potential topics were discussed, it was the consensus of the group to invite a speaker who could provide a broad overview of legislation enacted in the 2011 session. Please e-mail Elise with any suggestions for an appropriate speaker on this topic.

Web Site. In Chris Beloff's absence, there was no report.

Communications Committee. In Tom Crafa's absence, there was no report.

Orientation Committee. To the best of our knowledge, the next iteration of the New Managers Orientation Program remains postponed, and the rescheduled dates have not been determined. Discussion ensued that Dave Lynn is no longer a MAC member and that a successor is needed for the Orientation Committee chair. Peggy Zabawar was suggested as a good candidate, and Elise volunteered to approach her as to her availability and interest.

Legislative Committee. Elise reported that there were many bills raised this session that were of general interest to managers and/or had the potential to affect the state workforce. The subject matter included such diverse issues as the state budget, agency consolidations and reorganizations, e-government, privatization, regionalization, state contracting, state regulations, state ethics, workplace violence prevention, SUSTINET, employee compensation (COLA's, salary freezes or reductions, longevity), changes to work schedules, changes to health benefits (copays, premiums, eligibility for benefits in retirement), changes to the retirement system (institution of defined benefits for certain employees) or retirement rules (calculation of benefits, age for eligibility, contribution levels, capping the benefit, eliminating COLA's, eliminating pension payments while in a re-employed status) reduction in the number of state managers, and collective bargaining for state managers. Many of these bills were duplicative and did not progress beyond the "shell bill" stage. The reporting out deadline for most committees has passed, although some of these issues could resurface in the negotiations of the Committee's proposed budget.

It was noted that this overview is provided for informational purposes only. There was discussion among the membership that the Majority leadership in the Legislature has publicly stated that the budget will be predicated on the assumed concessions of \$2 billion. There appears to be a growing resentment against state workers by the general public, which is being expressed in the media. This seemed to escalate after the announcement that, failing concessions, there could be cuts to municipal budgets.

Salary Compression Workgroup. A question was raised as to if and how salary compression would be addressed in any discussions with Administration officials. The MAC Executive Board will present whatever level of detail the Administration is receptive to our making available. It was suggested that a one-page executive summary of the compensation issues might be an appropriate vehicle for introducing the subject in an initial meeting. One of the MAC members volunteered to facilitate this.

Dialogue with Administration Officials. Peter reported that the meeting that had been scheduled for April 14 was postponed by the Secretary's office. It has been rescheduled for May 3 at 9:00 a.m. Peter reminded the membership that a careful balance must be maintained between managers' concerns and the budget issues facing the state. MAC needs to present itself as part of the solution to the state's challenges and as a helpful and informative resource. The difficulties of succession planning, when bargaining unit employees are no longer interested in management positions, can be highlighted. These problems are exacerbated by salary compression and perceived lack of job security. It was noted by the members that there are non-financial issues of concern to managers, such as the availability of alternate work schedules and telecommuting. There was discussion of longevity payments, and interest was expressed in trying to get feedback on the Administration's position on the issue of longevity.

Other Old Business. There was no other Old Business.

New Business

Managers Day 2011. In the next few weeks, Peter will be convening an initial meeting of the planning committee for Managers Day 2011.

Agency Consolidations. A question was raised as to how any Executive Branch consolidations would impact MAC's membership structure. Ellen Carter responded that, in the past, when changes in Executive branch organization have taken place, MAC has amended its ByLaws to reflect those changes.

On-Call Duty by Managers. A question was raised as to managers in a couple of agencies being required to serve on-call duty without receiving a stipend or compensatory time. It appears that the background is that the agency Human Resources offices reviewed the issue internally and also brought the issue to the Department of Administration Services and Office of Policy and Management. The conclusion of those discussions was that there was authority to afford managers a stipend or compensatory time; and further that compensatory time cannot be earned from home or for time not actually worked.

Other New Business. There was no other New Business.

Adjournment

The meeting was adjourned at 9:49 a.m. The list of those in attendance at the April 20, 2011 meeting and the Treasurer's report are attached and are hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, May 18, 2011 at 9:00 a.m. in Conference Room B at the Department of Transportation. Peggy Zabawar, Organizational Development and Training Specialist at the Department of Administrative Services, will speak at 9:00 a.m., and the regular business meeting will follow at 10 a.m.

Respectfully submitted,

Elise Kremer
MAC Secretary
MAC Representative for the
Department of Public Health

MAC ATTENDANCE ROSTER
April 20, 2011

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Joann Bellamo	R
Banking	Claudia Helfgott, Treasurer	R
Children and Families	Debi Freund	R
Comptroller	Mark Aronowitz	R
Consumer Protection	Elisa Nahas	R
Correction	Don Currey	R
Developmental Services	Jadwiga Gocłowski	R
Developmental Services	Tim Lavoy	A
Economic and Community Development	Sheila Hummel	R
Education	Mark Linabury	A
Elections Enforcement	David Barry	R
Firearms Permit Examiners	Susan Mazzoccoli	G
Fire Prevention and Control	Adam Piskura	G
Insurance	Barbara Spear	R
Labor	Ram Aberasturia	R
Mental Health and Addiction Services	Angela Levix	A
Mental Health and Addiction Services	Tom Tokarz	G
Motor Vehicles	David Ostafin	A
Policy and Management	Ellen Carter	R
Public Health	Elise Kremer, Secretary	R
Public Utility Control	Peter O'Neil	R
Social Services	Peter Bucknall, Chair	R
Transportation	Wanda Seldon	R
Transportation	Jim Fallon	G
Transportation	Kathleen Karwick	G