

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
February 24, 2016**

**Visit the MAC website at <http://www.ct.gov/MAC>**

**Welcome and Introductions**

Ram Aberasturia, MAC Chair, called the meeting to order at 9:05 a.m. and welcomed those in attendance.

**Approval of Minutes**

The minutes of the December 16, 2015 and January 20, 2016 MAC meetings were distributed to the membership via the list serv and were approved unanimously, as submitted.

**Treasurer's Report**

Maura Welch, MAC Treasurer, reported that the balance in the treasury is \$2,765.50 as of January 31, 2016. A dividend of \$1.74 was credited to the account on that date. The Treasurer's report was distributed to the membership via the list serv and was approved unanimously, as submitted.

**Credentials Report**

Deb Paradis was unable to attend today's meeting, but she forwarded a MAC Representatives and Alternates list updated as of February 2016, along with a very useful summary of the recent history of changes that have occurred. There was a question on election results for the Commission on Human Rights and Opportunities (CHRO) which does not appear to be reflected in the history. Elise Kremer will follow up with Deb, as Elise did receive and forward election results from Tanya Hughes, Executive Director of CHRO. Maura was asked to follow up with Commissioner of Economic and Community Development Catherine Smith on holding an election. DECD was scheduled under the By-Laws to hold an election for MAC membership for a term beginning in January 2015, and has not had active agency participation for quite some time.

**Old Business**

Speakers and Logistics. Maura will follow up with a thank you letter to Commissioner of Economic and Community Development Catherine Smith for her guest presentation at the January 20, 2016 meeting. Ram thanked Maura for arranging for Commissioner Smith's guest presentation. The membership asked Ram to follow up on Department of Administrative Services (DAS) Commissioner Currey's availability for the March 16 or April 20 meeting. Should Commissioner Currey be able to attend, Peggy Zabawar will provide a pre-registration through the DAS Learning Center and an alternate site may be needed. It was suggested that Commissioner of Early Childhood Dr. Myra Jones-Taylor would be an individual who could speak about the process of building a new agency from programs consolidated from various other agencies. Chris Beloff will reach out to Dr. Jones-Taylor. There was also discussion of an Office of State Comptroller's presentation on retirement benefits, either at a MAC meeting or as part of Managers Day.

Nicholas Hermes has joined DAS, replacing Dr. Pam Libby as the Director of Statewide Human Resources Management; he would be an informative speaker.

Web Content/Communications/Orientation Committee. Nancy Nicolescu reported that she continues to update the website, and she has posted materials from Commissioner Smith's presentation. Elise noted that there has been a significant loss of managers on the list serv, due to retirements. Our goal is to reach as many managers as possible, although it is an opt-in list (i.e., managers must request inclusion through Elise, through their agency MAC liaisons, or through information submitted by the agency MAC Representative or Alternate). It would be helpful if MAC members could carry this back to their respective agencies. You can either submit an agency managerial distribution list, if your managers want to opt in; or you can ask your managers to contact Elise directly. Individuals do receive an e-mail notification when they have been added to the list serv.

Follow-up on Managerial Sick Leave Bank (MSLB). Dave Lynn from DAS had made a very informative presentation on the Managerial Sick Leave Bank and on the management policy on donated sick leave. Discussion now needs to occur as to whether MAC will propose changes to the MSLB provisions or the donated leave policy. It was noted that these are modeled on corresponding provisions for collective bargaining employees. There was a suggestion that this item be tabled and carried over to the March meeting. In the interim, MAC members are asked to review the minutes of the December 16, 2015 meeting and the materials on the website so that they are prepared to discuss this matter at the March 16, 2016 meeting.

Report from Legislative Committee. Elise provided a legislative report regarding bills of potential interest to managers, which was updated yesterday. The legislative report is incorporated in these minutes. Elise noted that House Bill 5238 proposes to restore certain managerial classes in communications and government relations to the classified service. These classes were placed in the unclassified service by legislation in the 2015 session (Public Act 15-5 of the June Special Session, Section 424).

Other Old Business. There was no other Old Business.

## **New Business**

Report from Managers Day 2016 Planning Committee. The planning committee met after the January 20 guest presentation. The committee is progressing well in identifying potential speakers and inquiring as to their interest and availability. A tentative theme is values and integrity. Please feel free to join the committee's meetings. There will be a meeting today immediately following the business meeting.

Agency Website Migration. Nancy Nicolescu reported that agency websites are being migrated to the DAS portal. Nancy will work with BEST on migrating our content to the new portal.

Other New Business. A topic that the membership would like the Executive Board to pursue is a training fund for managers. A discussion ensued about the active shooter on-line training. A concern that was raised was with the variability among agencies in how the training is being implemented. Some agencies have held discussion forums and even conducted drills. It was clarified that it is the discretion of agency

heads to manage the roll-out of this training in their respective agencies. It was suggested that MAC consider inviting a speaker from the Department of Emergency Services and Public Protection to discuss this training initiative.

## **Adjournment**

The business meeting was adjourned at 10:08 a.m., with members of the planning committee asked to remain for a brief meeting. The list of those in attendance at the February 24, 2016 meeting and the legislative report are attached and are hereby made a part of these minutes.

The next meeting is scheduled for March 16, 2016 at 9:00 a.m. in Conference Room A at the Department of Transportation. No guest speaker is scheduled as yet.

Respectfully submitted,

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

Managers Day 2016 Planning Committee. The committee convened at 10:11 a.m., following the business meeting. The following individuals were in attendance: Ram Aberasturia, Chris Beloff, Elise Kremer, Nancy Nicolescu, Mark Murphy, Wanda Seldon, and Maura Welch. There was discussion of a number of potential speakers who have been recommended. Since their areas of expertise are somewhat overlapping, it was decided to select a first tier and actively reach out to them. We will ask these potential speakers to provide a commitment by March 16. A possible nominee for the Lifetime Achievement Award was discussed. We will hold off on pursuing this further until we have our speakers in place. General logistics and scheduled were discussed. The committee meeting adjourned at 10:39 a.m.

**MAC ATTENDANCE ROSTER**  
**February 24, 2016**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Peggy Zabawar	R
Aging	Stephanie Marino	R
Aging	Nancy Shaffer	A
Banking	Deb Lein	R
Comptroller	Stephen Perkins	R
Comptroller	Elena Vasquez	A
Education	Chris Beloff	A
Human Rights and Opportunities	Donna Wilkerson Brilliant	A
Insurance	Maura Welch, Treasurer	R
Insurance	Mark Murphy	A
Governmental Accountability	Nancy Nicolescu, Vice Chair	R
Labor	Ram Aberasturia, Chair	R
Motor Vehicles	Cindy Zuerblis	R
Public Health	Elise Kremer, Secretary	R
Revenue Services	Jim Norton	R
Social Services	Jim Kilduff	A
Transportation	Wanda Seldon	R

LEGISLATIVE REPORT TO MANAGEMENT ADVISORY COUNCIL  
February 24, 2016

***Governor's Bill No. 5043, AN ACT MAKING DEFICIENCY APPROPRIATIONS FOR THE FISCAL YEAR ENDING JUNE 30, 2016***

***Statement of Purpose:*** To implement the Governor's budget recommendations

***Governor's Bill No. 5044, AN ACT MAKING ADJUSTMENTS TO STATE EXPENDITURES FOR THE FISCAL YEAR ENDING JUNE 30, 2017***

***Statement of Purpose:*** To implement the Governor's budget

***Governor's Bill No. 5049, AN ACT IMPLEMENTING THE GOVERNOR'S BUDGET RECOMMENDATIONS FOR GENERAL GOVERNMENT***

***Statement of Purpose:*** To implement the Governor's budget

***Proposed Bill No. 5057, AN ACT CONCERNING STATE EMPLOYEE RETIREMENT AND HEALTH CARE BENEFITS***

***Statement of Purpose:*** To close the gap between state employee and private sector benefit plans and to make our state budget responsive to current economic realities

***Raised Bill no. 5238, AN ACT CONCERNING THE REMOVAL OF CERTAIN POSITIONS FROM THE ENUMERATED LIST OF POSITIONS THAT ARE EXEMPT FROM CLASSIFIED SERVICE***

***Statement of Purpose:*** To remove certain positions from the enumerated list of positions that are exempt from classified service

***Raised Bill No. 5373, AN ACT REQUIRING THE MAINTENANCE OF A CONFIDENTIAL STATE AGENCY PERSONAL DATA SYSTEMS INVENTORY BASED ON A PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE STUDY***

***Statement of Purpose:*** To implement the recommendations of the Legislative Program Review and Investigations Committee concerning the creation of a confidential state agency personal data systems inventory

***Governor's Bill No. 9, AN ACT CONCERNING TRANSPARENCY IN PUBLIC SPENDING***

***Statement of Purpose:*** To implement the Governor's budget recommendations

***Governor's Bill No. 16, AN ACT INCREASING AGENCY EFFICIENCY IN THE REGULATION PROCESS***

***Statement of Purpose:*** To implement the Governor's budget recommendations