

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
March 16, 2016**

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Welcome and Introductions

Ram Aberasturia, MAC Chair, sends his regrets that he was unable to attend the meeting, due to the press of other urgent agency business. In Ram's absence, Nancy Nicolescu called the meeting to order at 9:03 a.m. and welcomed those in attendance. With several new attendees today, introductions were made.

Approval of Minutes

The minutes of the February 24, 2016 MAC meeting 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 February 29, 2016. There has been no activity in the account since the last report. The Treasurer's report was distributed to the membership via the list serv and was approved unanimously, as submitted.

Credentials Report

Deb Paradis, MAC Credentials Chair, reported that election results are still pending from the Office of the Attorney General, the Department of Developmental Services, and the Department of Transportation for the two-year term commencing January 1, 2016. Ram Aberasturia and Stephen Romano will be continuing as Representative and Alternate, respectively for the Department of Labor for the two-year term commencing January 1, 2016. Christine Castonguay indicated that she is the new Representative from the Department of Economic and Community Development.

Old Business

Speakers and Logistics. At the February 24, 2016 meeting, 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 reported that he has reached out to Dr. Jones-Taylor, and she would be available to speak at the April meeting. Following discussion, it was agreed that Chris would confirm with Commissioner Jones-Taylor and that a pre-registration would be required through the Department of Administrative Services' Learning Center. Peggy Zabawar will put together the registration process and, once it is available on line, Elise Kremer will send out an announcement via the list servs. Capacity will be 50. Nancy reported that Ram had a follow-up conversation with Commissioner Currey. The Commissioner is still very interested in speaking at a MAC meeting, but no date is confirmed as yet.

Web Content/Communications/Orientation Committee. Nancy reported that she continues to work on migration to the new portal. The MAC website is hosted within DAS. There have been some start-up issues, and Nancy is working on them with Bureau of Information Systems and Technology and the Office of State Ethics' Information Technology support.

Report from Legislative Committee. Elise provided a legislative report regarding bills of potential interest to managers. The legislative report is incorporated in these minutes. In brief, most of the bills have not progressed very far as yet, although reporting deadlines are fast approaching for most committees. The report indicates the last action taken on each bill to date). Elise noted that House Bill 5238, which proposes to restore certain managerial classes in communications and government relations to the classified service, was heard by the Labor Committee on February 25, and was given a Joint Favorable report and is on the House Calendar. The membership will recall that 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).

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. There was a suggestion that a small subcommittee be set up to bring recommendations back to the membership in two months' time. Nancy will coordinate the subcommittee, and Chris Beloff and Cindy Zuerblis will participate.

Other Old Business. There was no other Old Business.

New Business

Report from Managers Day 2016 Planning Committee. The planning committee met after the February 24 business meeting. The committee is progressing well in its efforts to commit key speakers for the program. Please feel free to join the committee's meetings. There will be a meeting today immediately following the business meeting. Elise noted that this will be the final year that she will be coordinating the Distinguished Managerial Service Awards process. There is a fair amount of correspondence to be completed; the overall process requires organization and logistics. Elise would welcome someone who would like to become familiar with the process this year, to ensure a smooth transition when another MAC member assumes this responsibility for the future.

Other New Business. Ram asked Nancy to share with the membership that he is seeking a meeting with Governor Malloy. Considerable discussion ensued. Members commented that managers have continued to sacrifice over the years, disproportionately. Managers have no standing, and seem to lose at every turn. Beyond increases, training opportunities and training funds have been discussed for years, with no progress on even low-cost items. Managers manage staff who enjoy a wide range of flextime and alternative work schedule options that are not available to them. When managers do not receive raises, the breakpoint continues to go up each year, compounding the effect on future pensions. Managers do not have any assurances about layoff protections, even when collective bargaining units are granted them. Over time, the net effect is an erosion of the ability to attract talent and to move promising collective bargaining employees into the managerial ranks. Members were invited to send their thoughts to the Executive Board, including low-cost/no-cost suggestions. A final comment was that MAC has already done a great job of articulating the issues and sharing them with the Administration. However, there has been limited progress on any of the concerns that were documented in MAC's position paper and the ensuing DAS report on managerial compensation issues.

Adjournment

The business meeting was adjourned at 9:58 a.m., with members of the planning committee asked to remain for a brief meeting. The list of those in attendance at the March 16, 2016 meeting and the legislative report are attached and are hereby made a part of these minutes.

The next meeting is scheduled for April 20, 2016 at 9:00 a.m. in Conference Room A at the Department of Transportation. The guest speaker is Commissioner of the Office of Early Childhood, Dr. Myra Jones-Taylor.

Respectfully submitted,

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

Managers Day 2016 Planning Committee. The committee convened at 10:02 a.m., following the business meeting. The following individuals were in attendance: Chris Beloff, Elise Kremer, Nancy Nicolescu, Deb Paradis, Wanda Seldon, Blanche Tucker, Maura Welch and Peggy Zabawar. There was discussion of progress in committing speakers. Gary Dixon, President of the Foundation for a Better Life, is confirmed. He is very enthusiastic about addressing the state managers, has generously waived an honorarium, and will be reimbursed for expenses only, not to exceed \$1000. Two other speakers are in the works. There will not be Lifetime Service Award this year. The process for Distinguished Managerial Service Awards (DMSA) will be started in April this year. Now that Dr. Martin Anderson has retired, a new emcee will be needed for the presentation of the DMSA's; a couple of ideas were suggested. There was discussion of the donation program to be supported this year. Further research will be done on the logistics of supporting programs that were suggested as options. The committee meeting adjourned at 10:45 a.m.

MAC ATTENDANCE ROSTER
March 16, 2016

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Peggy Zabawar	R
Aging	Stephanie Marino	R
Children and Families	Domingo Lazu	G
Comptroller	Stephen Perkins	R
Developmental Services	Carl Jordan	R
Developmental Services	Shawn Boisdair	G
Developmental Services	Mary Fuller	G
Developmental Services	Kevin Lawton	G
Economic and Community Development	Christine Castonguay	R
Education	Deb Paradis	R
Education	Chris Beloff	A
Education	Jim Polites	G
Human Rights and Opportunities	Donna Wilkerson Brillant	A
Insurance	Maura Welch, Treasurer	R
Governmental Accountability	Nancy Nicolescu, Vice Chair	R
Motor Vehicles	Cindy Zuerblis	R
Public Health	Elise Kremer, Secretary	R
Secretary of the State	Blanche Tucker	R
Secretary of the State	Diane Steir	A
Transportation	Wanda Seldon	R

LEGISLATIVE REPORT TO MANAGEMENT ADVISORY COUNCIL
March 16, 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 (Heard by Joint Committee on Appropriations, 3/18/16)

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 (Heard by Joint Committee on Appropriations, 2/19/16)

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 (Heard by Joint Committee on General Administration and Elections, 2/22, referred to Joint Committee on Appropriations)

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 (Referred to Joint Committee on Appropriations, 2/5/16)

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 (Heard by Labor and Public Employees Committee, 2/25/16, Joint Favorable Report, 3/1/16, Calendared for the House)

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 (Heard by Joint Committee on Program Review and Investigations, 2/29/16, Calendared for House)

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

Statement of Purpose: To implement the Governor's budget recommendations (Heard by Joint Committee on Appropriations, 3/11/16)

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

Statement of Purpose: To implement the Governor's budget recommendations (Heard by Joint Committee on General Administration and Elections, 2/22/16)