

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
May 18, 2016**

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

Welcome and Introductions

Ram Aberasturia, MAC Chair, called the meeting to order at 9:00 a.m.

Approval of Minutes

The minutes of the April 20, 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 \$2,767.91 as of April 30, 2016. There was no activity in the account in April. 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, indicated that there have been no election results reported to her since the last meeting.

Old Business

Speakers and Logistics. Ram reported that he had a follow-up conversation with Commissioner of Administrative Services, Melody Currey. The Commissioner is still very interested in speaking at a MAC meeting, but no date is confirmed as yet. Commissioner of Veterans' Affairs, Sean Connolly, will be invited to speak at the June 22, 2016 meeting.

Web Content/Communications/Orientation Committee. Today's meeting notice was posted on MAC's website. The PowerPoint presentation made by Dr. Myra Jones-Taylor will be posted when it is received.

Report from Legislative Committee. Elise Kremer circulated a report summarizing the status of legislation of potential interest to managers. The report includes two Public Acts, as well as the legislation authorizing increased cost sharing of health insurance premiums by non-unionized employees (Senate Bill 502, passed by concurrence of the House and Senate).

Other Old Business. There was no other Old Business.

New Business

Report from Managers Day 2016 Planning Committee. The planning committee has continued to meet monthly. The work is progressing well. All speakers are confirmed, and speakers' costs are within budget. Concepts for this year's donation are being researched. Please feel free to join the committee's meetings. There will be a meeting today immediately following the business meeting.

Status of the Distinguished Managerial Service Awards Program. The planning committee had expressed an interest in having the DMSA process occur earlier than in previous years. Elise is in the process of updating mailing lists for commissioners/agency heads and human resource administrators/designees. Mailings will be completed by mid-May. A selection committee is needed to review nominations and determine the award recipients. Volunteers were requested and appointed. The committee will consist of Ram Aberasturia, Chris Beloff, Elise Kremer, John Neumon, Nancy Nicolescu, Deb Paradis, and Maura Welch.

Nominating Committee for MAC Officers. A Nominating Committee is needed to develop a slate of proposed officers. Under the By-Laws, the committee is to consist of three Representatives who are not current officers. Volunteers were requested and appointed. The committee will consist of: Deb Paradis (Chair), Deb Lein, and Wanda Seldon.

Other New Business. There was discussion by the membership of the provisions of Senate Bill 502. The membership expressed renewed concern regarding equity and fairness, in light of this legislation and the rescinding of scheduled managerial salary increases. There is a feeling that managers are being required to shoulder a disproportionate share of the burden of the state fiscal crisis, with a general perception that managers are overpaid and underworked. In reality, the problems of salary compression and inversion have been well documented. While MAC has been reaching out to the Administration and is awaiting the opportunity for dialogue, the managers learn of changes impacting them fiscally through the media. Managers are being lost through attrition and through layoffs, which have now occurred in the managerial ranks in several agencies. This leads to a loss of institutional knowledge. This problem is exacerbated by the increasing reluctance of collective bargaining employees to step up into managerial positions. It was noted that some managers in Department of Correction are seeking to become unionized and that lieutenants in the Department of Motor Vehicles recently became unionized. Frustration was expressed with the fact that the same problems persist today as were laid out in MAC's position statement to Administration officials several years ago. Ram indicated that he is hopeful that the MAC Executive Board will be able to meet with Administration officials prior to the June MAC meeting.

Adjournment

The business meeting was adjourned at 10:32 a.m., with members of the planning committee asked to remain for a brief meeting. The list of those in attendance at the May 18, 2016 meeting and the legislative report are attached and are hereby made a part of these minutes.

The next meeting is scheduled for June 22, 2016 at 9:00 a.m. in Conference Room A at the Department of Transportation.

Respectfully submitted,

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

Managers Day 2016 Planning Committee. The committee convened at 10:40 a.m., following the business meeting. The following individuals were in attendance: Ram Aberasturia, Chris Beloff, Elise Kremer, Nancy Nicolescu, Deb Paradis, Wanda Seldon, Maura Welch, and Peggy Zabawar. The committee reviewed the draft agenda and the draft confirmation letters to the speakers. A Save the Date flyer is needed, and Ram will follow up with Peggy Zabawar. There was discussion of the donation program to be supported this year. Chris and Deb have done some preliminary research on backpacks to be donated to a school system which has yet to be determined. The backpacks would be geared to students in kindergarten through second grade. Approximately 200 backpacks are available at no cost, and the intention would be for them to be stocked with items appropriate to this age level. Possible items include: toothpaste, toothbrushes, hand wipes, pencils, pencil boxes, erasers, pens, crayons, coloring books, hats, mittens, and scarves. Chris and Deb hope to be able to bring the backpacks to the next meeting and distribute them to members, who will be asked to work with their agency managers to get them stocked. Possibly, a small number of students could be invited to Managers Day to receive their backpacks. The committee meeting adjourned at 11:05 a.m.

MAC ATTENDANCE ROSTER
May 18, 2016

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Peggy Zabawar	R
Aging	Stephanie Marino	R
Banking	Debora Lein	R
Children and Families	Debi Freund	R
Comptroller	Stephen Perkins	R
Comptroller	Elena Vasquez	A
Consumer Protection	John Neumon	A
Correction	Joshua Santos	A
Developmental Services	Carl Jordan	R
Economic and Community Development	Christine Castonguay	R
Education	Deb Paradis	R
Education	Chris Beloff	A
Human Rights and Opportunities	Donna Wilkerson Brillant	A
Governmental Accountability	Nancy Nicolescu, Vice Chair	R
Insurance	Maura Welch, Treasurer	R
Labor	Ram Aberasturia, Chair	R
Motor Vehicles	Cindy Zuerbis	R
Policy and Management	Jamie Gamble	R
Public Health	Elise Kremer, Secretary	R
Rehabilitation Services	Andrew Norton	R
Secretary of the State	Blanche Tucker	R
Secretary of the State	Diane Steir	A
Social Services	Jim Kildoff	A
Transportation	Wanda Seldon	R
Transportation	David Alfredson	G
Transportation	Lisa Annis	G
Transportation	Robert Card	G
Transportation	Terry Obey	G
Transportation	Ravi Chandran	G
Transportation	Charles Harlow	G
Transportation	Nancy Malinguaggio	G
Transportation	Amy Martinez	G
Transportation	Jeff Stewart	G

LEGISLATIVE REPORT TO MANAGEMENT ADVISORY COUNCIL
May 18, 2016

Public Act 16-1, AN ACT MAKING ADJUSTMENTS TO THE STATE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2017

Effective from passage (March 30, 2016)

Public Act 16-58, AN ACT REVISING THE REGULATION REVIEW PROCESS

Transmitted to Governor (May 16, 2016)

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 (*House Calendar*)

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 (*JFS Appropriations Committee*)

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 (*Tabled for House Calendar*)

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 (*JFS Appropriations Committee*)

Raised Bill No. 5417, AN ACT CREATING AN OFFICE OF OVERTIME ACCOUNTABILITY

Statement of Purpose: To create an Office of Overtime Accountability to examine overtime costs of state agencies and make recommendations for reducing such costs (*House Calendar*)

Raised Bill No. 268, AN ACT ESTABLISHING A WORKING GROUP TO DISCUSS STATE BUDGET PROJECTIONS, TRENDS, AREAS OF GROWTH AND OPPORTUNITIES FOR EFFICIENCY, FEDERAL BUDGET ACTIVITY AND SPENDING CONTROL OPTIONS AND DEVELOP RECOMMENDATIONS RELATED THERETO

Statement of Purpose: To establish a working group to discuss certain budget-related matters and develop recommendations related to such matters (*Senate Calendar*)

Raised Bill No. 269, AN ACT REQUIRING THE SECRETARY OF THE OFFICE OF POLICY AND MANAGEMENT TO STUDY THE IMPACT OF IMPLEMENTING A FORTY-HOUR WORK WEEK FOR STATE EMPLOYEES

Statement of Purpose: To require the Secretary of the Office of Policy and Management to study the impact of requiring all state employees to work a forty-hour work week (***Senate Calendar***)

Senate Bill No. 502, AN ACT CONCERNING REVENUE AND OTHER ITEMS TO IMPLEMENT THE BUDGET FOR THE BIENNIUM ENDING JUNE 30, 2017

House and Senate in concurrence, passed May 13, 2016 (Section 117 includes provisions for increased cost sharing of health insurance premiums by non-unionized employees)