

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
April 19, 2017**

**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. A welcome was extended to those in attendance, and all were asked to introduce themselves. Ram thanked those who are new to the MAC membership or continuing their membership as a result of recent agency elections activity.

**Approval of Minutes**

The draft minutes of the February 15, 2017 MAC meeting were circulated via the list serv. The minutes were approved unanimously, as submitted.

**Treasurer's Report**

Maura Welch, MAC Treasurer, reported that the balance in the treasury is \$3,290.47 as of March 31, 2017. The only activity since last month's report was the crediting of a dividend of \$2.84. 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 the only agencies from which she is awaiting election results for the term beginning January 1, 2107 are the Department of Administration Services and the Department of Children and Families. Elections have now been finalized for the: Board of Pardons and Parole; Department of Agriculture; Department of Economic and Community Development; Department of Emergency Services and Public Protection; Department of Public Health; and Department of Revenue Services. The Alternate for the Department of Insurance has left state service, and the agency will hold an election for a replacement. The Credentials list has been updated and provided for posting on the website.

**Old Business**

Speakers and Logistics for Upcoming Meetings. The Lean presentation scheduled for the March 15, 2017 meeting (which was cancelled due to inclement weather) is being rescheduled. Wanda will confirm the speakers' availability for the June 21, 2017 meeting and will discuss with them the expected attendance. Based on Wanda's feedback, a decision will be made on the need for pre-registration.

Web Content/Communications/Orientation Committee. Nancy Nicolescu indicated that she is doing regular updates and invites the membership to submit items of interest. Nancy has posted the updated Credentials list and will be posting a Save the Date for Managers Day 2017 in the near future.

Status of Updates to MAC list serv. Elise Kremer indicated that she has entered all of the managerial rosters received to date. The latest mailing sent to date went to 57 recipients on the MAC membership list and 1154 recipients on the CT managers list. Ongoing maintenance is required. Generally, with each mailing, there are a number of “undeliverables”, and Elise contacts the agency Representative to determine if the manager has left state service.

Legislative Update. Elise indicated that there is little that is definitive to report at this time. Of the unprecedented volume of proposed bills that were initially tracked, many were duplicative, dealing with topics such as changes to pension calculations, changes to pension structure for newly hired employees, changes to various state employee benefits, and changes to the budgeting process. Most of those bills were not reported out by their respective committee deadlines. Technically, these bills are dead, although there is always the potential for similar language to re-emerge as amendments to other bills that are still active. Elise indicated that, as late as yesterday, she checked the CGA website for information regarding Appropriations Committee activity. The Committee page was displaying a message that no documents were available at that time. Nancy concurred that there was really no additional information available regarding the budget process at this time. It was reiterated that, to the extent that MAC members and agency managers have concerns, those need to be pursued as private citizens outside the auspices of MAC. MAC is an entity of the executive branch and, as has been noted previously, cannot lobby. This being said, MAC membership does not preclude managers from participating in the legislative process as private citizens, so long as they do not represent that they are speaking on behalf of MAC. Discussion ensued on the following specific bills that are still moving through the legislative process:

***Substitute House Bill 5210, AN ACT CONCERNING VARIOUS PAY EQUITY AND FAIRNESS MATTERS*** (Office of Fiscal Analysis and Office of Legislative Analysis bill analyses are posted on the CGA website)

***House Bill No. 5590, AN ACT CREATING A TASK FORCE TO IMPROVE THE WORKFORCE DEVELOPMENT SYSTEM IN THE STATE OF CONNECTICUT*** (Office of Fiscal Analysis and Office of Legislative Analysis bill analyses are posted on the CGA website)

***Substitute House Bill 6668, AN ACT CONCERNING PREGNANT WOMEN IN THE WORKPLACE*** (Office of Fiscal Analysis and Office of Legislative Analysis bill analyses are posted on the CGA website)

***Senate Resolution No. 7, RESOLUTION PROPOSING APPROVAL OF AN AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE STATE EMPLOYEES BARGAINING AGENT COALITION***

***Resolved by the Senate:*** That the agreement between the State of Connecticut and the State Employees Bargaining Agent Coalition, amending certain terms and conditions governing the state employees retirement system, submitted to this assembly December 19, 2016, for approval, as provided in subsection (b) of section 5-278 of the general statutes, is approved. (Office of Fiscal Analysis bill analysis is posted on the CGA website)

Update on Status of Executive Board Dialogue with Administration Officials. Ram reported that a meeting of the Executive Board was held with Office of Policy and Management Secretary Benjamin Barnes, Commissioner of Administrative Services Melody Currey, and Undersecretary for Labor Relations Attorney Lisa Grasso Egan. The meeting took place on February 21. Much discussion ensued. MAC members expressed a need to know next steps, in order to be responsive to their agency managers; in particular they

expressed the hope that there would be some tangible outcomes, at least in the area of no-cost/low-cost items, such as a small training fund, Alternate Work Schedules, telecommuting and the like. Ram emphasized that the process has been very open; the agenda/discussion items and background materials such as the DAS Managerial Compensation report and the MAC position statement have been shared with the members; these materials have been and will continue to guide MAC's participation in these discussions. The Secretary expressed his openness to professional development for managers, to telecommuting and other ways in which the world of work is changing, and to family-friendly workplace policies. He also expressed a broader view of managerial compensation issues, with a concern for recruitment, being able to hire the best candidate for the job, developing managers, and making state management a viable long-term career choice. The Secretary was also candid that he cannot make commitments on funding until there's a budget, although he is certainly making a commitment to try to address managerial issues as the budgetary situation permits.

## **New Business**

Report of Managers Day 2017 Planning Committee. Ram reported that the committee has made great strides, and is progressing on confirming a dynamic panel of speakers.

Election of Nominating Committee for MAC Officers. In accordance with our By-Laws, the Nominating Committee is to be elected at the April Meeting. The Nominating Committee is charged with presenting a proposed slate of officers at the May meeting, at which time nominations will also be taken from the floor. The Nominating Committee was elected as follows: Deb Paradis, Chris Beloff, and Lateisha Rainey.

Other New Business. There was no other New Business.

## **Adjournment**

The business meeting was adjourned at 10:09 a.m., with members of the planning committee asked to remain for a brief meeting. The list of those in attendance at the April 19, 2017 meeting is attached and is hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, March 15, 2017 at 9:00 a.m. at the Department of Transportation in Newington. Information on the guest speakers, Alison Fisher and Cheryl Malerba, will be circulated with the meeting notice.

Respectfully submitted,

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

Managers Day 2017 Planning Committee. The committee convened at 10:13 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. Deb has confirmed that Chief Anthony Campbell will speak. He is very enthusiastic about speaking to the Connecticut managers. Peggy has a confirmation from Pepperidge Farms. In both cases, a follow-up is needed about a fee or donation. Secretary Barnes has indicated his commitment to attend and speak. Nancy will contact one more proposed speaker and report back to the group. Overall, the feeling of the group was that we are well on our way to putting together a program and speakers that would be engaging and educational, and would be consistent with the theme of celebrating Connecticut. Peggy will mock up a schedule, working backwards from the closing of registrations to the issuance of the Distinguished Managerial Service Award nominations packets. The meeting adjourned at 11:10 a.m., with various follow-ups to occur prior to the next meeting.

**MAC ATTENDANCE ROSTER**  
**April 19, 2017**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Peggy Zabawar	R
Children and Families	Jeri Beckford	G
Developmental Services	Carl Jordan	R
Developmental Services	Deb Boyle	A
Economic and Community Development	Christine Castonguay	R
Education	Deb Paradis	R
Education	Chris Beloff	A
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement Commission	Nancy Nicolescu, Vice Chair	R
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement Commission	Lateisha Rainey	A
Insurance	Maura Welch, Treasurer	R
Labor	Ram Aberasturia, Chair	R
Mental Health and Addiction Services	Carl Shields	R
Mental Health and Addiction Services	Chris Burke	A
Mental Health and Addiction Services	Ellen Boynton	G
Mental Health and Addiction Services	Tom Zaprzalka	G
Pardons and Paroles	Leland Moore	R
Public Health	Elise Kremer, Secretary	R
Rehabilitation Services	Andrew Norton	R
Revenue Services	Real Lavigne	R
Transportation	Wanda Seldon	R
Transportation	Lisa Annis	G