

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
January 18, 2017**

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

Welcome and Introductions

Ram Aberasturia, MAC Chair, called the meeting to order at 9:04 a.m. Welcomes were extended to those newly attending: Paul Lapierre, Representative from the Department of Veterans' Affairs; Chris Burke, Guest from the Department of Mental Health and Addiction Services; and AnneMarie Paone-Mullin, Guest from the Division of Criminal Justice.

Approval of Minutes

The draft minutes of the December 21, 2016 MAC meeting were distributed to the membership 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 \$3,284.49 as of December 31, 2016. All Managers Day 2016 expenses have been paid, and the reimbursement from the Office of Policy and Management has been received and deposited to MAC's account. The books have been closed on Managers Day 2016. 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 she is still awaiting election results from some agencies scheduled to hold elections for terms beginning on January 1, 2017. The Representative from Department of Mental Health and Addiction Services (DMHAS), Steve Beaupre, has left the agency; the Alternate, Thomas Zaprzalka, is facilitating the election. A follow-up will be done with those agencies that have not yet responded; a question was raised as to whether this communication would come from the MAC Chair. The Department of Criminal Justice has raised a question as to membership; this will be put on the discussion list with Department of Administrative Services, since there is currently no provision in the MAC By-Laws that would seem to allow for their representation on MAC.

Old Business

Speakers and Logistics for Upcoming Meetings. An invitation has been extended to Julie Paolino, a managing partner at Integrated Rehab, and she is confirmed to speak at the February 15, 2017 meeting. Thank you to Chris Beloff for coordinating this guest presentation. Integrated Rehab, of which Julie Paolino is a managing partner, has been named a top employer in the Hartford area five times. A LEAN presentation has been scheduled for March 15, 2017, and further details will be forthcoming.

Web Content/Communications/Orientation Committee. Nancy Nicolescu indicated that she is doing regular updates and invites the membership to submit items of interest. Nancy will post an updated roster of MAC members in the near future. There is a need for orientation materials for new MAC members, as well as guidance for the credentialing process. Nancy will be developing a draft as her time permits. Elise Kremer, John Suchy, and Peggy Zabawar will review the draft, when available.

Status of Updates to MAC list serv. Elise Kremer indicated that she has completed all updates received as of this time. Tom Zaprazalka indicated that he is preparing an update to the DMHAS managers list, and will submit that to Elise in the near future. Agencies which have not yet submitted lists of their managers, with e-mail addresses, are encouraged to do so.

Other Old Business. Representatives indicated that they received many inquiries from their agency managers after the letter from Office of Policy and Management Secretary Benjamin Barnes was issued. MAC members expressed a need to know next steps, in order to be responsive to their agency managers. Ram indicated that he is making every effort to set up a meeting with Commissioner of Administrative Services Melody Currey before the next meeting.

New Business

Report of Managers Day 2017 Planning Committee. There will be a meeting of the planning committee following the adjournment of each regular business meeting. Ram invited anyone interested in serving to attend. This is a great opportunity to become more involved with MAC's activities and events. Managers Day 2017 will be held on September 22, because of Yom Kippur beginning on September 29. The committee is actively seeking input for ideas on the theme for the day.

Report on Meeting with Office of Policy and Management (OPM) Secretary Benjamin Barnes. Ram reported on the meeting, which was held on November 22. Ram also distributed a letter from Secretary Barnes which was written in follow-up to the meeting. Ram characterized the meeting, which lasted well over an hour, as very open and positive. The agenda was as had been discussed at the November meeting; background regarding the concerns of managers was well articulated in MAC's position paper and the DAS Managerial Compensation report, both of which had been provided in advance of the meeting. Members acknowledged MAC's efforts to foster such a productive line of communication, and also asked what the follow-up plan and next steps would be to keep the positive momentum going. Discussion ensued regarding the Executive Board communicating with agency commissioners. The Executive Board felt strongly that its charter is to communicate with administration leadership, which in turn communicates with the Executive Branch agency heads. MAC Representatives and Alternates are encouraged to keep managers' concerns on their agency head's radar, to the extent that they can do so within their organizational structure.

Other New Business. Elise Kremer submitted a legislative update. In brief, there is an unprecedented number of proposed bills. Many of them are duplicative. There are many proposed bills that deal with state employee benefits. New proposed bills continue to come forward daily. It was suggested that further information be circulated as bills are raised and move forward to their respective committees. A member shared some additional information from an agency managers forum, and indicated that agency managers are very concerned with some of the proposed bills. Until we know what bills go forward, tracking is not realistic at this time. 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 lobbying as private citizens.

Adjournment

The business meeting was adjourned at 9:43 a.m., with members of the planning committee asked to remain for a brief meeting. The list of those in attendance at the January 18, 2017 meeting and the Legislative Report dated January 18, 2017 are attached and are hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, February 15, 2017 at 9:00 a.m. at the Department of Transportation in Newington. Information on the guest speaker, Julie Paolino, 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 9:55 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 meeting focused on honing in on ideas for the overall theme, potential speakers, and potential charitable undertakings. The focus will be on Connecticut assets, success stories, and inspirational presentations. One keynote speaker will be OPM Secretary Benjamin Barnes. Another potential keynote speaker with an inspirational message has been suggested, and outreach will be made by Deb. Peggy has confirmed a speaker from Pepperidge Farms, which will emphasize the Connecticut theme, with another inspirational message. Maura will reach out regarding a potential display of Connecticut grown agricultural products. The committee meeting made a great deal of progress and adjourned at 10:40 a.m.

Proposed Bill No. 86, AN ACT INCREASING COPAYS UNDER STATE EMPLOYEE HEALTH CARE PLANS

Statement of Purpose: To provide tax relief to Connecticut residents by decreasing the cost of state employee health insurance coverage

Proposed Bill No. 87, AN ACT INCREASING CONTRIBUTIONS BY STATE EMPLOYEES TO THE STATE EMPLOYEE RETIREMENT SYSTEM

Statement of Purpose: To reduce the unfunded pension liability of the state by increasing contributions made by state employees to the state employees retirement system

Proposed Bill No. 88, AN ACT CONCERNING RETIREMENT AND HEALTH CARE BENEFITS FOR CERTAIN STATE EMPLOYEES

Statement of Purpose: To create state budgetary savings by placing nonunion state employees in health and retirement plans that are similar to those in the private sector

Proposed Bill No. 89, AN ACT PREVENTING BUDGET DEFICITS

Statement of Purpose: To require early intervention by the legislature to prevent budget deficits

Proposed Bill No. 91, AN ACT PROHIBITING RECEIPT OF STATE RETIREMENT INCOME DURING TIMES OF REEMPLOYMENT WITH THE STATE

Statement of Purpose: To prohibit the receipt of pension and salary payments from the state at the same time

Proposed Bill No. 92, AN ACT ELIMINATING LONGEVITY PAYMENTS AND OVERTIME COMPENSATION FROM THE CALCULATION OF RETIREMENT INCOME FOR STATE EMPLOYEES

Statement of Purpose: To achieve long-term savings by lowering state pension obligations

Proposed Bill No. 114, AN ACT REQUIRING NEW STATE AND MUNICIPAL EMPLOYEES TO PARTICIPATE IN DEFINED CONTRIBUTION RETIREMENT PLANS

Statement of Purpose: To achieve savings in future pension liabilities by making new state and municipal employees participate in defined contribution retirement plans

Proposed Bill No. 5012, AN ACT CONCERNING PENSION AND HEALTH CARE BENEFITS FOR STATE EMPLOYEES AND OFFICIALS EXEMPT FROM CLASSIFIED SERVICE.

Statement of Purpose: To help reduce the overall cost of the state employee workforce in Connecticut.

Proposed Bill No. 5104, AN ACT LIMITING THE NUMBER OF DEPUTY COMMISSIONERS IN STATE AGENCIES

Statement of Purpose: To eliminate duplicative service and provide cost savings to the state

Proposed Bill No. 5200, AN ACT IMPOSING A TRANSACTION AND FORWARDING FEE ON STATE PENSION BENEFIT INCOME OF NONRESIDENTS

Statement of Purpose: To incentivize individuals receiving a state pension to remain in the state

Proposed Bill No. 5201, AN ACT CONCERNING A MORATORIUM ON NEW BOND AUTHORIZATIONS

Statement of Purpose: To place a two-year moratorium, beginning July 1, 2017, on new bond authorizations, except for purposes related to emergency spending

Proposed Bill No. 5328, AN ACT CONCERNING THE IMPLEMENTATION OF BEST PRACTICES BY STATE AGENCIES TO ACHIEVE COST SAVINGS

Statement of Purpose: To review ways in which state agencies may implement best practices and cost savings

Proposed Bill No. 5329, AN ACT REDUCING THE SALARIES OF LEGISLATORS, COMMISSIONERS OF STATE AGENCIES AND THE GOVERNOR

Statement of Purpose: To reduce the pay of legislators, commissioners and the governor

Proposed Bill No. 5330, AN ACT REQUIRING STATE EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS TO BE APPROVED BY THE GENERAL ASSEMBLY

Statement of Purpose: To require the legislature to vote on all union contracts

Proposed Bill No. 5331, AN ACT STUDYING A FORTY-HOUR WORK WEEK FOR STATE EMPLOYEES

Statement of Purpose: To study the feasibility of a forty-hour work week for state employees

Proposed Bill No. 5332, AN ACT PHASING IN ZERO-BASED BUDGETING FOR STATE AGENCIES

Statement of Purpose: To phase in zero-based budgeting for state agencies

Proposed Bill No. 5333, AN ACT PROHIBITING OVERTIME PAYMENTS FROM BEING USED TO CALCULATE THE RETIREMENT INCOME OF STATE EMPLOYEES

Statement of Purpose: To remove overtime pay from pension calculations for retiring state employees

Proposed Bill No. 5335, AN ACT LIMITING COST-OF-LIVING INCREASES TO STATE EMPLOYEE RETIREMENT PAYMENTS

Statement of Purpose: To require cost-of-living increases to state employee pension payments to mirror those of social security

Proposed Bill No. 5375, AN ACT CONCERNING EMPLOYMENT BENEFITS PROVIDED TO STATE EMPLOYEES

Statement of Purpose: To require that state employee benefits be in line with those provided in private industry

Proposed Bill No. 5376, AN ACT CONCERNING REEVALUATION OF THE AMOUNT OF MEDCAL AND PRESCRIPTION DRUG COPAYS PAID BY STATE EMPLOYEES

Statement of Purpose: To review current copayment amounts paid by state employees under state employee health care plans

Proposed Bill No. 5397, AN ACT EXCLUDING REIMBURSEMENTS TO STATE EMPLOYEES FOR MILEAGE FROM THE CALCULATION OF RETIREMENT INCOME

Statement of Purpose: To remove mileage reimbursement from pension calculations

Proposed Bill No. 5399, AN ACT EXCLUDING OVERTIME PAYMENTS FROM THE CALCULATION OF RETIREMENT INCOME OF STATE EMPLOYEES

Statement of Purpose: To eliminate overtime in the calculation of a state employee's highest three years of pay when determining retirement calculations

Proposed Bill No. 5436, AN ACT CONCERNING FRAUDULENT GRANT PROPOSALS

Statement of Purpose: To promote accuracy in grant requests and conserve taxpayer funds

Proposed Bill No. 5464, AN ACT INCREASING CONTRIBUTIONS BY STATE EMPLOYEES TO THE STATE EMPLOYEE RETIREMENT SYSTEM

Statement of Purpose: To increase the amount state employees contribute toward their pensions

Proposed Bill No. 5465, AN ACT CONCERNING THE STATE BUDGET PROCESS

Statement of Purpose: To require state government to live within its means

Proposed Bill No. 5469, AN ACT REQUIRING LEGISLATIVE APPROVAL OF STATE EMPLOYEE COLLECTIVE BARGAINING AGREEMENTS

Statement of Purpose: To require legislative approval of state employee union contracts

Proposed Bill No. 5515, AN ACT AUTHORIZING BONDS OF THE STATE TO MAKE STATE FACILITIES ACCESSIBLE FOR PERSONS WITH DISABILITIES

Statement of Purpose: To authorize bonds of the state for the installation of accessible ramps, power assist doors, elevators and accessible bathrooms in state facilities in order to improve accessibility for persons with disabilities

Proposed Bill No. 5526, AN ACT CONCERNING THE REGULATORY PROCESS IN THE STATE

Statement of Purpose: To reform the regulatory process in the state

Proposed Bill No. 5588, AN ACT IMPOSING A CAP ON GENERAL OBLIGATIONS BOND ALLOCATIONS

Statement of Purpose: To limit the allocation of noneconomic development general obligation bonds by the state bond commission

Proposed Bill No. 5590, AN ACT CREATING A TASK FORCE TO IMPROVE THE WORKFORCE DEVELOPMENT SYSTEM IN THE STATE OF CONNECTICUT

Statement of Purpose: To study and improve the workforce development system in this state

Proposed Bill No. 5594, AN ACT CONCERNING DEFINED CONTRIBUTION RETIREMENT PLANS FOR CERTAIN STATE EMPLOYEES

Statement of Purpose: To require state employee retirement plans for newly hired state employees to be defined contribution plans rather than defined benefit plans

Proposed Bill No. 5595, AN ACT LIMITING EXCESSIVE SPENDING BY STATE AGENCIES

Statement of Purpose: To limit excessive spending by state agencies

Proposed Bill No. 5596, AN ACT CONCERNING THE CALCULATION OF STATE EMPLOYEE RETIREMENT INCOME

Statement of Purpose: To revise state employee retirement calculations to exclude overtime payments

Proposed Bill No. 5598, AN ACT CONCERNING DEFINED CONTRIBUTION RETIREMENT PLANS FOR NEWLY HIRED STATE EMPLOYEES

Statement of Purpose: To reduce state pension costs

Proposed Bill No. 5668, AN ACT CONCERNING THE PROVISION OF HEALTH AND HUMAN SERVICES

Statement of Purpose: To provide an efficient and cost-effective method for the delivery of care

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.

House Resolution No. 8, RESOLUTION PROPOSING APPROVAL OF AN AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE STATE EMPLOYEES BARGAINING AGENT COALITION

Resolved by the House: 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

**MAC ATTENDANCE ROSTER
January 18, 2017**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Peggy Zabawar	R
Aging	Stephanie Marino	R

Comptroller	Elena Vazquez	A
Criminal Justice	AnneMarie Paone-Mullin	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
Insurance	Maura Welch, Treasurer	R
Labor	Ram Aberasturia, Chair	R
Mental Health and Addiction Services	Tom Zaprzalka	A
Mental Health and Addiction Services	Ellen Boynton	G
Mental Health and Addiction Services	Chris Burke	G
Public Health	Elise Kremer, Secretary	R
Revenue Services	Mary Kate Harlow	G
Transportation	Wanda Seldon	R
Veterans' Affairs	Paul Lapierre	R