

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
April 18, 2018**

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<http://www.ct.gov/mac/site/default.asp>

Welcome and Introductions

Ram Aberasturia, MAC Chair, called the business meeting to order at 9:07 a.m. Ram welcomed those in attendance and thanked them for their participation. Ram noted that there were two subcommittee meetings after the business meeting, with subcommittee members asked to remain after the business meeting was adjourned.

Approval of Minutes

The draft minutes of the February 21, 2018 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 was \$2921.24 as of March 31, 2018, reflecting a \$3.60 dividend credited since the last report. The Treasurer's report was circulated via the list serv. The report was approved unanimously, as submitted.

Credentials Report

Deb Paradis, MAC Credentials Chair, reported that two agencies, CHRO and The Office of the State Treasurer, have not yet submitted their election results to her; all other agencies are up to date. Ram thanked Deb for her continuing efforts to assist with keeping the elections on track. The Credentials list was provided for posting on the website.

Old Business

Speakers and Logistics for Upcoming Meetings. Discussions on arrangements to have Mr. John Herrington, from the retirement division at the Office of the State Comptroller facilitate presentations on retirement are ongoing. The proposed dates for these presentations are June 20, 2018, and July 18, 2018. Tentative locations are Manchester Community College and a location in the southern part of the state in order to minimize travel for managers living in that area. Ram noted that ideas for future speakers should continue to be discussed. Although there will be no requirement to pre-register, a suggestion was made to reach out to managers via the listserv and require a response as to their intent on attending or not.

Web Content/Communications/Orientation Committee. Nancy Nicolescu indicated that she is doing regular updates and invites the membership to submit items of interest; all content is current at this time. Nancy asked for some volunteers in order to form a Web Content/Communications subcommittee and also to enlist the help of members who are trained in, or willing to become trained in website management so that she may have some help with posting items to the website. Nancy will post the latest Credentials report upon receipt electronically.

Status of Updates to MAC list serv. Chris asked for Reps/Alts to inform him of when managers leave, or are hired into agencies so that he may remove/add their information as appropriate.

Legislative Update. Nancy circulated an update, which reported on twelve proposed bills (see attached legislative report). Nancy briefly explained the report and how it is formatted. Ram asked if there are any bills that would be of concern regarding the impact(s) on managers. Nancy said the only bills at the time to monitor are:

- HB-5226 An Act Concerning Leave for State Employees Assisting in a Civil Preparedness Emergency
- HB-5481 An Act Concerning Changes to the State Personnel Act
- SB 367 An Act Concerning Employee Benefits for State Employees and Elected or Appointed Officials

Nancy reported that she frequently searches for amendments to and the status of bills, and will update the report with changes as they occur. Ram thanked Nancy for the work she does in this area.

Other Old Business. None at this time.

New Business

Special Election Due To Retirement of MAC Secretary. Chris Beloff assumed the duties of MAC Secretary at the April meeting. Ram and the rest of the executive board welcomed him and thanked him for stepping forward to assume the duties of this position.

Establishment of Nominating Subcommittee for MAC Officer Vacancies. Ram put out the call for a nominating committee, whose task is to put forward a slate of nominees to run for any of the four MAC executive committee officer positions. Ram reported that Maura Welch will not be seeking re-election as Treasurer, and he thanked her for her hard work in this position. Maura indicated that she will continue to represent the Insurance Department, and stated that she's proud of what MAC has accomplished. She will continue to help where needed. Nancy Nicolescu announced that she will not seek re-election as Vice Chair. Nancy feels there should be new faces at the head table, and that she, too, is proud of what's been accomplished by MAC. She echoed Maura's sentiment in her willingness to help out where needed in the future. Ram mentioned that he's been serving as Chair for 6 years and sees the importance of having new faces on the executive board, but he is willing to stay on for 1 more year to assist with the transition of at least two new incoming board members. He stated that at the conclusion of the next term [should he be re-elected], he will be stepping down as well. Ram emphasized the importance of diplomacy and teamwork, and of encouraging managers to remain managers, and encouraging others to become managers.

The Nominating Committee members are Nancy Nicolescu, Maura Kjar and Deb Paradis. The proposed slate will be presented at the May 16, 2018 MAC meeting, and the vote will be held on June 20, 2018.

Report of Subcommittee to Enhance MAC Membership and Participation. Janice Deshais, subcommittee Chair, reported out on behalf of the subcommittee. Janice spoke about the redesign of the current brochure and suggested it be reduced to a one-page document that could be distributed in agencies and also posted on the MAC website. Ram asked Janice to pass out a sample of the current brochure, which was then reviewed by meeting attendees. Ram asked for suggested changes to the brochure. Janice suggested that the final product be published and distributed after the upcoming executive board elections are completed.

Report of Managers Day 2018 Planning Committee. The committee will be meeting following the conclusion of the business meeting, and all are welcome to attend. The date is September 28 and Ram announced formally that the location is now the U.S.S. Chowder Pot IV in Hartford. This will be a half-day event due to cost considerations. The half-day schedule will allow for one speaker and the presentation of Distinguished Managerial Service Awards. The committee welcomes recommendations for speakers. Ram is in full support of the change to a half day as he feels this may result in higher attendance. Nancy stated that in an upcoming meeting with OPM Secretary Ben Barnes, MAC will be soliciting OPM for continued funding. A save-the-date notice will be sent out soon.

Executive Board Letter Regarding Managerial Concerns. Ram reported that a meeting was held on Thursday, March 29, 2018 with Secretary Barnes, Commissioner Curry, and the MAC Executive Board to further the discussions on managerial concerns. Ram characterized the meeting as “positive and productive.” Discussions included the topic of the applicability of the SEBAC 2017 Agreement to managers. Commissioner Currey suggested that DAS may want to update the [2012 DAS Report – Current Issues with Managerial Compensation in State Government](#).

Other New Business. There was no Other New Business.

Adjournment

The business meeting was adjourned at 10:27 a.m., with members of the subcommittees remaining for their respective meetings.

The list of those in attendance at the April 18, 2018 meeting and the legislative update are attached and are hereby made a part of these minutes.

Respectfully submitted,

Chris Beloff
MAC Secretary
MAC Alternate for the
Department of Education

Subcommittee to Enhance MAC membership and Participation. There is no available data at this time on the meeting held on April 18, 2018.

Managers Day 2018 Planning Committee. Same as reported above in these minutes.

**MAC ATTENDANCE ROSTER
April 18, 2018**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Correction	Meredith Minnocci	G
Developmental Services	Deb Boyle	A
Economic Development	Christine Castonguay	R
Education	Deb Paradis	R
Education	Chris Beloff, Treasurer	A
Emergency Services/Public Protection	Jason Rosa	R
Energy and Environmental Protection	Janice Deshais	A
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement	Nancy Nicolescu, Vice Chair	R
Healthcare Advocate	Holly DeFloria	R
Insurance	Maura Welch, Treasurer	R
Labor	Ram Aberasturia, Chair	A
Mental Health and Addiction Services	Tom Zaprzalka	G
Mental Health and Addiction Services	Maura Kjar	G
Rehabilitation Services	Andrew Norton	R
Revenue Services	Penny Potter	G
Revenue Services	Real Lavigne	R
Social Services	Patricia Ostroski	A
State Library	LeAnn Power	G
Transportation	Morgan Roane	G
Transportation	Shari Pratt	G
Transportation	Scott Hoffman	G
Transportation	Debra Goss	G
Veterans' Affairs	Paul Lapierre	R

LEGISLATIVE REPORT TO MANAGEMENT ADVISORY COUNCIL
April 18, 2018

Proposed Bill No. 92, AN ACT CONCERNING PENSION REFORM

Statement of Purpose: To establish a reasonable cap on state employee pensions for newly retired employees

Proposed Bill No. 143, AN ACT CONCERNING PENSION AND HEALTH CARE REFORM

Statement of Purpose: To implement pension and benefit reform and restore fiscal stability to our state

Proposed Bill No. 367, AN ACT CONCERNING EMPLOYEE BENEFITS FOR STATE EMPLOYEES AND ELECTED OR APPOINTED OFFICIALS

Statement of Purpose: To review employment and retirement benefits for state employees and elected or appointed officials

Proposed Bill No. 461, AN ACT OMMITTING CERTAIN PAY FROM A STATE EMPLOYEE'S FINAL AVERAGE SALARY CALCULATION ON OR AFTER JULY 1, 2027

Statement of Purpose: To omit overtime pay from a state employee's final average salary calculation on or after July 1, 2027

Proposed Bill No. 5047, AN ACT INCREASING COPAYS UNDER STATE EMPLOYEE HEALTH CARE PLANS

Statement of Purpose: To increase copays for all state employee by one per cent

Proposed Bill No. 5048, AN ACT CONCERNING A CAP ON STATE EDUCATIONAL REIMBURSEMENT FOR STATE EMPLOYEES

Statement of Purpose: To cap educational reimbursements to an in-state university tuition level

Proposed Bill No. 5061, AN ACT REDUCING OVERTIME BY STATE EMPLOYEES

Statement of Purpose: To reduce state employee overtime by fifty per cent

Proposed Bill No. 5068, AN ACT REDUCING THE COST OF LABOR TO STATE GOVERNMENT

Statement of Purpose: To address the state budget crisis by reducing the cost of labor to state government

Proposed Bill No. 5226, AN ACT CONCERNING LEAVE FOR STATE EMPLOYEES ASSISTING IN A CIVIL PREPAREDNESS EMERGENCY

Statement of Purpose: To permit state employees who volunteer with a local organization for civil preparedness to assist in a civil preparedness emergency or local civil preparedness emergency without loss of pay, vacation time, sick leave or earned overtime accumulation

Proposed Bill No. 5479, AN ACT ELIMINATING OVERTIME FROM STATE EMPLOYEE PENSION CALCULATIONS FOR CERTAIN EMPLOYEES

Statement of Purpose: To exclude overtime payments when calculating a state employee's retirement income

Proposed Bill No. 5481, AN ACT CONCERNING CHANGES TO THE STATE PERSONNEL ACT

Statement of Purpose: To make changes to the State Personnel Act statutes

Proposed Bill No. 5565, AN ACT CONCERNING STATE PENSION REVOCATION IN THE CASE OF A FELONY

Statement of Purpose: To cause the revocation of a state pension for any felon.