

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
February 21, 2018**

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

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

**Welcome and Introductions**

Ram Aberasturia, MAC Chair, called the business meeting to order at 9:08 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 January 29, 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 \$2917.64 as of January 31, 2018, reflecting a \$3.30 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 she has removed the Department of Aging from the roster, as the agency has been merged via executive reorganization. There are seven agencies with election results still not received for terms beginning January 1, 2018. Ram had sent a letter to all agencies due to hold elections two months previously; he will send another letter encouraging the agencies to hold and report on their elections. Of the seven, there is one agency that Deb understands has held an election, but needs to submit an official report. The Credentials list was provided for posting on the website.

**Old Business**

Speakers and Logistics for Upcoming Meetings. Ram noted that the speakers program is being worked on, with priority given to the presentation on retirement. There are no dates to report as yet.

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 has posted the Executive Board's letter and the attachments. She has also posted Management Personnel Policies 2495-E and 2511-E, recently issued by the Office of Policy and Management and the Department of Administrative Services. Nancy will post the latest Credentials report upon receipt electronically.

Status of Updates to MAC list serv. Elise indicated that she has been doing routine maintenance of the list servs, and all information that she has received has been updated. At this time, this has primarily involved following up on “undeliverables” and removing those managers who have left service. Any agencies which have not yet submitted their managerial distribution list are encouraged to do so.

Legislative Update. Elise circulated an update, which reported on six proposed bills (see attached legislative report). Discussion ensued about the potential impact on managers and on operations. As a point of information, a member advised that the Association of Managers in Connecticut State Service is holding an informational planning meeting at 470 Capitol Avenue in Hartford on February 22 from noon to 1:00 p.m.

Other Old Business. It was reported that there is a petition within the Department of Correction for the managerial engineers to unionize. There was a request made for the Executive Board to update the 2012 statement previously given to Ben Barnes, the Secretary of the Office of Policy and Management. It was reiterated that MAC cannot lobby, and any such efforts by MAC members would be as private citizens.

## **New Business**

Special Election Due To Retirement of MAC Secretary. Elise Kremer is retiring on April 1, 2018. At the January 29, 2018, she made a call for a special election for Secretary to be held at the February meeting. This will allow time for a smooth transition of her duties. Ram opened the floor for nominations. Deb Paradis nominated Chris Beloff. Ram invited additional nominations, of which there were none, and nominations were closed. Chris was elected by unanimous vote. He will take office as of April 1, 2018.

Report of Subcommittee to Enhance MAC Membership and Participation. Janice Deshais, subcommittee Chair, reported out on behalf of the subcommittee. Four recommendations were made to: review and update the MAC brochure; encourage MAC members to set up and staff chat tables within their agencies; encourage MAC members to report back to their agency managers after MAC meetings; and rotate MAC meeting locations, starting with the New Haven area. These recommendations were well received and the subcommittee will work on them.

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 the location is tentatively the U.S.S. Chowder Pot IV in Hartford. Deb Paradis has been researched this site and will report at the planning committee meeting today. This will be a half-day event due to cost considerations. The committee would welcome recommendations for speakers.

Executive Board Letter Regarding Managerial Concerns. The letter and the salary comparison were circulated and discussed. The membership reiterated concerns with equitable treatment of managers.

Other New Business. There was no Other New Business.

## **Adjournment**

The business meeting was adjourned at 10:04 a.m., with members of the subcommittees remaining for their respective meetings.

The list of those in attendance at the February 21, 2018 meeting and the legislative update are attached and are hereby made a part of these minutes.

Respectfully submitted,

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

Subcommittee to Enhance MAC membership and Participation. The subcommittee convened at 10:10 a.m. and adjourned at 10:40 a.m. In attendance were: Janice Deshais (Chair), Holly DeFloria, Elise Kremer, and Donna Wilkerson Brilliant. The subcommittee discussed action steps to implement the recommendations. Janice will explore potential sites for a MAC meeting to be held in New Haven, in or around the month of May. Subcommittee members were all asked to review the MAC brochure and submit comments and revisions to Janice.

Managers Day 2018 Planning Committee. The committee convened at 10:15 a.m. and adjourned at 11:50 a.m. The following individuals were in attendance: Ram Aberasturia, Janice Deshais, Elise Kremer, Nancy Nicolescu, Deb Paradis, and Maura Welch. Deb reported back on her research of the U.S.S. Chowder Pot IV in Hartford. The information was very favorable. The cost is lower and the brunch selections are consistent with what we would like to see. Menu choices for the brunch were made. This will be a luncheon, with the half-day event scheduled from 11:30 a.m. to 3:30 p.m. A strong keynote speaker is needed. There was a suggestion for a charitable event, to be further discussed at the next meeting.

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Correction	Joshua Santos	R
Developmental Services	Deb Boyle	A
Education	Deb Paradis	R
Energy and Environmental Protection	Janice Deshais	A
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement	Nancy Nicolescu, Vice Chair	R
Freedom of Information Commission/Office of State Ethics/State Elections Enforcement		
Healthcare Advocate	Holly DeFloria	R
Human Rights and Opportunities	Donna Brilliant	A
Insurance	Maura Welch, Treasurer	R
Labor	Deborah Beaudoin	R
Labor	Ram Aberasturia, Chair	A
Labor	Sandy Mello	G
Labor	Ken Petow	G
Mental Health and Addiction Services	Tom Zaprzalka	G
Motor Vehicles	Cindy Zuerblis	A
Motor Vehicles	Nancy Dumais	G
Motor Vehicles	Kelly O'Connell	G
Public Health	Elise Kremer, Secretary	R
Social Services	Brian Sexton	R
Transportation	Wanda Seldon	R
Transportation	Nancy Malinguaggio	G

LEGISLATIVE REPORT TO MANAGEMENT ADVISORY COUNCIL  
February 21, 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. 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