



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



MINUTES OF THE CT MANAGEMENT ADVISORY COUNCIL August 21, 2019

Visit the MAC website at: <http://www.ct.gov/mac/site/default.asp>

Call to Order

The regular monthly meeting of the Connecticut Management Advisory Council (CT MAC) was held on Wednesday, August 21, 2019, at the Department of Transportation in Newington, Connecticut in Conference Room B. CT MAC Chair Jeri Beckford (Dept. of Transportation) called the meeting to order at 9:07 AM.

Approval of Minutes

The minutes of the July 1 – Aug. 16, 2019, CT MAC meeting were distributed to and reviewed by those in attendance. There was one correction on page two that was addressed by Alternate Janice Deshais (Dept. of Energy and Environmental Protection). Chair Beckford opened this agenda item to attendees for discussion. There was no further discussion. A motion to approve the minutes was made by Alternate Deshais and was seconded by Representative Maura Welch (Dept. of Insurance). The motion was approved by unanimous vote.

Treasurer's Report

The July 2019 Treasurer's report was distributed and reviewed by members. Chair Beckford reported an erroneous transfer was made from the CT MAC CSECU. The erroneous transfer was corrected. All of CT MAC's monies in its two CSECU accounts are correct and accounted for. Chair Beckford opened this agenda item to attendees for discussion. There was no further discussion. Tom Zaprzalka (Dept. of Mental Health & Addiction Services) moved to approve the report. Representative Mary Beth Bonsignore (Dept. of Revenue Services) seconded this motion. The Treasurer's Report was approved by unanimous vote.

Credentials Committee Report

Chair Beckford reported while working with Credential Committee Chair Deb Boyle (Dept. of Developmental Services) it was realized the election of CT MAC's current Treasurer was not in adherence to CT MAC's bylaws. Nick Jerard requested a Special Election be called at CT MAC's September meeting.

Chair Beckford further reported there were no other new developments regarding agency designated CT MAC Representatives and Alternates, which Credentials Committee Chair Boyle agreed. Members were encouraged updates regarding an agency's Representative or Alternate statuses can be forwarded to Deborah.Boyle@ct.gov. Chair Beckford opened this agenda item to attendees for discussion. There was no further discussion.

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Old Business

Speakers at Upcoming Meetings

Chair Beckford reported the request by the MAC membership that DAS Commissioner Geballe be secured as a featured speaker at a future CT MAC meeting was posed to Commissioner Geballe. Commissioner Geballe seemed open to the proposal. Scheduling and logistics of having him as a featured speaker will be revisited sometime after the 2019 Managers' Day event.

Chair Beckford opened this agenda item to attendees for discussion. There was no further discussion.

Web Content

Chair Beckford reported CT MAC Webmaster Nancy Nicolescu was not able to attend today's meeting so she submitted her report to the Chair. Chair Beckford reported Nancy has been working very hard to ensure the information of the CT MAC website is current and has the information members have requested be accessible via the CT MAC website.

Chair Beckford informed members their request during the July meeting for the more information regarding Governor's search for qualified and competent state employees to serve on various State boards and commissions has been posted on the CT MAC website and via JobAps.

Chair Beckford praised Nancy for her promptness in responding the voluminous requests to add, delete or update information on the CT MAC website, and because of this volume Chair Beckford has appointed Vice Chair Monika Nugent (Government Accountability/Judicial Selection Committee) as the CT MAC Alternate Webmaster.

Vice Chair Nugent reported the CT MAC's website migration to the State's new website platform has been scheduled and will occur soon.

Chair Beckford opened this agenda item to attendees for discussion. There was no further discussion.

CT MAC List Serv

Chair Beckford reported CT MAC List Serv Maintainer Nancy Nicolescu was not able to attend today's meeting so she submitted her report to the Chair. Chair Beckford reported Nancy has been working very hard with Chair Beckford and Credentials Committee Chair Boyle to ensure the designated agency Representative and Alternate list is up-to-date and members have access to the list via the CT MAC website.

Chair Beckford explained List Serv is a listing of each agency's designated Representatives and Alternates and encouraged members to contact Credentials Committee Chair Deb Boyle

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with any changes. Deb will then confirm the change with the agency, update the list and provide it to List Serv Maintainer Nancy to update List Serv, as well as to post on the CT MAC website.

Chair Beckford opened this agenda item to attendees for discussion.

A question was posed by Josh Santos, Representative (Dept. of Corrections) regarding the status of agency designated Representatives and Alternates if they become DAS employees as a result of the statewide HR Centralization. He asked for clarification on whether Representatives and Alternates moved out of their roles since technically they would be under a new agency – DAS. Chair Beckford responded what further information needs to gather before a response could be provided and she would aim to provide a response at the September meeting.

There was no further discussion regarding this agenda item.

Subcommittee on Enhancing CT MAC Membership and Participation Report

Nick Jerard, who has been appointed to Chair of this subcommittee agreed to continue to serve in this capacity. He reported that subcommittee will meet again prior to the next full membership meeting. He also announced that new members are welcome to join and volunteer to serve on this subcommittee and to contact him for further information.

Chair Beckford opened this agenda item to attendees for discussion. There was no further discussion.

Other Old Business

Chair Beckford asked if there was any old business. There was no further discussion regarding this agenda item.

New Business

Communication with Administration

Chair Beckford reported the CT MAC E-Council requested meetings with OPM Secretary McCaw and DAS Commissioner Geballe now that the legislative session has ended, as requested by both Administrators. Both Administrators promptly scheduled to meet with the CT MAC Executive Committee. Chair Beckford explained that both meetings introduced the newly elected E-Council to the Administration and that discussions at both meetings were fruitful.

In regards to the meeting with OPM Secretary McCaw, the State's Chief Operating Officer for the Governor's Office Paul Mounds was also present. At this meeting the CT MAC Executive Committee was informed managers would receive a 3.5% COLA retroactive to July 1, 2019.

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Chair Beckford further reported that quarterly meetings between the CT MAC Executive Committee and OPM have been agreed upon.

Chair Beckford thanked immediate former E-Council Officers (in which she served as Secretary) Chair Deshais, Vice Chair Leland Moore, and Treasurer Meredith Minnocci for the time consuming hard work that laid the foundation for the receipt of the 3.5% COLA.

Chair Beckford further reported during the meeting, Secretary McCaw was made aware that Chair Beckford had appointed Vice Chair Nugent as CT MAC's E-Council Representative, to the Leadership Subcommittee of the Governor's Council on Women and Girls, which was held by former E-Council Treasurer Meredith Minnocci.

At the meeting with DAS Commissioner Geballe, Chair Beckford reported the CT MAC E-Council was informed a telecommuting policy is forthcoming for managers. Chair Beckford also reported a very engaging discussion with the Commissioner regarding the feasibility of implementing the manager's list of the top eight most requested non-compensatory benefits was a welcoming surprise, as the E-Council had only anticipated discussing the top four. Commissioner Geballe however, informed the E-Council during its meeting that his scheduled could accommodate discussion of all eight items listed. This list of the top eight most requested non-compensatory benefits by managers was compiled by former Chair Deshais after polling managers, and is posted on the CT MAC website. Although not listed on the manager's top eight list of non-compensatory benefits, a look and possible revision to the MP pay plan was also discussed at this meeting. Lastly, the DAS Commissioner agreed to meet quarterly with the E-Council.

Chair Beckford opened this agenda item to attendees for discussion.

The question was posed whether CT MAC addressed PARs or would CT MAC discuss PARs in its future with OPM or DAS.

Nick Jerard responded the E-Council will continue to advise the Administration of the compensatory inequities between managers and union employees, and believes PARS would be part of such advisory discussions.

There was no further discussion regarding this agenda item.

2019 Managers' Day Planning Committee

Chair Beckford reported that planning is on schedule for the 2019 Manager's Day. During the E-Council's meetings with the Governor's Chief Operating Officer Paul Mounds, OPM Secretary Melissa McCaw, and DAS Commissioner Josh Geballe each agreed to be part of the 2019 Manager's Day program. Chair Beckford reminded member it is not too late to volunteer as there are many opportunities to lend a hand. The Planning Committee will meet immediately following today's regular meeting.

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2019 Managers' Day Awards Committee Report.

Manager's Day Awards Committee Chair Deshais reported the 2019 Managers' Day Awards Committee (MDAC) closed its nominations for the awards on August 15th. She continued to report that there were 10 nominations made to the committee, and that the committee will be meeting soon to rate and decide the awardees of the Distinguished Manager Service awards.

Chair Beckford opened this agenda item to attendees for discussion.

Member Valerie Lilley (Office of Child Advocate) posed the question of how the Manager's Day Awards Committee is formed. Chair Beckford and Committee Chair Deshais responded that CT MAC members volunteer to serve on the awards committee and no volunteer is turned away.

There was no further discussion regarding this agenda item.

Other New Business.

Chair Beckford asked if there was any new business.

Vice Chair Nugent announced that an AMECSS Representative was in attendance during the CT MAC meeting. Nick Jerard informed managers wanting more information regarding AMECC could speak with the AMECSS Representative after the CT MAC meeting.

There was no further discussion regarding this agenda item.

Adjournment

Chair Beckford called for the meeting to be adjourned. Vice Chair Nugent moved to adjourn. Alternate Deshais seconded the motion.

The meeting adjourned at 10:04 a.m.

The roster of attendees is attached.

Respectfully submitted,
CT MAC Executive Committee