



# STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



## **MINUTES OF THE CT MANAGEMENT ADVISORY COUNCIL December 18, 2019**

**Visit the CT MAC website at: [www.ct.gov/mac](http://www.ct.gov/mac)**

### **Call to Order**

The regular monthly meeting of the Connecticut Management Advisory Council (CT MAC) was held on Wednesday, December 18, 2019, at the Department of Transportation in Newington, Connecticut in Conference Room B. The meeting was called to order at 9:10 AM CT MAC Chair Jeri Beckford (Dept. of Transportation).

### **Approval of Minutes**

The minutes of the meeting held on October 30, 2019, were distributed to and reviewed by those in attendance. There were no November 2019, meeting minutes to approve as the November meeting was cancelled.

Chair Beckford apologized to CT MAC members for cancelling the November monthly meeting and explained she was requested to do so by her agency heads to work on a time sensitive agency matter.

Chair Beckford opened this agenda item to attendees for discussion.

Representative Meredith Minnocci (Dept. of Corrections) moved the October minutes be revised to reflect her belief there was a discrepancy in the July 2019, Treasurer's Report. Specifically, that an erroneous transaction reflected in the July 2019, Treasurer's Report should have been reflected in the August 2019, Treasurer's Report instead. Chair Beckford confirmed she would ensure the October minutes reflected her belief.

A motion to approve the October 2019, minutes as amended was made by Alternate Kristin Karr (Sec. of State) and seconded by Representative Maura Welch (Dept. of Insurance). The October 2019, minutes were approved by unanimous vote.

There was no further discussion regarding this agenda item.

### **Treasurer's Report**

The October 1, 2019 - November 30, 2019, Treasurer's Report was distributed to and reviewed by those in attendance.

Chair Beckford informed attendees the Treasurer's Report also reflects CT MAC's CSECU savings account, as past Treasurer's Reports did not. Moving forward the Treasurer's Reports will continue to include both CT MAC's CSECU checking and savings accounts.

## **Minutes of the CT Management Advisory Council**

**December 18, 2019**

**Page | 2**

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

A motion to approve the October 1, 2019 – November 30, 2019, Treasurer's Report was made by Alternate Pamela Brown (Consumer Protection) and seconded by Representative Welch. The October 1, 2019 – November 30, 2019, Treasurer's Report was approved by unanimous vote.

### **Credentials Committee Report**

Credential Committee Chair Deb Boyle (Dept. of Developmental Services) reported there has been not activity.

Members were encouraged to forward updates regarding the status of an agency's representative or alternate to [Deborah.Boyle@ct.gov](mailto:Deborah.Boyle@ct.gov).

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

### **Old Business**

#### Speakers at Upcoming Meetings

Chair Beckford posed the question to those in attendance as to whom they would like to invite to speak to CT MAC and on what topics.

Chair Beckford opened this agenda item to attendees for discussion regarding this agenda item.

Those in attendance unanimously voted for Chair Beckford to organize a forum where panelists can address manager's questions and comments regarding retirement. Attendees provided Chair Beckford with the names of individual they would like to see as part of the Retirement Forum Panel. Chair Beckford agreed to begin organizing the forum after the holidays.

There was no further discussion regarding this agenda item.

#### Web Content

Chair Beckford informed attendees CT MAC Webmaster Nancy Nicolescu (Ethic Dept. /FOI) provided advance notice she would not be able to attend today's meeting.

Chair Beckford asked Alternate Karr, who has been working closely with Nicolescu to transition as CT MAC's Webmaster once CT MAC's website has been migrated to the State's new platform, to provide a report.

## **Minutes of the CT Management Advisory Council**

**December 18, 2019**

**Page | 3**

Alternate Karr informed attendees she will attend a kick-off meeting with DAS next week regarding the State's website migration and will keep CT MAC posted.

Chair Beckford opened this agenda item to attendees for discussion.

There was no further discussion regarding this agenda item.

### CT MAC List Serv

In CT MAC List Serv Maintainer Nicolescu's absence, Chair Beckford informed attendees she requested an updated list of State managers' e-mails from DAS, in which they promptly provided. Chair Beckford then forwarded this list to Alternate Karr (who has been working closely with Nicolescu to transition as CT MAC List Serv Maintainer) for her to update CT MAC's two List Serv distribution lists, which Alternate Karr promptly did. CT MAC's List Serve, are therefore, current.

Alternate Karr reported there were about 1,300 managers on the list provided by DAS, which did not include managers employed by the university and college system.

Chair Beckford continued to encourage agency Representatives and Alternates to work with their agency HR administrators to maintain their own updated distribution lists of managers within their perspective agencies as well.

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

### Subcommittee on Enhancing CT MAC Membership and Participation Report

Subcommittee Chair Nick Jerard (Dept. of Developmental Services), reported the subcommittee is looking into options for managers to attend monthly CT MAC meetings via teleconferencing and/or video conferencing.

Chair Jerard also proposed reaching out to agency HR liaison for an updated listing of managers to engage.

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

### Leadership Subcommittee (CoWAG) Liaison Report

CT MAC Leadership Subcommittee (CoWAG) Liaison Monica Nugent (Rep. OOGA - Judicial Selection) reported on the initiatives discussed at the November 13, 2019, meeting by the Leadership Subcommittee for the Governor's Council on Women and Girls (CoWAG), and her volunteering for its Aspiring Leadership Subcommittee.

## **Minutes of the CT Management Advisory Council**

**December 18, 2019**

**Page | 4**

Chair Beckford mentioned that a recent CoWAG study showed the majority of state managers are women and how equalizing the pay between managers and unions would seemingly align with CoWAG's mission of workplace equality (i.e. pay) for women and girls.

Chair Beckford opened this agenda item to attendees for discussion.

Alternate Valerie Lilley (OOGA – Child Advocate) requested Liaison Nugent's written report previously provided to Chair Beckford regarding the November 13, 2019, meeting be made available. Liaison Nugent agreed to it being posted on CT MAC's website.

There was no further discussion regarding this agenda item.

### 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 asked for feedback from those in attendance regarding the forum held with members of the Governor's Administration (i.e. COO Mounds, OPM Sec. McCaw, and DAS Comm. Geballe).

The majority consensus was the forum was informative, personable and forthcoming.

There was no further discussion regarding this agenda item.

#### 2019 Managers' Day Planning Committee

Chair Beckford reported she submitted a reimbursement request to OPM and OPM reimbursed CT MAC for the full amount requested to hold the 2019 Managers' Day. Chair Beckford thanked former CT MAC Treasurer Maura Welch for her guidance.

Chair Beckford opened this agenda item to attendees for discussion.

There was no further discussion regarding this agenda item.

#### Other New Business.

- Bylaws Amendments:
  - The proposed bylaws discussed at the October 30, 2019, meeting were further discussed:
    - 1 proposed bylaw amendment regard the "removal of officers" was approved by vote.

## **Minutes of the CT Management Advisory Council**

**December 18, 2019**

**Page | 5**

- 1 proposed bylaw amendment regarding and “active member” was voted on and approved to be revised, its revision noticed, and the newly revised proposed bylaw amendment voted on at the next regular monthly meeting.
  - 1 proposed bylaw amendment to IV Sec. C was not voted on and will be voted on at the next regular monthly meeting.
- **Special Elections:** Chair Beckford called for nominations from the floor for the vacant Executive Committee Officer position of Vice Chair. Alternate Jerard and Alternate Brown’s nominations were made and seconded. Chair Beckford asked for the nominees to introduce themselves and their goals for CT MAC to those in attendance. After the opportunity for attendees to pose questions to the nominees, Representatives’ (and Alternates’ if the agency Representative was not in attendance) votes were taken via written ballot. Alternate Jerard was elected as CT MAC’s Vice Chair by majority vote.

Chair Beckford called for nominations from the floor for the vacant Executive Committee Officer position of Treasurer. Alternate Karr’s nomination was made and seconded. Chair Beckford asked for the nominee to introduce herself and her goals for CT MAC to those in attendance. After the opportunity for attendees to pose questions to the nominee, Representatives’ (and Alternates’ if the agency’s Representative was not in attendance) votes were taken via written ballot. Alternate Karr was elected as CT MAC’s Treasurer by majority vote.

Chair Beckford called for nominations from the floor for the vacant Executive Committee Officer position of Secretary. Representative Simpson’s nomination was made and seconded. The nominee to introduce himself and his goals for CT MAC to those in attendance. After the opportunity for attendees to pose questions to the nominee, Representatives’ (and Alternates’ if the agency’s Representative was not in attendance) votes were taken via written ballot. Representative Simpson was elected as CT MAC’s Secretary by majority vote.

There was no further discussion regarding this agenda item.

### **Adjournment**

Chair Beckford called for the meeting to be adjourned. Representative Brown moved to adjourn. Alternate Karr seconded the motion.

The meeting adjourned at 11:05 a.m.

The roster of attendees is attached.

Respectfully submitted,  
CT MAC Executive Committee