



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



MINUTES OF THE MANAGEMENT ADVISORY COUNCIL May 15, 2019

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

Welcome and Introductions

The regular monthly meeting of the Management Advisory Council (MAC) was held on Wednesday, May 15, 2019, at the Department of Transportation in Newington, Connecticut in Conference Room B. Chair Janice Deshais called the meeting to order at 9:06 AM.

Approval of Minutes

The minutes of the April 17th, meetings were distributed and reviewed by the MAC members in attendance. Tom Zaprzalka of DMHAS moved to approve the minutes. Vice Chair Moore seconded this motion, and the minutes were approved.

Treasurer's Report

The Treasurer's Report for April was distributed and reviewed by the MAC members in attendance. Treasurer Minnocci reported there was no change in MAC's March and April account balance. Vice Chair Moore moved to approve the minutes. Deb Paradis of SDE seconded this motion, and the report was approved.

Credentials Report

Credential Committee Chair Deb Boyle of DDS reported DAS is holding elections on May 20th for their MAC Representative and Alternate. Once DAS' elections are complete, there will only be two state agencies remaining without a MAC Representative or a MAC Alternate.

Old Business

Speakers and Logistics for Upcoming Meetings. Chair Deshais reported MAC anticipates it will invite the OPM Secretary and the DAS Commissioner as this year's speakers.

Chair Deshais also reported MAC is still considering holding a membership meeting in the southern part of the State, so MAC can be more accessible to state managers working and/or living in these southern regions, but noted the difficulty in obtaining a no-cost venue.

Members were encouraged to e-mail Chair Deshais at Janice.Deshais@ct.gov with suggestions for future speakers, topics, and meeting locations.

Web Content/Communications/Orientation Committee.

The State statute defining “Manager” is posted on the MAC website, as requested by MAC members.

Status of Updates to MAC list-serv.

After sending an e-mail blast via List Serv, MAC receives a good amount of “undeliverable” receipts from managers’ e-mail address. MAC members are encouraged to reach out to their agency MAC Representative or Alternate to report any known managers that are now in a union or that have left state service. This will assist MAC in keeping List Serv updated and accurate.

Report of the Subcommittee on Enhancing MAC Membership and Participation.

Vice Chair Moore, (who is also the Chair of the *Subcommittee on Enhancing MAC Membership and Participation*), reported an interest from managers join this subcommittee.

The subcommittee will have its first meeting in June 2019, as which time it will brainstorm outreach efforts targeted at new state managers.

Other Old Business.

The Executive Committee will update the MAC By-Laws to address agency consolidation and other outdated language.

New Business

Executive Committee Elections.

Nominations and elections for MAC Representatives and MAC Alternates to form the Nominating Committee were held. Lateisha Rainey of FOI (Chair), Seweryn Borecki of DMHAS, and Monika Nugent of OGA formed the Nominating Committee that will present the slate of candidates for the new MAC Executive Committee Officers at the June meeting.

Communication with the New Administration.

The Executive Committee reported meetings with the new Administration have been welcoming and encouraging thus far.

Chair Deshais reported the MAC Executive Committee has received many ideas for non-compensatory benefits for managers, which she is compiling and will submit to DAS Commissioner Gaballe. MAC will request a follow-up meeting to discuss the same with Commissioner Gaballe once the legislative session has closed.

Similarly, the Executive Committee has received recent statistical data regarding the long standing state managerial salary inequalities compared to state unionized employees. Chair Deshais is reviewing this data and will submit it to Secretary McCaw. MAC will request a follow-up meeting to discuss the same with Secretary McCaw once the legislative session has closed.

Managers' Day 2019 Planning Committee.

Chair Deshais reported both Commissioner Gaballe and Secretary McCaw expressed genuine interest in attending the 2019 Managers' Day. Secretary McCaw also asked that Deshais make sure this is on the Governor's calendar.

Chair Deshais encouraged MAC members in attendance that are interested in assisting with the planning of the MAC annual *Managers' Day* for 2019 remain after today's MAC membership meeting is adjourned. Chair Deshais reiterated the need for volunteers to make *Managers' Day* for 2019 a success.

Anyone interested in joining the *MAC Managers' Day 2019 Planning Committee*, or that have ideas they would like to submit are encouraged to e-mail Chair Deshais at Janice.Deshais@ct.gov

Other New Business.

HR and EEO Centralization at DAS. Chair Deshais was informed that due to Commissioner Gaballe's calendar, he was not able to attend today's MAC meeting but that he expected agency HR directors would share information with staff as appropriate.

Adjournment

Vice Chair Moore moved to adjourn. Maura Welch of DOI seconded the motion. The meeting adjourned at 10:45 a.m.

The roster of attendance is attached.

Respectfully submitted,

Jeri D. Beckford

Jeri D. Beckford, J.D.
MAC Secretary