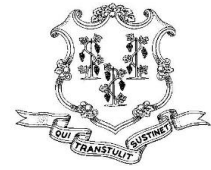




STATE OF CONNECTICUT  
MANAGEMENT ADVISORY COUNCIL



**MINUTES OF THE  
CT MANAGEMENT ADVISORY COUNCIL  
REGULAR MONTHLY MEETING  
AUGUST 19, 2020  
via MS Teams**

**I. CALL TO ORDER**

Chair Jeri Beckford (DOT) called the regular membership meeting to order via MS Teams at 9:00 a.m.

Chair Beckford requested CT MAC agency representatives and alternates identify themselves via chat for the purpose of determining whether a quorum was present. Immediate Past Chair Janice Deshais (DEEP) agreed to tally the chat responses.

Chair Beckford read CT MAC's Mission (Executive Order No. 6) and purpose (from CT MAC's bylaws).

Immediate Past Chair Deshais confirmed a quorum was present.

**II. APPROVAL OF MEETING MINUTES FOR JUNE 2020**

Chair Beckford reported a July 2020 meeting was not held, and thus, no minutes to approve.

Immediate Past Chair Deshais moved to approve the June 2020 minutes as submitted. Rep. Monika Nugent (OGA) seconded this motion. This motion carried.

**III. TREASURER REPORT FOR JUNE and JULY 2020**

Treasurer Kristin Karr reviewed June and July 2020 checking and savings transactions, if any.

Todd Berch (DOL) moved to approve the June 2020 Treasurer's Report as submitted. Alt. Jen Taplin (DAS) seconded this motion. This motion carried.

Immediate Past Chair Deshais moved to approve the July 2020 Treasurer's Report as submitted.

Todd Birch seconded this motion. This motion carried.

**IV. NOTICE OF SPECIAL ELECTION**

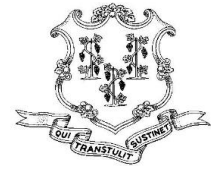
Chair Beckford reported the CT MAC Secretary resigned due to agency workload.

Chair Beckford read from the bylaws the role of CT MAC's Secretary.

Chair Beckford called for nominations of elected agency Reps or Alts from the floor.



STATE OF CONNECTICUT  
MANAGEMENT ADVISORY COUNCIL



No nominations were submitted

Chair Beckford read the bylaw allowing a manager active in CT MAC to be nominated.

No nominations were received.

**V. WEBMASTER REPORT**

Webmaster Nancy Nicolescu (Ethics/FOI) reported she continues to build the information on the site so it is a user-friendly resource for state managers.

**VI. LISTSERV MAINTAINER REPORT**

LISTSERV Maintainer Nancy Nicolescu reported no updates to the CT MAC Listservs.

Chair Beckford reported a request for an updated listing of state managers will be submitted to DAS in November, as the last request was honored in November 2019.

**VII. STANDING COMMITTEE REPORTS**

○ CREDENTIALS COMMITTEE

Chair Beckford reported Credentials Committee Co-Chair Natalie DuMont (DMHAS) continues to progress with keeping the CT MAC listing of agency elected Reps and Alts current.

○ ENHANCEMENT OF MEMBERSHIP AND PARTICIPATION

Chair Beckford reported this committee's Chair, Vice Chair Nicholas Jerard (DDS), reported at the June meeting this subcommittee is considering working on a package of information about CT MAC to provide to newly hired or promoted managers.

○ 2020 MANAGER SURVEY

Chair Beckford reported she continues to work with CT MAC Volunteer Paula Zwally (DMHAS) in drafting the annual CT MAC survey. The draft will then be sent to the E-Council for approval to distribute to all managers.

Chair Beckford explained this survey prioritizes the issues managers feel are the most important issues for E-Council to bring to the attention of the Governor's Administration and team with them to address for the year. Managers are therefore encouraged to fill-out the survey once received.

○ 2020 STATEWIDE MANAGERS DAY

CO-Chair, Alternate Valerie Lilley (OGA), reported the Committee (Kristin Karr, Pamela Brown - DCP, Nancy Nicolescu, and Sarah Garret - DOT) continue to meet on the second Tuesday of every month at 2:30 pm and invited members to attend.

The MS Teams meeting link can be found on CT MAC's website under *Meeting Schedule*.

Members were reminded this year's event will be a 1 ½ to 2-hour virtual event on November 20, 2020, in lieu of CT MAC's regular scheduled monthly membership meeting. This year's theme is *P.O.W.E.R. UP! – Promoting Our Wellness and Enabling Results*.

Co-Chair Lilley called for volunteers to be a part of the Distinguished Managerial Service Awards Selection (DMSA) Committee.

#### **VIII. UPCOMMING SPEAKERS**

- 2020 CT MAC RETIREMENT FORUM: COMPTROLLER'S OFFICE

Chair Beckford reported forum coordinator (and Vice Chair) Nick Jerard, received the results from the issued survey, which requesting managers to submit their questions to pose to the forum's presenters.

#### **IX. CT MAC LIASION/MEMBER VOLUNTEER REPORT-OUTS**

- OPM SUCCESSION AND RESTRUCTURING PLANNING

Dan Callahan provided an overview of the purpose of the *Succession and Restructuring Planning Consultant OPM Committee* and his role as the appointed CT MAC Representative.

Chair Beckford thanked Dan for accepting his appointment and expressed how fortunate CT MAC is to be able to tap into his expertise gained from his extensive state service as the head of HR for many of our larger state agencies.

- TUITION AND PROFESSIONAL DEVELOPMENT STUDY

Representative Meredith Minnocci (DOC) reported her efforts to collect and analyze data regarding tuition and professional development subsidies received by managers verse those received by union employees over a 5-year period resulted in a finding there is no uniform or one-stop record keeping data held by the individual state agencies or housed at DAS.

Chair Beckford thanked Representative Minnocci for volunteering her time and explained last year's annual CT MAC survey results identified tuition reimbursement and professional development as a non-compensatory benefit of importance to advise and work with the Administration on addressing.

- LEGISLATIVE LIAISON REPORT

Nancy Nicolescu (Ethics) reported the CT Legislature has not been in session and thus, there is no activity to report that would impact managers at this time.

- GOVERNOR'S CoWAG LEADERSHIP SUBCOMMITTEE  
CT MAC CoWAG Liaison, Representative Monika Nugent, reported she had been reassigned by OPM Sec. McCaw from the Aspiring Leaders Subcommittee to the Boards & Commissions Subcommittee
  
- MANAGERS SICK LEAVE BANK COMMITTEE  
Chair Beckford reported DAS Representative Abele (DOT) was appointed the CT MAC Liaison for the MSLB.

#### **X. COMMUNICATION WITH ADMINISTRATION**

- Quarterly Meetings with OPM and DAS
  - Chair Beckford reported the E-Council met with COO of the Gov.'s Office/DAS Cmsr. Josh Geballe and OPM Sec. Melissa McCaw on July 31, 2020, and briefed those in attendance on the following items discussed during the meeting:
    - Manager's Morale
    - Managers' Request for a July 1<sup>st</sup> COLA
    - *Succession and Restructuring Planning Consultant OPM Committee CT MAC Liaison*
    - Overhauling the MP Pay Plan, Annual Increments, and PARS
    - Tuition Reimbursement & Professional Development Study
    - MS Teams Call-in Number
    - Telecommute Policy and Reopening State Buildings
    - Upcoming Events: Retirement Forum and the Annual State Managers' Day
    - 2020 Managerial Survey
    - New CT MAC Logo

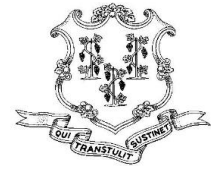
#### **XI. OPEN FLOOR**

Chair Beckford opened the meeting floor for attendees to comment or to pose their questions. The following were presented and addressed:

- Whether managers will receive January increases.
- Managers never received a January increases, but instead PARS which was the equivalent to January increases.
- Whether the information the E-Council received regarding the State's Rainy-Day Fund being exhausted was accurate given contradictory news reports
- E-Council should seek clarification as to whether "exhausted" meant "earmarked"



STATE OF CONNECTICUT  
MANAGEMENT ADVISORY COUNCIL



**XII. ADJOURNMENT**

Chair Beckford expressed the E-Council's gratitude to those managers who took the time to attend today's regular meeting, and to those managers that shared their insight and feedback.

Chair Beckford call for a motion to adjourn.

Past CT MAC Chair Ram Aberasturia (OHE) motioned to adjourn the meeting.

Representative Andrew Norton (DADS) seconded.

This motion carried.

The meeting adjourned at 11:15 a.m.

Respectfully submitted,  
*The CT MAC Executive Council*