



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



MINUTES OF THE CT MANAGEMENT ADVISORY COUNCIL February 19, 2020 Visit the CT MAC website at: www.ct.gov/mac

- **CALL TO ORDER**

The regular monthly meeting of the Connecticut Management Advisory Council (CT MAC) was held on Wednesday, February 19, 2020, 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 FOR JANUARY 15, 2020****

There was not a quorum at the beginning of the meeting therefore the approval of the previous month's minutes was tabled.

- **TREASURER'S REPORT****

The Treasurer's Report was the same as last month \$4,149.71 was the balance. There was not a quorum at the beginning of the meeting therefore the approval of the Treasurer's Report was tabled.

- **CREDENTIALS COMMITTEE REPORT**

No change.

Election letters have gone out, and elections are to be held at the end of the month. A discussion was held on possibly changing the meeting times and location which could help attendance.

A discussion was had regarding most HR people are now D.A.S. employees. They can serve out the rest of their elected term per CT MAC bylaws.

- **OLD BUSINESS**

- **SPEAKERS AT UPCOMING MEETINGS**

A brief discussion was tabled until the 2020 CT MAC Retirement Forum agenda item

- **WEB MASTER CONTENT/COMMUNICATIONS/ORIENTATION REPORT**

The State's new platform will go live in July 2020. CT MAC is still working with DAS in migrating its site to the new platform.

- **LIST SERV MAINTAINER REPORT**

No change.

** A quorum was established, and a motion was made and seconded to approve the minutes from the previous meeting and the Treasurer's Report. Motion carried.

- **SUB-COMMITTEE ON ENHANCING MEMBERSHIP AND PARTICIPATION**
Vice Chair Jerard and Chair of the Sub-committee on Enhancing Membership proposed the following ideas to help increase membership:
 - a) Video conferencing people in on meetings
 - b) TEAMS Training (Updating software)
 - c) Viewing meetings in your office
 - d) Creating a group for MAC
 - e) 365 system updates

- **GOVERNORS' COUNCIL ON WOMEN AND GIRLS LEADERSHIP SUBCOMMITTEE LIAISON**
A discussion was had on the Governors' Council on Women and Girls. It was indicated that Monica (liaison) was on maternity leave and would report when she returned.

- **OTHER OLD BUSINESS**
None.

- **NEW BUSINESS**
 - **BYLAW AMENDMENTS**
A discussion was held regarding "Active Members". The Chair reminded members a discussion regarding the items up for vote has happened during our previous monthly meetings per the bylaws and we must now vote.

A motion was made and seconded to approve section IV-a nomination, election, and removal of officers. Motion passed. A-1 new language defines active member. (Send to Debra Boyle-credentials committee).

2nd amendment 4-c"or until a successor is elected" motion moved and seconded. Motion carried.

 - **COMMUNICATION WITH ADMINISTRATION**
 - **2020 CT MAC RETIREMENT FORUM**
Organizer and Vice Chair Jerard reported the Comptroller recommended staff attend instead of himself. The meeting could be held at the end of March. We need to develop questions in advance. Jonathan from Prudential 457 retirement plan will also attend. The location could be MCC or the East Hartford Cultural Center.
Discussion regarding the method to collect questions from our membership was had.

 - **QUARTERLY MEETING with DAS**
The meeting revealed DAS is willing to work with state managers on ideas regarding how the administration will deal with replacing retirees, and re-

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writing job descriptions. CT MAC needs managers who are willing to volunteer to work with CT MAC, DAS, OPM in moving the needle forward on such initiatives.

Members expressed concern that promises regarding telework for managers were not being kept and were still concerned about the union and managerial pay equity.

Vice Chair Jerard expressed concern regarding CT MAC's ineffectiveness and questioned attendees as to why they do not join M & E if they are not satisfied with CT MAC's efforts.

Chair Beckford recounted CT MAC's accomplishments having teamed with Administration since July 2019 (in less than a year), such as:

1. COLA in July 2019
2. Managerial Flex Time Policy Update issued in December 2019
3. Planning a successful 2020 Forum where the top 3 members of the Governor's Administration (COO Mounds and DAS Commissioner Geballe) candidly answered our members questions regarding salary conversion and inversion, retirement, reclassification of the MP play plan, teleworking for managers, etc.
4. Planning a successful State Managers Day Event attended by COO Mounds and DAS Commissioner Geballe

○ **2020 STATE MANAGERS DAY PLANNING COMMITTEE REPORT**

Tabled.

○ **OTHER NEW BUSINESS**

Adjournment

The meeting was adjourned at 10:20 a.m. The Chair and Secretary were the remaining E-council members at adjournment.

Respectfully submitted,

CT MAC Executive Committee