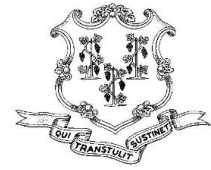




STATE OF CONNECTICUT
MANAGEMENT ADVISORY COUNCIL



**MINUTES OF THE
CT MANAGEMENT ADVISORY COUNCIL
JUNE 17, 2020**

Visit the CT MAC website at: www.ct.gov/mac

I. CALL TO ORDER

Chair Jeri Beckford (DOT) called the regular membership meeting to order via MS Teams at 9:03 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 also noted the scope of MAC's responsibilities, which are also listed in the bylaws.

Immediate Past Chair Deshais confirmed a quorum was present.

II. APPROVAL OF MEETING MINUTES FOR MAY 2020

Immediate Past Chair Deshais moved to approve the May minutes as submitted. Tricia Morelli (DSS) seconded this motion. This motion carried.

III. TREASURER REPORT FOR MAY 2020

Vice Chair Nicholas Jerard (DDS) moved to approve the May Treasurer's Report as submitted. Immediate Past Chair Deshais Janice Deshais seconded this motion. This motion carried.

IV. WEBMASTER REPORT

Webmaster and Treasurer Kristin Karr (SOS) reported she and Chair Beckford continue to work to organize the information available to managers on CT MAC's website in a concise, user-friendly format within the parameters of the State's standardized new platform, which all state websites have migrated.

V. LISTSERV MAINTAINER REPORT

LISTSERV Maintainer Kristin Karr reported she continues to update the lists and the requests from managers to be added to the lists have seemed to increase. She also receives notices that CT MAC's e-mails are undeliverable to certain managers' e-mail addresses and makes such updates to the lists.

VI. STANDING COMMITTEE REPORTS

○ CREDENTIALS COMMITTEE

Chair Beckford stated due to COVID-19 and the transition of state employees to working remotely, CT MAC has not received any responses regarding the results

of agency elections held for CT MAC representatives and alternates.

Chair Beckford reported she and Credentials Committee Co-Chair Natalie DuMont (DMHAS) are actively working on drafting a letter to follow-up with agency heads regarding the status of their CT MAC elections.

○ ENHANCEMENT OF MEMBERSHIP AND PARTICIPATION

Vice Chair Jerard noted that today's meeting has over 100 managers in attendance and this is a positive sign regarding expansion of the participation of membership.

Vice Chair Jerard reported the Committee is working on a package of information about CT MAC for new managers.

○ 2020 MANAGER SURVEY

Paula Zwally (DMHAS) reported that she is working with Chair Beckford to create the annual survey CT MAC sends out to all managers.

Chair Beckford explained this survey prioritizes what managers feel are the most important issues the E-Council should advise the Administration of, and work with the Administration in addressing for the upcoming year. She encouraged each manager to fill-out the survey once received.

○ 2020 STATEWIDE MANAGERS DAY

Alternate Valerie Lilley (OGA) announced that the Committee (Kristin Karr, Pamela Brown - DCP, Nancy Nicolescu, and Sarah Garret - DOT) will be meeting on the second Tuesday of every month at 2:30 pm and invited members to attend. Members in attendance voted via chat to hold a virtual event on November 20, 2020, in lieu of CT MAC's regular scheduled monthly membership meeting.

Alternate Lilley also spoke about the program being planned thus far, and said the Committee is planning a 1 ½ to 2-hour program with a keynote speaker (perhaps on wellness) and the presentation of Distinguished Managerial Service Awards.

VII. UPCOMMING SPEAKERS

○ 2020 CT MAC RETIREMENT FORUM: COMPTROLLER'S OFFICE

Coordinator (and Vice Chair) Nick Jerard reported he has finalized the survey for managers to submit their questions to pose to the forum's presenters, which will be sent to all managers by Friday (6.19.20). The date for this program will be mid-August.

VIII. CT MAC LIASION/MEMBER VOLUNTEER REPORT-OUTS

○ TUITION AND PROFESSIONAL DEVELOPMENT STUDY

Representative Meredith Minnocci (DOC) stated that she is in the process of

collecting data on the tuition and professional development subsidies received by managers verse that of union employees over the years, noting that she wants to base any study on updated numbers.

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 revamping.

○ NEW LOGO REVEAL

Chair Beckford revealed the designs created by Nina Ritson (DAS) for the new CT MAC logo and invited attendees to vote via chat for their favorite.

Immediate Past Chair Deshais announced logo design #7 was the clear winner. Chair Beckford confirmed the tally, announced the new logo will appear on all CT MAC correspondence moving forward, and thanked Nina Ritson for her creativity and hard work.

○ LEGISLATIVE LIAISON REPORT

Nancy Nicolescu (Ethics) reported the CT Legislature has not been in session and there had been no movement on proposals that would impact managers. She noted she had no information regarding the status of the M+E managerial study bill.

Representative Monika Nugent (OGA) and M+E Organizer stated that conversations are still ongoing about this study bill introduced by M & E and said that it had previously passed out of Committee but was unlikely to be addressed during the Legislature's special session.

○ GOVERNOR'S CoWAG LEADERSHIP SUBCOMMITTEE

Representative Monika Nugent reported meetings have resumed via Zoom for the first time since the COVID quarantine, however the meetings are packed and it is hard to get a word in with everyone in attendance, however she continues to press on in assisting managers (specifically female managers) with access to leadership development opportunities.

○ MANAGERS SICK BANK COMMITTEE

Chair Beckford reported DAS reached out to her regarding a CT MAC liaison to sit on this committee and was informed Representative Abele was the liaison prior to transferring from DAS to DOT. Chair Beckford informed DAS that CT

MAC's bylaws allow an agency Representative to carry out their elected term even if they switch agencies, and therefore would reappoint Representative to

continue as CT MAC's liaison for this committee. DAS and Representative Abele both agreed.

○ OPM SUCCESSION AND RESTRUCTURING PLANNING

Chair Beckford reported that after the E-Council's last quarterly meeting with DAS, prior to COVID-19, DAS reached out the Chair Beckford requesting a CT MAC managerial liaison to sit on this committee.

Chair Beckford explained this committee is charged with succession planning and restructuring the way the State operates as an employer and the way we provide services to the public. Chair Beckford stated she hopes this committee will be a viable avenue to revamp the MP Pay Plan and managerial performance incentives (i.e. PARS), among other things.

Chair Beckford reported she appointed Dan Callahan as CT MAC's liaison to sit on this committee based on his extensive knowledge of state operations and expertise in strategic planning.

Chair Beckford also reported this committee has not yet resumed its meetings due to COVID-19.

IX. COMMUNICATION WITH ADMINISTRATION

○ Quarterly Meetings with OPM and DAS

- Chair Beckford reported the quarterly meetings with the Administration (OPM & DAS) were asked to be put on hold until after the COVID statewide response efforts and she agreed. Chair Beckford reported this agreement was prior to the Administration's need to coordinate a statewide response to the death of George Floyd that spurred statewide racial equity protests, as well.

○ July 1st COLA Efforts

- Chair Beckford reported the E-Council reached out to the Administration four times in one month (which included an e-mail to agency heads) via e-mail and MS Teams regarding the status of managers' receipt of a July 2020 COLA given the COLA increase union employees were slated to receive on July 1, 2020, per their union contracts. Chair Beckford reported the Administration had not responded to any of these emails, and all state managers were sent copies of the correspondences.

Vice Chair Jerard expressed his disappointment that no responses were received, even just an acknowledgement of the communications.

○ Members' Responses to *Message from the Chair*

- Chair Beckford reported the Administration is well aware of managers' stance

- regarding the inequities of compensatory and non-compensatory benefits between managers and union employees and the projected data of the increase in this gap over a 5-year period.

Chair Beckford expressed a desire to provide the Administration with new, updated data of these inequalities along with viable solutions which the Administration can implement to tackle these inequities.

Chair Beckford expressed this was the rationale behind her *Message from the Chair* that was e-mailed to all members, asking members for solutions to the issues that give rise to managers not receiving COLAs and AIs. Those managers that responded to Chair Beckford's ask were invited to share at today's meeting:

- Past Immediate Chair Deshais shared that she believed it is not CT MAC's job to find and advise the Administration of viable funding sources to tap into or to provide them with solutions. She expressed her belief that MAC needs to maintain respectful but continued pressure on the Administration over this issue.
- Tricia Morelli (DSS) shared that generally those who are retiring are leaving at the top of the pay range and are being replaced with those at the low end who are not receiving raises. This should cause a significant downward trend as it pertains to managerial salaries and total cost to the State. CT MAC's showing of a significant decline in cost to the state might help.
- Valter Borges (DCF) was not in attendance, however, Chair Beckford shared that Borges suggestion that the Administration should focus on its redundant or excessive contracting practices with vendors and service providers.
- Victoria Brothers (DCF) was not in attendance, however, Chair Beckford shared Brothers' suggestion that the Administration streamline its vending contracts. For example, have one contract to provided and distribute the food and supplies to the various cafeterias within state buildings.

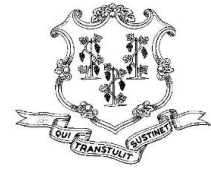
X. OPEN FLOOR

Members in attendance voiced their continued frustrations regarding the long-standing receipt of less pay and higher contribution for benefits than that of the union employees they supervise.

Representative Nugent pointed out that managerial increases are in the budget, so these are not extra expenditures.



STATE OF CONNECTICUT
MANAGEMENT ADVISORY COUNCIL



Past CT MAC Chair Ram Aberasturia (OHE) suggested an update of the data in the 2012 report issued by DAS.

XI. ADJOURNMENT

Chair Jeri expressed CT MAC's gratitude to those managers who took the time to attend today's regular meeting, and to those managers that shared their perspectives and voices at today's meeting, as well.

Immediate Past Chair Deshais motioned to adjourn the meeting. Alternate Jennifer Taplin (DAS) seconded. This motion carried.

The meeting adjourned at 10:30 a.m.

Respectfully submitted,
The CT MAC Executive Council