



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



MEETING MINUTES

CT MANAGEMENT ADVISORY COUNCIL

Wednesday, April 21, 2021 at 9:00 AM

via [MS Teams](#)

- I. **CALL TO ORDER: Chair, Jeri Beckford called the meeting to order at 9:03 a.m.**
 - o CT MAC's Mission and Purpose (Executive Order #6 and Bylaws) Read
 - o Quorum Confirmed

- II. **MEETING MINUTES FOR MARCH 2021 were unanimously approved;** motion to approve made by Seweryn Borecki, DMHAS ALT and seconded by Jennifer Taplin - DAS Alt.

- III. **TREASURERS REPORT FOR MARCH 2021 were unanimously approved;** Treasurer Kristen Karr – SOS Alt reported there were no transactions in the checking or savings accounts. Motion to approve made by Janice Deshais, DEEP ALT & Immed. Past Chair and seconded by Valarie Lilly, OGA ALT. Reimbursement request for 2020 Managers Day has been submitted to OPM.

- IV. **NOTICE OF 2021 EXECUTIVE COUNCIL ELECTIONS** - Chair Beckford reported all positions for the E-Council Officers will be accepting nominations during the May meeting. The Election Committee will read the slate of candidates at the May meeting too, as well as, receive nominations for all E-Council Officer positions from the floor. Self-nominations are okay. Voting will occur in June. Bylaws state elections must be anonymous, submitted in writing, to an Election Committee consisting of 3 duly elected Reps. This, however, will be difficult given we are meeting and working remotely due to COVID-19. Suggestions were to search for another type of platform to submit ballots or forgo anonymity and utilize the MS Teams Forms App. MS Teams Forms App does not allow for anonymity, however, it does provide oversight that each Rep. or Alt. casts only one vote. Chair Beckford asked for input. Vice Chair Nicholas Jerard stated there would still be some anonymity during the election process as the 3-person Election Committee would be the only ones able to see and track who has voted. Chair Beckford asked for a motion to forgo the anonymity requirement (due to the pandemic) and utilize the MS Teams App to facilitate the 2021 Executive Council Officer Elections. Vice Chair Nicholas Jerard motioned to approve and it was seconded by Valarie Lilly, OGA ALT and unanimously approved.
 - o **Election Committee** - Chair Beckford explained the Elections Committee's responsibilities and called for nominations of any Rep that is interested in facilitating the election for this year. If no election committee can be established the E-council will need to appoint current Reps to sit on the committee. Chair Beckford proposed that those Reps. that have not volunteered on a committee to date be appointed to the election committee, as the bylaws state Reps and Alts are expected to serve on committees. Trisha Morelli, DSS Rep was nominated to serve on the election committee; the nomination was seconded by Nicholas Jerard, Vice Chair; and unanimously approved. Karolina Wytrykowska DMHAS Rep was also nominated to serve on the election committee; the nomination was seconded by Seweryn Borecki, DMHAS ALT; and unanimously approved. Wanchin Chou, DOI Rep was nominate; the nomination was seconded by Andrew Norton, ADS Rep; and unanimously approved.

V. LEGISLATIVE REPORT- Chair Beckford read proposed bills that may affect managers this legislative session. To find out the current status of a specific bill Chair Beckford encouraged individuals to make note of the bill number announced and look it up on the Connecticut General Assembly website. Noting if there is no activity on a bill for over 5 days the bill is considered dead.

VI. STANDING COMMITTEE REPORTS

- Credentials Committee: Chair Beckford reported the Credentials Committee facilitates the REP/ALT elections and any recommendations regarding any proposed amendments to the bylaws. Volunteers are still needed for this committee. Agency heads, their HR business partners, Reps, and Alts have received the election notification. Follow-up on the election letters sent are taking place by Co-Chair Natalie Dumont DMHAS, and other dedicated volunteers. HR usually facilitated the elections at each agency and this is the first time we are holding elections since DAS centralized HR. Chair Beckford encouraged managers that if they had not heard about an election within their agency to please reach out to your current Rep/Alt, your agency head, and your HR Business Partner for an update.
- Enhancement of Membership and Participation: Vice Chair Nicholas Jerard – DDS chairs this committee and reported over the last several meetings volunteers have been requested from Reps/Alts and others, but you do not need to be a Rep or Alt to participate in this committee. At this time, he has not received any emails. There has been no activity. Vice Chair Jerard encouraged anyone interested in volunteering or that has an idea but cannot commit to being part of the committee to email him Nicholas.jerard@ct.gov.
- 2021 State Managers Satisfaction Employee Survey: Volunteer Nisa Davey – DOT reported the survey has been sent to the council and asked for feedback by the end of this week and it will be going out to managers next week.

VII. LISTSERV MAINTAINER REPORT – Acting Sec. Ashley McAuliffe reported that she will be updating the listserv regularly.

VIII. WEB MASTER REPORT – Erika Blackman reported she has been working to clean up the CT MAC website and archiving outdated items.

IX. SPEAKERS- There are no upcoming speakers scheduled at this time. Chair Beckford asked for suggestions for speakers.

X. CT MAC LIAISON / MEMBER VOLUNTEER REPORT-OUTS

- Retirement Forum: Vice Chair Nicholas Jerard reported the link is on the CT MAC Website.
- Manager Sick Leave Bank (MSLB) Committee: Rep. Brenda Abele – DAS was unable to attend but did report to Chair Beckford that there was nothing new to report. Dan Callahan asked if the MSLB will still be utilized with the implementation of PFMLA. Chair Beckford reported that question was posed to the PFMLA previously and she read from an e-mail received by PFMLA's General Council Erin Choquette answering the question.
- OPM Succession and Restructuring Planning: Dan Callahan DOT/DAS reported the language that was submitted to OPM during his appointment, as the CT MAC liaison to work with the Boston Consulting Group and OPM, was intact as it appeared in the Boston Consulting Group Report.
The key piece moving forward is the action that will be taken. The session is coming to an end and there is a surplus. There needs to be follow up during this legislative session.
- Governors CoWAG (State Boards and Council Subcommittee): Monika Nugent – OGA Rep. stated no report at this time.

XI. COMMUNICATION WITH ADMINISTRATION

- Chair Beckford reported that she met with Sec. McCaw and Commissioner Josh Geballe on Monday. Chair Beckford reported the following discussions were held:
 - The BCG Report Issued: Appreciation was expressed for the Governor, OPM, and DAS acknowledging the inequities for managers therein, as the BCG was their client and they did not have to invite CT MAC to the table to work with them on behalf of all managers. CT MAC also acknowledged the Administration could have further chosen not to highlight the managerial compression, inversion, lack of incentives like PARS, etc. in the report. *See Page 112.*
 - Moral of Managers: Continues to decrease as they feel unappreciated and stepped on and over. Managers are understandably upset about their required contributions the PFMLA and the catch-up deductions when they are not receiving AIs and COLAs. OPM and DAS acknowledged the feelings of managers and restated their commitment to continue to work with CT MAC in addressing.
 - 2% COLA: Sec. McCaw reaffirmed the Governor is supporting a manager's COLA increase of 2% in his budget. This is contingent on the Appropriations Committee's approval of the Governor's proposed budget, which they are voting on this morning.
 - Salary Compression and Inversion: Sec McCaw stated OPM and DAS are addressing pay inequities as vacancies within agencies occur.
 - Professional Development: Sec. McCaw reported a tuition reimbursement program will be coming out this Fall for managers. The timing of this launch is when individuals are considering going back to school. Sec. Geballe also reported LinkedIn Learning for all state employees has received positive feedback. This will be the source for all state employee mandated trainings, not for agency specific training. It will also house pre-management onboarding training.
 - Permanent Telecommute Policy for Managers: There will be a parallel telecommuting policy issued for managers once union contract negotiations are complete. This will probably take about 6 months to complete (depending on how long negotiations take). The arbitration issue that was ongoing pre-pandemic is now a moot topic (i.e. State must provide equipment for unionized employees to telecommute. Sec. McCaw stated the telecommute policies will create precedent so makes sense to issue unions and managerial policies at the same time.
 - Good Faith Efforts: Sec. McCaw and OPM stated all these items are evidence of the Governor's good faith efforts to address managers concerns.
 - Return to Office Buildings: Commr. Geballe reported at this time there is no set date for returning employees to state office buildings. The guidance to agency heads at this point is the Governor wants state employees working at maximum efficiency and at maximum productivity, so whatever the heads of agencies feel needs to happen to ensure this, will be left to their discretion.
 - KRONOS: Commr. Geballe reported is that Emergency Services and Public Protection have had several pay cycles using this system. DCF and DOC are the next on the list next to use.
 - Rule 34 Calculation (MP vs. A&R Comparison): Sec. McCaw was informed that dedicated managers were fine tuning the calculations of comparing the MP Pay Plan to that of A&R seeing managerial positions were most similar to A&R positions (as suggested by Vice Chair Jerard to Dan Callahan during a previous CT MAC meeting). Sec. McCaw stated she is interested in seeing this comparison and rearticulated OPM and DAS have been doing their own comparisons as managerial vacancies arise as well.
 - 2021 CT MAC Employee Satisfaction Survey: Employee satisfaction survey was discussed and the results will be shared with the administration when completed.

- Housekeeping:

1. Future Communications with the Administration: Discussed alerting CT MAC to changes that affect managers to ensure managers receive information timely. Sec. McCaw agreed to keep CT MAC in the loop.
2. Assignment of DAS BEST Liaison: Commr. Geballe encouraged CT MAC to speak with him offline regarding its particular needs.

XII. OPEN FLOOR

- Erica Blackman stated that the video of the Retirement Forum is posted on the website.
- Dan Callahan clarified that the OPM Sec. stated the 2% in the budget is pending legislative approval and that DAS and OPM have to agree to sign off on managerial raises. PFMLA is also an issue and there is a deadline for managers to oppose paying into to, which is this month. There is a 30-day window for appeal through the Employee Review Board. PFMLA provides little benefit to many managers and managers are being charged with retro deductions. Are there any things the E-Council is thinking of in regard to this? Grievances, etc.? Chair Beckford stated there is a question that addresses this in the *2021 CT MAC Managerial Employee Satisfaction Survey* so the responses can be compiled and then discussed with OPM and DAS.
- Monika Nugent- M & E President questioned Chair Beckford as to why she heard other E-Council members were not in attendance at the meeting with Sec. McCaw and Commr. Josh Geballe. Chair Beckford stated that the agenda was very full because of CT MAC's prior quarterly meeting being cancelled due to Sec. McCaw drafting the budget and that it is easier to get through a packed agenda regarding managerial concerns with less people in the meeting feeling the need to talk. Chair Beckford added there had been times when CT MAC was not able to get through all of the agenda items and she wanted to maximize the amount of time afforded for the Administration to address all agenda items. Monika expressed Vice Chair Jerard¹ should have been present so financial information provided by OPM could be understood.
- Monika Nugent quested Chair Beckford as to where the 2% was in the budget located in the budget as she cannot find it. Chair Beckford Sec. McCaw informed her it is funded within *Reserved Services*.
- Monika Nugent - stated that M+E had not heard any follow-up regarding a decision from the E-council on M+E's eligibility to use CT MAC meetings (i.e. state time and state resources) to report out M+E business and meeting dates. M+E had sent a letter to the E-Council from M+E's attorney that stated M+E was able to utilize CT monthly meetings for such purposes. Chair Beckford affirmed the E-Council's receipt the letter from M+E's attorney and stated the E-Council was expecting to receive an impartial opinion form an uninterested party regarding the matter. Chair Beckford asked M+E to clarify its status as it was her understanding that M+E was initially organized in an attempt unionize managers. M+E's attorney, however, reported M+E has no recognized status within the State of CT and offered no information that M+E was a registered organization, non-profit, or anything else. Monika explained what M+E is an association that is not pursuing collective bargaining. Chair Beckford stated M+E's website is sponsored by organizations involved with union activity. Chair Beckford read the e-mail she received from OLR Undersecretary Faye Brown regarding the issue of whether M+E could use CT MAC meetings to report out to managers, as well as, inform them of M+E meeting times. Monika challenged CT MAC's adherence to OLR's e-mail stating it was not in the best interest of managers. Valerie Lilly - OGS Alt and Eric Blackmon - DAS both affirmed OLR's e-mail answered in the negative Monika's question regarding whether M+E is allowed to use state time and resources via the CT MAC meetings to announce M+E business and meetings dates.
- Theodore Nezames stated that the 2% does not address inversion. Recognition doesn't do enough. There are 55 people who work for him that make more than he does.

¹ Nicholas Jerard serves dual roles as M+E's Vice President and CT MAC's Vice Chair.

XIII. ADJOURNMENT Chair Beckford called for a motion to adjourn the meeting, which was made by Trisha Morelli, DSS; seconded by Andrew Norton, ADS Rep; and unanimously approved. Meeting adjourned at 10:52 am.