



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



MEETING MINUTES

CT MANAGEMENT ADVISORY COUNCIL
Wednesday, February 17, 2021, at 9:00 AM
via [MS Teams](#)

- I. **CALL TO ORDER:** Chair, Jeri Beckford called the meeting to order at 9:00 a.m.
 - o CT MAC's Mission and Purpose (Executive Order #6 and Bylaws) Read
 - o Quorum Confirmed

- II. **MEETING MINUTES FOR JANUARY 2021 were unanimously approved;** motion to approve made by Valerie Lilley – OGA Alt. and seconded by Thomas Zaprzalka – DMHAS Rep.

- III. **TREASURERS REPORT FOR JANUARY 2021;** Treasurer Kristen Karr – SOS was not able to attend this meeting due to technical difficulties. This agenda item was tabled until the next regular monthly meeting.

- IV. **STANDING COMMITTEE REPORTS**
 - o Credentials Committee: Co-Chairs Natalie Dumont and Deborah Boyle were not able to attend today. This committee is charged with facilitating elections of CT MAC agency reps. and alts. Elections for agency reps. and alts. for odd number years are due. Election letters are drafted and will be forwarded to agencies that are due for elections. If anyone is interested in being their agency's CT MAC rep. or alt. please see your HR administrator and they will inform you how the process works to nominate yourself.
 - o Enhancement of Membership and Participation: Vice Chair Nicholas Jerard – DSS chairs this committee
 - Welcome packet to new managers is underway and volunteers are welcome.
 - During the last meeting some individuals expressed interest. Those who are interested and have ideas to increase participation and enhance CT MAC membership please send an email to Nicholas Jerard. Meetings will only be held when necessary.
 - o 2021 State Managers Satisfaction Employee Survey: Volunteer Nisa Davey – DOT was unable to attend. The survey was completed and will be sent to the E-council for review. Once the review is complete it will be sent out to managers.
 - o 2021 Statewide Managers Day: Co-Chairs Valarie Lilley – OCA and CT MAC Treasurer Kristen Karr – Valarie stated there is no report at this time. The recording of the Managers' Day is still in the works to be posted to CT MAC website, however, the file size is very large and must be compressed for posting to the website.

- LISTSERV MAINTAINER REPORT** – Acting Sec. Ashley McAuliffe has agreed to be the new CT MAC ListServ Maintainer. The ListServ is how CT MAC disseminates information to state managers. The ListServ is updated periodically. Requests to be added or removed are processed as quickly as possible. Please send all requests to Ashley.mcauliffe@ct.gov. Erika Blackman has agreed to be the backup.

- V. **WEB MASTER REPORT** – Erika Blackman has volunteered to maintain the CT MAC website to ensure the notices, minutes and agendas are posted to the website in a timely manner for ease of access to all. Acting Secretary McAuliffe is the backup, as well as, Chair Beckford.

- VI. **SPEAKERS** – Chair Beckford reported no speakers scheduled for the near future.

- Retirement Forum Recording: Coordinator & CT MAC Vice Chair Jerard reported that lessons that were learned from attempting to post the Managers' Day recoding to the CT MAC website apply to trying to post the recording from the Retirement Forum as well. The presentation was over 2 hours long and so the file is very large. Once the manager's day recoding has been compressed and posted, the file changes will be applied to this recording and then posted to the website. There are links to tier specific forums provided on the CT MAC meeting notice for January 2021. Rae Ellen Roy from the OSC clarified the reasons for retirement prior to July 1, 2022 is the COLA on your pension will not start until 30 months after retirement as opposed to starting at 9/10 month. The COLA will be decreased and possibly lower than 2%. There are various other influencing factors that will impact retirees after July 1, 2022.
- CT Paid Family Medical Leave Authority Forum Recording: Chair Beckford, reported that this recoding is also going to be posted the CT MAC website.

VII. CT MAC LIAISON / MEMBER VOLUNTEER REPORT-OUTS

- Manager Sick Leave Bank (MSLB) Committee: Rep. Brenda Abele – DOT was not able to attend. There is a seat for a CT MAC Rep to sit on this committee. The first year you become a manager you have the option to take part in the State's Managerial Sick Leave Bank. When you opt in you pay a certain amount of days into the bank and if you need to take leave you can apply to utilize sick leave time from the bank. This is in addition to your vacation/sick/PL accruals. There is a link to the MSLB on the CT MAC website if more information is needed. The questions about how the MSLB is applied in lieu of the PFML taking effect in 2022 were sent over to the PFMLA. Question such as, "What effect will the CT PFML on the MSLB? Does one need to be used prior to the other? Attorney Choquette responded and stated the PFMLA has no bearing on the PFML. Chair Beckford also reported there is a lot going on at the legislator's level and legislation has been proposed to dismantle the new agency that administers the PFMLA in addition to allowing managers to opt in or opt out. Managers have asked about deductions and Jeri Reported that PFLMA CEO Andrea Barton-Reeves stated they are trying to figure things out in CORE to make sure CORE can recognize the deductions and take it from paychecks accurately. A question was posed, given the delay in withholdings, will there be retroactive withholdings from future paychecks to make up the difference? Chair Beckford stated she will be following up with the PFMLA regarding this question.
- OPM Succession and Restructuring Planning: OPM Committee Liaison, Dan Callahan reported out – State has hired BCG Boston Consulting Group. Sec. McCaw has allowed CT MAC to appoint a manager to sit on this committee. Dan's charge is to make sure this OPM succession planning and restructuring committee has a managerial voice and how it will affect managers moving forward. All recommendations that he made as far as positioning managers; educational opportunities, non-compensatory and compensatory will be in the report coming out in a few weeks. 2 volunteers came forward to assist Dan in putting together restructuring the MP pay plans. Drafts have been received and are in the review process. CT MAC did request MP pay plans in Excel format from DAS. Cheryl Burdick reported a comparison of AR26 to MP. Cheryl is working on numbers. To date she created from 2009 to present the minimum and maximum, entire pay and how they compare to each other in numbers and graphically. There is about \$14,000 different in AR pay plans and MP pay plans at the max. She has not taken into account insurance or retirement at this time. Next steps include Dan's review of these documents, E-council review, and finally sharing with OPM, DAS, and managers. Dan reported that he has done work with inversion, not just compression, given longevity is still being paid and there are many union employees making more than managers.
- Governors CoWAG StateBoards and Council Subcommittee: Monika Nugent – OGA Rept. Reported no update at this time. They are wrapping up individual meetings and

working on legislation proposals. There is no other new information to report. There is still a call for applicants to apply to be involved with the boards of commissions.

VIII. COMMUNICATION WITH ADMINISTRATION

- January 2021 quarterly meeting was canceled, followed by a subsequent email stating OPM Sec. McCaw would reach out at the end of February after the budget was completed. Union negotiations started in January and unions are being asked to forgo raises and to have a flat increase. Information was sent to managers via List Serv prior to the budget's release. The budget has many layers of approval to go through so it is still a work in progress. CT MAC did not have the opportunity to meet with OPM Sec. McCaw and DAS Commissioner / COO Gaballe prior to the budget going to the legislature, so Chair Beckford, sent an email prior to the budget's urging Sec. McCaw to keep state managers in mind. Chair Beckford read the e-mail sent to those in attendance and it reiterated that cost of living adjustments (COLAs) were received by legislative branch 2 years in a row 2019 and 2020 and unionized employees and that managers are the only state employees paying into PFMLA. Chair Beckford also shared the email's attachments with all attendees.
- Questions were raised about how the administration is responding when managers are taking a demotion to enter back into a bargaining unit and the ability to make more money. In general, they have a clear understanding of why people are doing this.

IX. OPEN FLOOR

- M+E President Monika Nugent began reporting out regarding M & E's legislative efforts. Chair Beckford reported questions were posed as to whether M+E is allowed to give report outs and advertise its meeting dates at CT MAC meetings is allowed. The concern was CT MAC is considered a part of DAS for operational purposes, its meetings are held on state time, and uses state resources. Allowing M & E to report out at meetings and advertise M&E meeting dates during CT MAC meetings may put CT MAC in a precarious position. Monika stated that as far as she understands that there has been a history of AMECCS attending CT MAC meetings and M&E has continued to follow this. All meetings and communications are conducted outside of state time and so just as other unions can post meetings on bulletin boards M+E should have the option to announce upcoming meetings here. M& E Vice President Nick Jerard motion to put this discussion to vote. Chair Beckford responded a vote to disregard labor law cannot happen, but requested Nick and Monika, as M & E President and Vice President, research this issue and provide the results of their research to the CT MAC to discuss. In the interim, M & E should not report out or announce meeting dates at future CT MAC meetings to ensure CT MAC does not violate any labor laws.

- X. ADJOURNMENT** motion made to adjourn at 10:18 am by Valarie Lilley OGA and seconded by Andrew Norton -BESB.