



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



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

- I. **CALL TO ORDER: Chair, Jeri Beckford called the meeting to order at 9:04 a.m.**
 - o CT MAC's Mission and Purpose (Executive Order #6 and Bylaws) Read by Chair
 - o Quorum Confirmed by Vice Chair Nicholas Jerard

- II. **MEETING MINUTES FOR February 2021 were unanimously approved as amended (i.e. correction of an acronym from AMEX to AMCESS);** motion to approve as amended made by Valerie Lilly, OG ALT and seconded by Jennifer Taplin DAS ALT.

- III. **TREASURERS REPORT FOR JANUARY AND FEBRUARY 2021 were unanimously approved;** Motion to approve made by Valerie Lilly OGA ALT. and seconded by Jennifer Taplin DAS ALT. Motion to approve made by Valerie Lilly, OGA ALT and seconded by Mary Santangelo, DMV.
Treasurer Kristin Karr reported OPM reimbursement should be deposited soon for the 2020 Managers Day and will be reflected in the report once deposited.

- IV. **STANDING COMMITTEE REPORTS**
 - o Credentials Committee: Co-Chairs Natalie Dumont DMHAS and Deborah Boyle, DDS were unable to attend. Chair Beckford reported a draft letter has been completed ready to send to agencies that have elections in odd years to elect their CT MAC representatives and alternates. This letter outlines the process of elections as well as the responsibilities of elected individuals. Those who are representatives or alternates and are not able to carry out the duties as required by the bylaws please nominate others who can carry out the responsibilities of the elected position. This committee also makes favorable or unfavorable recommendation for the adoption of proposed bylaw amendments to the CT MAC Bylaws.
 - o Enhancement of Membership and Participation: Vice Chair Nicholas Jerard – DSS chairs this committee
 - Status of efforts to enhance CT MAC Membership and Participation-Over the last several meetings volunteers have been requested from Reps/Alts and others. If you are interested in this committee, please email Nicholas Jerard at Nicholas.jerard@ct.gov.
 - Welcome Packet for New Managers-CT MAC proposed in early 2020 to DAS Commissioner Geballe the creation of a packet that would go to managers during their onboarding. This has not made much progress past approval to create the packet.
 - This committee is open to volunteers- Do not need to be a Rep or Alt to participate in this committee. If you have an idea but cannot commit to being part of the committee, please email Nicholas Jerard at Nicholas.jerard@ct.gov.
 - o 2021 State Managers Satisfaction Employee Survey: Volunteer Nisa Davey – DOT was unable to attend today. Chair Beckford reported that the first draft has gone to the E-council for review and those recommendations are being incorporated into the

survey. We are not able to make this survey anonymous because it is being completed through MS TEAMS, however, we appreciate honesty when answering the questions. This information will provide a visual to the administration as to the temperature and climate of the managers as a whole. This survey is in the final stages of drafting and should be coming out in the near future.

- V. LEGISLATIVE REPORT-** Chair Beckford reported that there are many bills that could affect managers and reviewed many of the bill titles. Jeri agreed to provide the list of bills and their numbers to state managers via Listserv.
- VI. LISTSERV MAINTAINER REPORT** – Acting Sec. Ashley McAuliffe reported that she will be updating the listserv regularly.
- VII. WEB MASTER REPORT** – Erika Blackman reported that the website was updated with the notice and the agenda for today’s meeting. She will update the website with the minutes approved today. Erika is also assisting Acting Sec. Ashley McAuliffe with the listserv and that is in progress of being updated.
- VIII. SPEAKERS**
- Status of Recording of Retirement Forum Posted on CT MAC Website: Treasurer Kristen Karr reported the links are ready to be posted and will be posted shortly.
 - Status of Recording of CT Paid Family Medical Leave Authority (PFMLA) Information Session posted on the CT MAC Website: Chair Beckford reported the zoom link has been received from the PFMLA and will be posted on the CT MAC website.
 - 2020 State Manager’s Day: Treasurer Kristin Karr reported that only the awards portion will be posted due to restrictions of providing the recording of speakers to the public.
- IX. CT MAC LIAISON / MEMBER VOLUNTEER REPORT-OUTS**
- Manager Sick Leave Bank (MSLB) Committee: Rep. Brenda Abele – DOT was unable to attend. Chair Beckford reported the MSLB which is in place for managers to opt into for use as additional sick leave time is at a balance of 5999 hours. According to the MSLB bylaws there is a seat for a CT MAC liaison to sit on the committee to approve or deny use of the sick bank time for a manager. The MSLB stated that if it falls under 5000 the committee must put in place a method to address the hours. This is of concern because this could take place within the upcoming weeks. The committee will be meeting to determine what they need to do to address this concern. In order to opt in, managers have to donate the equivalent of 1 day of sick hours. Managers can utilize up to 200 days per year at 50% pay. Must be a manager for 2 years in order to be eligible to utilize the MSLB.
 - OPM Succession and Restructuring Planning: OPM Committee Liaison, Dan Callahan reported the report is complete and likely to be available digitally and in hard copies this week or next. This is a 100-page report with 400 pages of back up documentation. The legislature is asking about manager equity and there will definitely be a portion on managers. There has not been a lot of dialogue in the past 4 weeks.
 - Retirement Survey E-mailed & in CT MAC Notice: Survey was not in today’s meeting notice as the deadline for completion has passed.
 - Governor’s CoWAG (State Boards and Council Subcommittee): Monika Nugent – OGA No report at this time. The next meeting is April 21, 2021.
- X. COMMUNICATION WITH ADMINISTRATION**
- January 2021 quarterly meeting rescheduling update- Chair Beckford reported the January 2021 meeting was canceled due to Secretary McCaw drafting the State budget. She is currently very busy working on the budget going through its process

at the legislature. However, communication has been taking place and she did inform Chair Beckford that there is a 2% increase for managers that is allotted within the budget. There is no E-item but is in the budget and it will depend on whether or not the budget is approved. Chair Beckford is tracking the budget and decisions being made through the process. Laurene Gomez, DMHAS posed the question, how often does the administration cancel meetings? Chair Beckford reported that they do not typically cancel and have been consistent in meeting with CT MAC. Chair Beckford also explained it was Sec McCaw's idea to invite CT MAC to work with the Boston Consulting Group, so the report could reflect the perspective of state managers and that Sec McCaw also invited CT MAC to fill a seat on the Governor's CoWAG.

XI. OPEN FLOOR

- Dan Callahan asked for a source for the legislative bills that Chair Beckford read earlier. Chair Beckford is willing to send the list she has out through the listserv. Chair Beckford responded that individuals would need to do their own detailed search for information on the status of the bill.
- Naveen Prathikntam asked what the primary goal of the BCG workgroup? Dan Callahan responded that it was to improve the workforce in addition to many other items. It took about 5 months to compile the report. BCG conducts this work across the country. Managers need to be pointed out in the report in order not to get lost. Is the BCG report related to optimization with IT and HR optimization taking place right now within the state? This is truly how to run state government in the future.
- Archana Mulay, CJISD asked about an email about the unionization of 60 +managers as of late. She would like to know where she can get more information about this. Chair Beckford responded that she cannot answer that question as MAC is charged with advising the administration on behalf of managers. Laurene Gomez stated that she is spear heading the Behavioral health clinical managers to win their bargaining rights and is willing to work with Archana Mulay on her question. Andrew Norton, ADS expressed conversations exchanging contact information in an attempt to exchange resources and information on how managers can unionize during a CT MAC meeting did not feel appropriate. Chair Beckford agreed and stated such union activity is not to be conducted on state time or with the use of state resources.
- Kendres Lally, DDS asked what the agenda is that CT MAC will be presenting to the administration. Advocate for other items outside of financials such as telecommuting for managers. Managers were told there would be a policy for us pre-COVID but that has not happened. This is something that has been discussed in the past with administration. Chair Beckford explained that compensation, moral and benefits are always discussed with the Administration. Commissioner Geballe felt that the arbitration surrounding technology equipment and connectivity access for all state employees needed to be completed prior to extending this to managers.
- Nicholas Jerard, Vice Chair of CT MAC the extension of the Telework is not guaranteed to continue after COVID and it is important to get a permanent policy instead of the extension to the interim policy.
- Elaine Ulrich asked if CT MAC is involved in the return to work discussions. Chair Beckford explained that everything that we have heard is that there will not be a large push for returning to the buildings after COVID. Commissioner Geballe is charged with upgrading the state workforce to compete with the private sector in that they telecommute and have shared offices, yet there were agency heads and managers who did not want their direct reports telecommuting, but in the office. Agencies should have information if returning to the office is necessary.
- Cheryl Burdick and Deb reported that she has not heard back from Dan on the Rule 34 calculations they completed and believes he might find them helpful. She is waiting for further direction on next steps.

XII. ADJOURNMENT motion made to adjourn at 10:21 am by Treasurer Kristen Karr and seconded by Mary Santangelo, DMV.