



STATE OF CONNECTICUT
MANAGEMENT ADVISORY COUNCIL



MEETING MINUTES
CT MANAGEMENT ADVISORY COUNCIL
Wednesday, May 19, 2021, at 9:00 AM
via [MS Teams](#)

- I. CALL TO ORDER:** Chair, Jeri Beckford called the meeting to order at 9:09 a.m.
 - CT MAC's Mission and Purpose (Executive Order #6 and Bylaws) Read
 - Quorum Confirmed

- II. MEETING MINUTES FOR APRIL 2021** - Motion to approve made by Rep. Andrew Norton and seconded by Alt. Valerie Lilley. Unanimously approved.

- III. TREASURERS REPORT FOR APRIL 2021** - Treasurer Kristen Karr reported that there were no transactions for the month of April. OPM has reimbursement for the 2020 State Managers' Day on the list for processing. Motion to approve made by Rep. Andrew Norton and seconded by Alt. Valerie Lilley. Unanimously approved.

- IV. NOMINATIONS OF 2021 EXECUTIVE COUNCIL ELECTIONS**
 - **2021 Election Committee member Tricia Morelli** – Facilitated the nominations for the two-year terms of all E-Council positions as follows:
 - Chair:** Reported one nomination was received by the committee in response to its e-mail seeking nominations. Amy Ravitz – DOT stated she nominated an individual as for the Chair of CT MAC. The committee explained her nomination was not eligible to be recognized as nominees must be a duly elected agency Rep., Alt., or active CT MAC member. The committee called for nominations from the floor of eligible CT MAC Agency Reps. and Alts. On the 3rd call and final call for nominations from the floor of eligible CT MAC Agency Reps. and Alts., long standing active CT MAC Rep. Andrew Norton nominated current CT MAC Chair Jeri Beckford. Chair Beckford accepted the nomination. The committee closed nominations from the floor.
 - Vice Chair:** Reported no nominations were received by the committee in response to its e-mail seeking nominations. The committee called for nominations from the floor of eligible CT MAC Agency Reps. and Alts. On the 3rd call and final call for nominations from the floor of eligible CT MAC Agency Reps. and Alts., CT MAC Rep. Karolina Wytrykowska nominated herself. The committee closed nominations from the floor.
 - Secretary:** Reported one nomination was received by the committee in response to its e-mail seeking nominations of active CT MAC member Acting Secretary Ashley McAuliffe. Prior to accepting this nomination, the committee stated it must first call for nominations from the floor of eligible CT MAC Agency Reps. and Alts. After 3 calls for nominations from the floor of eligible CT MAC Agency Reps. and Alts., no nominations were received. The committee then opened nominations from the floor of active CT MAC members. Acting Sec. McAuliffe accepted the nomination. After 3 calls, no other nominations were received of active CT MAC members. The committee closed nominations from the floor.

Treasurer: Reported one nomination was received by the committee in response to its e-mail seeking nominations of CT MAC Alt. Seweryn Borecki. Alt. Seweryn Borecki accepted the nomination. The committee called for nominations from the floor. After 3 calls, no other nominations were received and the committee closed nominations from the floor.

The committee called for nominations from the floor. After 3 calls, no other nominations were received and the committee closed nominations from the floor. The 2021 Elections Committee read the uncontested slate of candidates (one nominee) for each of the E-Council Officer positions. A MS Teams Forms link to vote will be sent to duly elected agency Reps and Alts during the June 2021 regular monthly meeting.

V. LEGISLATIVE REPORT - Chair Beckford reported that there are no changes at this time. This report was sent out in March. Chair Beckford will attempt to out again.

VI. STANDING COMMITTEE REPORTS

- Credentials Committee: Chair Beckford reported Co-Chair Natalie DuMont was not available to attend. Facilitates the Rep. and Alt. elections and recommendations of any proposed amendments to the bylaws. Volunteers are still needed for this committee. A list of agencies that had reported Rep. and Alt. elections for this year were read.
- Enhancement of Membership and Participation: CT MAC Vice Chair Nicholas Jerard – DDS volunteered to chair this committee and reported there were no developments. Vice Chair Jerard will be stepping down as chair of this committee at the end of his term as CT MAC’s Vice Chair. Any ideas received will be forwarded to Chair Beckford.
- 2021 State Managers Satisfaction Employee Survey: Volunteer Nisa Davey – DOT was unable to attend. Chair Beckford reported Davey completed the survey and incorporated the E-Council’s recommendations. This survey is used to determine managerial priorities when CT MAC meets with OPM and DAS. This survey will be issued after the new E-Council has been elected for the new CT MAC officers to address with OPM and DAS.

VII. LISTSERV MAINTAINER REPORT – Acting Sec. Ashley McAuliffe reported that she will be updating the listserv regularly and will need to get to the office to update the listserv as the remote desktop is having some problems. Chair Beckford stated requests to be added or deleted from the Listserv will typically take 30 business days to go into effect.

VIII. WEB MASTER REPORT – Erica Blackman was unable to attend. Chair Beckford reported that Blackmon is keeping the website up to date to ensure information is available to managers and that agendas and meeting minutes are posted.

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

X. CT MAC LIAISON / MEMBER VOLUNTEER REPORT-OUTS

- Manager Sick Leave Bank (MSLB) Committee: Chair Beckford stated liaison, Rep. Brenda Abele – DAS submitted a report from Brenda and there are no updates to report at this time.
- Governor's CoWAG (State Boards and Commissions Subcommittee): Rep. Monika Nugent – OGA was not present. Chair Beckford reported she did not receive a report from CT MAC's liaison. Chair Beckford reported OPM extended to CT MAC an invitation to join the Governor's CoWAG for the purpose of establishing a path of professional development for managers. This position has been held by a CT MAC E-Council Officer thus, one will be appointed by Chair Beckford to replace the current liaison after E-Council elections have concluded.¹

XI. COMMUNICATION WITH ADMINISTRATION

- We continue to openly communicate with the administration and the 2% COLA increase was approved for all managers for the next fiscal year. Should there be any changes to this, Secretary McCaw will alert CT MAC. Chair Beckford to get confirmation for when the 2% COLA will be issued. There will be analyses of job titles, compression and inversion that will take place for each agency. Currently, Sec. McCaw is determining whether the analyses will be completed in-house or contracted out.

XII. OPEN FLOOR

- Managers in attendance expressed their frustration and anger that OPM managers received a 5% - 10% salary increases and other managers did not. Chair Beckford encouraged managers to focus on the little wins CT MAC's partnership with OPM and DAS has produced.
- Managers expressed the 2% slated for all managers to received is not enough. Chair Beckford urged managers to partner with CT MAC to advise OPM and DAS in their strategic planning of revamping the managerial pay plan, job classifications and specifications.
- Chair Beckford reminded managers Sec. McCaw believes the cost savings that will occur due to mass retirements will provide additional monies to address managerial salary issues and that she is committed to solving the issue and not just give managers a raise across the board.
- Questions regarding the operation of the Governor's e-mail extending to managers the ability to telework 50% of the time beginning July 1st were posed and discussed.
- Chair Beckford encouraged managers to read the CREATES Report for reassurance OPM and DAS are aware of the importance of solving the managerial salary compression and inversion issue.

XIII. ADJOURNMENT motion made to adjourn at 10:50 am by Rep. Andrew Norton and seconded by Alt. Valerie Lilley.

¹ Upon joining the meeting later, Nugent was advised and agreed.