



STATE OF CONNECTICUT
MANAGEMENT ADVISORY COUNCIL



MEETING MINUTES
CT MANAGEMENT ADVISORY COUNCIL
Wednesday, December 15, at 10:00 AM
via [MS Teams](#)

- I. CALL TO ORDER: Chair Beckford called the meeting to order at 10:01 a.m.**
 - CT MAC's Mission and Purpose (Executive Order #6 and Bylaws) Read
 - Quorum Confirmed

- II. MEETING MINUTES FOR NOVEMBER 2021 were unanimously approved;** motion to approve made by Nicole McKelvey-Walsh, DCF, and seconded by Pamela Brown, DCP. 6 in favor and 0 nay, 0 abstentions

- III. TREASURERS REPORT FOR NOVEMBER 2021 were unanimously approved;** Treasurer Borecki reported the balance of the checking and savings account remains the same and there are no transactions to report. Motion to approve made by Tricia Morelli, and seconded by Nicole McKelvey-Walsh, DCF. In favor 7, 0 Nay, 0 abstentions

- IV. STANDING COMMITTEE REPORTS**
 - Credentials Committee: Vice Chair Wytrykowska, DMAHS was unable to attend. Chair Beckford reported that this committee needs volunteers. The committee is completing letters to go out to agencies due for elections. Only those agencies due for elections in even number years will be receiving a letter. During this process the list of Reps and Alts is continuously updated on the website. Discussed Reps and Alts with Department of Administrative Services and Department of Veteran Affairs; no report was submitted to CT MAC for the election results. If those results are available, please forward the results to Vice Chair Wytrykowska and Chair Beckford.
 - Enhancement of Membership and Participation: Currently there are no members of this committee. Chair Beckford reviewed the purpose of this committee and has asked for volunteers.
 - 2021 State Managers Satisfaction Employee Survey Chair Beckford reported that this information is with the E-council and will be presented to managers at the January meeting.
 - 2021 CT MAC State Managers Day and DMSA – Treasurer Borecki reported the physical awards are going out should be received by the New Year to each recipient. This morning the planning for 2022 is going to be starting and this will be an in-person event tentatively to take place in the fall. There are three sub-committees (invitations, speaker and entertainment, distinguished manager service award) that are formed to plan this event and support will be needed.
 - Bylaw Task Group – 2 managers Rafaella Coler and Valerie Lilly have volunteered to be the parliamentarians for CT MAC. Additionally a bylaws task group has been formed and 4 managers have stepped forward to participate in this

group: Nicole McKelvey-Walsh, Tricia Morelli, Nicholas Jerard, and Wanchin Chou. They received their charge this week and will begin meeting to develop recommendations to be presented to the credentials committee.

- V. LISTSERV MAINTAINER REPORT** – Secretary McAuliffe reported that she continues to update the list serve as needed and as requests are received.
- VI. WEB MASTER REPORT** – Erika Blackmon was not present at today’s meeting. Chair Beckford reported that Erica continues to update the website regularly and as needed.
- VII. CT MAC LIAISON / MEMBER VOLUNTEER REPORT-OUTS**
- Manager Sick Leave Bank (MSLB) Committee: Vice Chair Wytrykowska, DMHAS was unable to attend. Chair Beckford reported that Vice Chair Wytrykowska is working to bring a representative from MSLB to speak to managers at an upcoming CT MAC meeting as soon as possible.
 - Governors CoWAG State Boards and Council Subcommittee: Chair Beckford reported Valerie Lilly is a member of this subcommittee and she will be attending those meetings as a representative for CT MAC. A report issued earlier this month, regarding the inequities in the pay scale between race/gender groupings employed by the state. This report supports the presentation to OPM and DAS that not only is there inequity between managers and unions but also between race/gender/ethnicity. For a link to this report reach out to your agency Rep or Alt.
- VIII. COMMUNICATION WITH ADMINISTRATION**
- Corresponded with 12/1/21 email sent from CT MAC – OPM DAS drafting an e-item that the most recent telework agreement will apply to managers as well. All managers should have received a link to the MS TEAMS form to request telework starting as of January 1, 2022. All agencies have submitted reports regarding manager pay in order for OPM and DAS to determine and address compression.
 - Talks guided by the results of the CT MAC Manager Employee Satisfaction Survey – small percentage of managers responded to the survey; 280 managers of the over 1100 that are currently employed.
- IX. OPEN FLOOR**
- Question posed; The data/information that was submitted to OPM and DAS from each agency regarding salary compression or inversion...is this available for managers to review? Chair Beckford suggested to work with CT MAC Rep or Alt to work with agency HR/payroll to request that information.
 - Response to Grievances; Employee Review Board Process via OLR – When a grievance form submitted the review board has 7 days to produce a response but managers who are submitting these forms are finding there is no response within that time frame. Chair Beckford suggested that the managers reach out to the contact listed to request speaking during public comment on this concern.
 - DCF managers would like to know CT MAC’s stance on health insurance as managers pay more. Chair Beckford reported that this was a top priority of

managers who completed the survey and was a large reason for dis-satisfaction with state service.

- X. ADJOURNMENT** motion made to adjourn at 11:06 am by Nicholas Jerard and seconded by Pamela Brown, DCP. 6 agree, 0 nay, 0 abstentions.