



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



REGULAR MEETING MINUTES CONNECTICUT MANAGEMENT ADVISORY COUNCIL Wednesday, November 20 at 10:00 AM via [MS TEAMS](#) www.CTMAC.gov

I. CALL TO ORDER

- Quorum Confirmation – Chair Jerard called meeting to order at 10:01 am.
Quorum confirmed.

II. STANDING COMMITTEE REPORTS

- Credentials Committee – Vice Chair Wytrykowska reported that elections results still need to be submitted for reps and alts from agencies who conducted elections in the even year. Election letters for agencies that vote in odd year will be going out this week to hold elections for the upcoming year.

- Monthly Agency CT MAC Representatives Meeting – TBD
- Recognizing Agencies in CT MAC – currently in process of reviewing agencies that are able to participate in CT MAC. If your agency is not currently on the CT MAC list please send the request to the CT MAC e-council for approval.
- Agencies without election results for 2024:
 - Agricultural Experiment Station
 - Aging and Disability Services (Formerly Rehabilitation Services)
 - Attorney General
 - Consumer Protection
 - Education
 - Energy & Environmental Protection
 - Office of State Ethics, Freedom of Information and the State Elections
 - Enforcement Commission
 - Labor
 - Military
 - Motor Vehicles
 - Social Services
 - Transportation
 - Treasurer

- 2024 Managers Day Committee- Vice Chair Wytrykowska reported managers day was a success and was held in October. A survey has been sent out – please complete.

III. BYLAW TASKFORCE – Taskforce Chair Amy Ravitz reported that by laws are in need of some updates and reformatting. There will be a draft to be shared with the group. Anyone who is interested in working on these changes please reach out to the E-council.

IV. LIST SERV MAINTAINER REPORT – Sec. McAuliffe reported to please continue to send manager information either directly to Ashley or to the CT MAC email.

V. WEB MASTER REPORT – E. Blackmon was not able to attend. Chair Wytrykowska reported all postings on the website are up to date. The Manager day pictures are coming.

VI. CT MAC LIAISON/MEMBER VOLUNTEER REPORT – OUTS

- COWAG – Chair Wytrykowska reported there were some presentations over the last few meetings and she will share those presentations.

- Managers Sick Leave Bank Chair Wytrykowska reported there were some new applications to review and approve. Please reach out if you are new to state service or visit the website for information to find out if you are eligible and what the requirements are to take part and utilize this benefit.

VII. UPCOMING SPEAKERS/PRESENTATIONS

- Professional Development – host an event for managers potentially a half day. We are gathering topics and there was a survey that was distributed. There are many new managers to the state.

- Study on Compensation and Classification – CT MAC hosted a meeting on this about 6 months ago for managers to express their experiences with this topic. A study was conducted and determined that a more in-depth study is needed. The state is procuring an outside entity to conduct this study and hoping that this will be completed early in the new year. CT MAC is looking to get a better understanding of the timeline for this in the coming months.

VIII. COMMUNICATION WITH ADMINISTRATION Chair Jerard reported the next meeting with the administration will take place on December 2. The focus is on raises for managers to match unionized employees. A hiring freeze is not active now but will be raised again at the next meeting. Many agencies are being asked to find savings as we enter the next budget season and budgets become tightened. Compensation time, expiration of compensation time and the ability of managers to utilize the time since they are relied upon to complete important tasks.

IX. APPROVAL OF MEETING MINUTES for September 2024 motion to approve made by Mary Lynch, and seconded by Amy Ravitz. 9 Approve, 0 oppose, 0 abstentions.

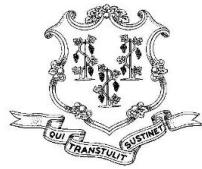
X. APPROVAL OF TREASURER REPORT September and October 2024 reported balance, deposits, dividends and spending for both checking and savings accounts. Still waiting for the reimbursement from OPM for the October manager day which will be reflected once it is received. Motion to approve made by Amy Ravitz and Michael Delaney. 10 approve, 0 oppose, 0 abstentions.

XI. OPEN FLOOR

- United Way Partnership – looking for volunteers for their centennial gala on 12/14 if you are interested [click here](#).
- CT MAC will be sending out various United Way events and volunteer opportunities throughout the year. More information will be coming out in an email with contacts and details of the various events.
- Regarding the compensation study is there any way to keep the administration held accountable and keep the ball rolling? This is a challenge and we have to rely on the administration's word that they will complete the work they have promised. For CT MAC we want to make sure we take opportunities to have conversations with the administration that will keep the work moving. Compensation and classification have been topics of interest for many years. These inequities keep people from considering taking promotions into management. Additionally, PFMLA 1% coming from managers is a deterrent on taking promotions – this should be optional for managers
- Discussion around union representation for management –



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- 3 options: 1. Managers moving into current unions – it has happened with fiscal managers moving into A&R and most recently more programmatic managers/social service managers where some have moving into a union. 2. Assistant AG started their own union about 5-8 years ago. 3. Managers in general being in a union. There are other states where this occurs. There is an organization that works with managers on this and those interested can look into this more.

XII. ADJOURNMENT motion made by Amy Ravitz at 10:42am and Karolina Wytrykowska seconded.

NEXT MEETING: January 15, 2025, at 10:00 AM VIS MS TEAMS