**REGULAR MEETING AGENDA**

CONNECTICUT MANAGEMENT ADVISORY COUNCIL

##### Wednesday, March 20, at 10:00 AM

##### via [MS TEAMS](https://teams.microsoft.com/dl/launcher/launcher.html?url=%2F_%23%2Fl%2Fmeetup-join%2F19%3Ameeting_Y2NhM2U1ZTEtNjM0NS00M2RkLThkYzQtMTJhYTUwMTc5NDg2%40thread.v2%2F0%3Fcontext%3D%257b%2522Tid%2522%253a%2522118b7cfa-a3dd-48b9-b026-31ff69bb738b%2522%252c%2522Oid%2522%253a%252253e1247d-67a7-4e06-a848-ca1395e429f2%2522%257d%26anon%3Dtrue&type=meetup-join&deeplinkId=5c7fd213-4868-404a-80b6-07e62f231364&directDl=true&msLaunch=true&enableMobilePage=false&suppressPrompt=true)

[**www.CTMAC.gov**](https://portal.ct.gov/MAC)

1. **CALL TO ORDER**
	* Quorum Confirmation
		+ 10:02 call to order
		+ 13 hands raised
2. **STANDING COMMITTEE REPORTS**
	* Credentials Committee – Vice Chair Wytrykowska
		+ Monthly Agency CT MAC Representatives Meeting
		+ Recognizing Agencies in CT MAC
		+ Elections 2024:
		+ Current rep or alt need to run again
		+ Have to start by being the rep or alt; then eBoard
		+ This is the current list of agencies needing elections
		+ Email names of business partners to Karolina
			- Aging and Disability
			- Attorney General
			- Banking
			- Commision on Human Rights and Opportunities
			- Comptroller
			- CT Agricultural Experiment Station
			- Consumer Protection
			- Developmental Services
			- Education
			- Energy and Environmental Protection
			- Labor
			- Motor Vehicles
			- Military
			- Office of State Ethics, Election Enforcement and Freedom of Info
			- Social Services
			- State Treasurer
			- Transportation
	* 2024 Managers Day Committee- Vice Chair Wytrykowska
		+ Tentative Date
		+ Planning stages
		+ October Date
		+ Save the date will follow
		+ Lats year, HR Training was a conflict; trying to avoid that this year
		+ Will send out survey for a speaker
		+ Half a day
		+ Most likely a Friday
		+ Committee will be meeting regularly going forward
		+ Will be sending out nominations for bets of the best in the state
		+ More to come
3. **BYLAW TASKFORCE –** Taskforce Chair TBD
	* **Nick reported out**
	* **Looking for new change**
	* **Send Nick email if interested to be on Bi Lawas task force**
	* **4-5 hours a year commitment**
	* **Have ideas to purse; will work on getting taskforce up and running**
4. **LIST SERV MAINTAINER REPORT –** Sec. McAuliffe
	* **Karolina reported out in Ashley absence**
	* **Keep emailing and sending info to Ashley; she will update regularly**
5. **WEB MASTER REPORT –** E. Blackmon
	* **Karolina reported out**
	* **Website has seen some updates; looks good**
	* **If there is something you would like to see on website; contact erica**
	* **Can see list of everyone elected on website**
6. **CT MAC LIAISON/MEMBER VOLUNTEER REPORT – OUTS**
	* COWAG
		+ Karolina reported
		+ No Update
		+ March meeting canceled
		+ Will inform group about future meetings
	* Managers Sick Leave Bank
		+ Karolina reported
		+ No updates
		+ Karolina will send info if requested
	* Tuition Reimbursement
		+ Karolina reported
		+ 17 People applied and were approved
		+ 2 payments made
		+ 15 pending
		+ How many others may apply????
			- 10 hands raised
		+ Should have enough $$ to cover all requests
		+ Tracy C : Made everyone aware of UConn MPA program
			- Valuable program
			- Relates to what we do on a daily basis
			- Program is 36 credits/$1000 per credit
			- Only get $9000
			- Can we work out way to make it more accessible to managers in the State???
		+ Nick J
			- Yes, we can bring that forth as talking point
			- Our interaction with program
			- Can we alleviate high cost?? Good question
			- Is there a better way we can propose a policy to meet the needs of HOW we utilize it
			- What type of conversations do we need to have about the fund going forward??
		+ Tracy C:
			- Scholarship from MAC council???
			- Other ways to execute funds
			- Happy to reach out to have them(UConn MPA) speak at MAC meeting
7. **UPCOMING SPEAKERS/PRESENTATIONS**
	* **WORKING WITH Alice Pritchard; teamed up with Cheryl Cepelak**
	* **Looking into Mangerial classification and compensations**
	* **Asked to schedule a presentation to the MAC**
	* **Questions/Answer Data/gathering session**
	* **Looking to schedule meeting on our off month, April**
	* **Will send out link to presubmitted questions**
	* **Nick J shared screen to show questions/survey**
	* **Survey asks 3 questions/ Nick J shared screen for questions**
	* **Looking to get these questions answered; share opinions**
	* **One of our opportunities to have voice heard**
		+ **Valerie L: Is that the forum where we will properly address inversion and compression issue??? Also 2.5% wage increase???**
		+ **Nick J: Yes, the forum to address Valeries question on compression ensure that you are addressing other areas where you may feel pressure; the survey is not the COLA question forum**
		+ **Frank R: is that survey the finalized document??? Or can that doc be modified to add “ other issues” and “ comments” ?? Having an other category may be very helpful to address specific Manager concerns??**
		+ **Nick J: Some background on this request: Cheryl and Alice met with 60 managers a few weeks ago; that’s where these questions come from**
			- **If it is JUST compression and inversion, they may just ignore the responses**
			- **Compression and inversion has a lot of parts to it; truly an issue**
			- **These are 3 questions they asked us to gather**
			- **Would like a separate survey just for MAC members; various priorities; would like to collect that info**
		+ **Debra N: part of the 60 managers group; asked these 3 questions; put whatever other thoughts you have on it as well; going to possibly use a consulting service**
		+ **Keith P: we get focused on compression and inversion; good opportunity to not be confined to pay structure; what other creative compensation models can they offer top non union employees?? Think beyond just average COLA and Raise; bring back incentive pay; look at private business structure; need to be a little more creative on what we ask for**
		+ **Nick J: various paths that can lead to better managers; can be a variety of new ideas/initiatives; Mangers got short end of stick for decades, something needs to change**
		+ **Nick J: rule of 34 presentation; did for administration a few years back; how compensation plans was originally derived; various ideas that hoping we all can share/share opinions on issues and resolutions; appreciate everyones opinion; 1500 managers/large voter base**
		+ **Seweryn B: present ourselves as the high level, smart individuals that we are; capture why managers leave to go the private sector; have to be thankful they are asking our opinion; take opportunity to talk about what we need/want**
		+ **Nick J: high participation in survey and April meeting; that will be very important; more people who show up, the better; more informed, the better**
8. **COMMUNICATION WITH ADMINISTRATION**
	* **Unions agreed to final year (4th year )**
	* **Same raise as previous years**
	* **Cola in July**
	* **Step in Jan**
	* **Still needs to be voted on by union; then has to be passed at LOB**
	* **Do not forsee issue going through/implemented**
	* **We contacted OPM; willing to have the convo**
		+ **As soon as it passes, we will ask for those raises to apply to us**
		+ **Want to get that solidified**
		+ **Once we here, we will distribute; more to come**
		+ **5-200 subsection P – Statute**
			- **2018/2019; was adjusted in 2020/2021**
			- **Get parody for managers and counterparts**
		+ **Stanley D: Step raise for managers??**
		+ **Nick j: 3% in Jan**
9. **APPROVAL OF MEETING MINUTES for January 2024**
	* **Moiton ot approve: amy ravitz**
	* **Second: Stephen S**
	* **Approve: 12**
	* **Not approved: 0**
	* **Abstain: 0**
10. **APPROVAL OF TREASURER REPORT January/February 2024**
	* **Motion: Raffiela Calciano**
	* **Second: Valerie lilley**
	* **Approved: 12**
	* **Not approved: 0**
	* **Abstain: 0**
11. **OPEN FLOOR**
	* **Karolina: only 1 link for meeting; was old link; has been deleted; bi monthly meeting**
	* **Nick J: meeting in April is separate link**
	* **Amy R: mention meet in greet**
	* **Lindsay V: Reimbursement for specific seminars???**
		+ **Nick J: agency reimbursement, if agency wants to support them**
	* **Shahar T: Do managers receive mile reimbursement??**
		+ **Nick J.: Yes, they get mileage reimbursement; DDS for example, have specific policy on what counts and what doesn’t count; other agencies may have NOT done mileage reimbursement; may need to add to list to discuss**
		+ **Seweryn: Most agencies have a specific person that handles TA (travel); that person should be able to guide the process; agency specific.**
		+ **Nick J: need to make sure you have proper insurance; if you don’t have your insurance registered with Business office, technically not covered for the cost of travel time (and workman’s comp/driving on state time)**
	* **Sandrea c: Rep and alt meeting**
		+ **Karolina: stay after this meeting; new link will be coming**
	* **Seweryn: Almost 200 members, that is really solid!!!!!**
	* **Camise T: Rule of 34???**
		+ **Nick J: mp pay plan, modified pay plan. Adding 34 to unionized pay plan; presented a chart/shared screen; went over the calculations; explained theory on rule of 34;**
	* **Steven S: Managers don’t get steps, correct??? We looking to get steps??**
		+ **Nick J: we do not have steps; receive 3% increase in lieu of steps; not sure if steps make much of a difference; 3% expected to be same going forward. Mention in the April Survey**
	* **Latasha J: is that wisdom shared; can there be some space to provide new managers on then rule of 34??? Repository, webinar; something to be shared**
		+ **Nick J: we should definitely look into this as a presentation; very valid point**
	* **Mark M: useful and important meetings, thank you; pick 2 or 3 times in the off months to have a new managers mac meeting??? Orient and provide background info.**
		+ **Nick J: we will take that suggestions and discuss**
	* **Camise T: MAC is not updated; would help if new people knew about the meeting**
		+ **Nick J: long term goal,YES, be updated on new managers would be very helpful; long term goal; Raises are sole focus currently; growing membership is something for us to pursue; keep sending names to listserv; share info with all managers**
12. **ADJOURNMENT**
	* **Motion: Valerie Lilley**
	* **Second: Ramona**
	* **Approved: 12 hands raised**
	* **Meeting adjourned 11:06 AM 3-20-24**

**NEXT MEETING: May 15, 2024 at 10:00 AM VIS MS TEAMS**