**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**