



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



REGULAR MEETING MINUTES CONNECTICUT MANAGEMENT ADVISORY COUNCIL **Wednesday, July 17th at 10:00 AM** via [MS TEAMS](#) www.CTMAC.gov

I. CALL TO ORDER

- Quorum Confirmation- meeting called to order at 10:02 am by Chair Jerard.

II. STANDING COMMITTEE REPORTS

- Credentials Committee – Vice Chair Wytrykowska -
 - Monthly Agency CT MAC Representatives Meeting
 - Recognizing Agencies in CT MAC – if your agency is not recognized currently by CT MAC please reach out to Vice Chair
 - Agencies without election results for 2024: reminder waiting for agencies to send in representation for election cycle. If your agency is on the list and you have already sent in results please resend to Vice Chair Wytrykowska.
 - 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
 - Policy and Management
 - Social Services
 - Transportation
 - Treasurer
- 2024 Managers Day Committee- Vice Chair Wytrykowska – save the date sent out for 10/11/24. Will be sending out an email with the nomination form for the managerial award where 3 managers are recognized. Looking for speakers for the event please email recommendations to Vice Chair Wytrykowska.

III. BYLAW TASKFORCE – Taskforce Chair TBD – Nomination for taskforce chair Amy Ravitz, who is the legal director at the Department of Transportation. She will reach out to the taskforce in the upcoming months to work on existing tasks. Bylaw's will be posted on the website in the coming months.

IV. LIST SERV MAINTAINER REPORT – Sec. McAuliffe- CTMAC@ct.gov is where all requests should be sent moving forward. List Serv continues to be updated as requests come in.

V. WEB MASTER REPORT – E. Blackmon is not in attendance. Vice Chair Wytrykowska reported all updates that were requested to be placed on the website have been completed.

VI. CT MAC LIAISON/MEMBER VOLUNTEER REPORT – OUTS

- COWAG – VC reported no meeting has taken place since the last CT MAC meeting.
- Managers Sick Leave Bank – many requests and questions. In order to opt in or out please contact your HR business partner for the application and process. More information can be found on the CT MAC website.

VII. UPCOMING SPEAKERS/PRESENTATIONS- If there is an interest in a specific speaker or presentation, please let CT MAC know during the meeting or send the E-council an email.

VIII. COMMUNICATION WITH ADMINISTRATION – Met with Sec. Beckham and Commissioner Gilman.

Tuition reimbursement was discussed – please access the funds if you are interested – CT MAC is assessing the set up of this program and currently there is a 5K cap and discussed evaluating the benefit and how it is being used, amount accessed, how many managers are utilizing etc...Within the last fiscal year 18 managers utilized tuition reimbursement. Possible increase in SFY25.

Compensation time – currently managers have 2 years to utilize compensation time. However, managers are finding it challenging to use these earned hours. Discussion around extending the time frame to use this earned time. DAS commissioner is going to look into how much time expiring and with further the conversation.

Consultant hired by the state, Gallagher Bassett, starting to look into data. No additional details since administration meeting. CT MAC is looking for a consistent way of calculating salary that recognizes manager roles, longevity etc.

Hiring Freeze – there is not a current statewide hiring freeze and they do not foresee a hiring freeze in SFY25 but that is subject to change. Agencies need to manage their budgets as they see fit.

Manager Day – DAS Commissioner and Secretary have attended in the past and intend to attend the upcoming managers day in October.

IX. APPROVAL OF MEETING MINUTES for May 2024 – Motion to approve minutes made by Rafaella Calciano and seconded by Keith Petit. 10 approve, 0 oppose, 0 abstentions.

X. APPROVAL OF TREASURER REPORT April/May/June 2024 – In May received payment from Managers Day 2023 increasing balance of checking and savings has not changed. Motion to approve made by Rafaella Calciano and seconded by Mary Lynch. 10 approve, 0 oppose, 0 abstentions.

XI. OPEN FLOOR

- Gallagher Bassett is the 3rd party administrator for the State's WC program.
- Update for yearly increases – there was an e-item passes 4042-E extends the raises that the unions are receiving. There is a 2.5% COLA 6/28 service date (July 25 pay check) and a 3.0% raise in January.
- Is it possible for the administration to pull back raises for managers? This has happened in the past. E-Council spoke with Sec. Beckham and Commissioner Gilman who are in support of managers receiving this raise. However, nothing is certain and E items are as certain as we can get.
- Unionizing managers – Not something that is discussed in CT MAC meeting. Can reach out to other managers.
- Tuition Reimbursement – Looking at data to ensure the 5K cap is appropriate to the usage of this benefit. If underutilized, can the utilization amount per individual



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change? If reach the cap do we need more to be proportional to the managers utilizing this benefit.

- Managers Guide – available at <https://portal.ct.gov/das/managers/das-managers-guide>.
- Retirement – interest in this as a presentation. There is a recording from a previous CT MAC meeting.
- Mileage reimbursement – Challenges to get a response within individual agency. 5-200P management parody statute to provide the same rights and benefits of union staff to managers as well. There is no uniform policy currently and this can be discussed with the administration at the next meeting.
- Surveys- 2 surveys have gone out from CT MAC. There has been low responses to these. There is a need for a larger subset of opinion to determine what PD could be provided. The other survey, managers rights and benefits, needs specific information as opposed to “everything”. For example, mileage reimbursement, specific elements of tuition reimbursement, continuing education, license/certification fees etc. Survey will be opened for a week to submit a second response for anyone who already submitted.
 - Professional Development Survey: <https://forms.office.com/g/Zas5Eg25hO>
 - Opinion Survey: <https://forms.office.com/g/BgXdApSTnK>
- AWS – Managers have various levels of flexibility.
- Retirement counseling sessions available on comptroller website.
- Rule 34 is a solution CT MAC put forward in the past to create parody between union pay and nonunion pay. A review of the current situation shows that minimum and maximum annual salaries for equal jobs are significantly higher for the bargaining unit staff employed in the same level positions and this rule should be utilized in any actions to address current state inequities that have been allowed to develop.
- Agencies moving from 1 day to 2 days a week in office. This is on the list to discuss with administration and one where this could be addressed for your specific situation you can submit a grievance.
- Are there SEBAC rights for managers that never held a non-managerial position? SEBAC and reemployment rights are listed on the DAS website. https://portal.ct.gov/das/lists/human-resources-business-rules-and-regulations/administrative-resources/reemployment-and-sebac?language=en_US
- COVID LOPD has ended as of March 11, 2024 and staff now need to use their accrued time as they do for all other illness.
- Managers Day will be accepting Venmo payments – if using this please be careful when making the payment to not select “goods & services” instead select “friends & family”.

XII.ADJOURNMENT – motion to adjourn made by Karolina Wytrykowska and seconded Seweryn Borecki by @ 11:13 am.

NEXT MEETING: September 18, 2024, at 10:00 AM VIS MS TEAMS