



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



REGULAR MEETING MINUTES CONNECTICUT MANAGEMENT ADVISORY COUNCIL **Wednesday, July 16 at 10:00 AM** via [MS TEAMS](#) www.CTMAC.gov

I. CALL TO ORDER

- Quorum Confirmation – Called to order by the Chair at 10:01

II. Election

- Candidates nominations:
Chair: Nicholas Jerard
Vice Chair: Karolina Wytrykowska
Treasurer: Nicholas Jakubowski and Jose Michael Gonzalez
Secretary: Ashley McAuliffe
Voting will place in September for the Treasurer's position.

III. STANDING COMMITTEE REPORTS

- Credentials Committee – Vice Chair Wytrykowska
 - Agencies without election results for 2024 and 2025 please select your representative.
- 2025 Managers Day Committee- Vice Chair Wytrykowska
 - Date and Location - October 3rd – Casa Mia
 - Speaker - LOOKING TO SECURE A SPEAKER – Please send in suggestions
 - Managerial Service Award - Nominations will be accepted until August 29th.

IV. BYLAW TASKFORCE – Taskforce Chair Amy Ravitz

- Bylaw changes:
 - Removing Pardon & Paroles
 - Vote on membership Office of Early Childhood
 - Recognition of the Office of Higher Education

V. LIST SERV MAINTAINER REPORT – Sec. McAuliffe

VI. WEB MASTER REPORT – E. Blackmon

VII. CT MAC LIAISON/MEMBER VOLUNTEER REPORT – OUTS

- COWAG
- Managers Sick Leave Bank

VIII. UPCOMING SPEAKERS/PRESENTATIONS

- Going to change how we do this going forward
- Make it more fruitful for managers

IX. COMMUNICATION WITH ADMINISTRATION

- Met with the Admin recently
- Brought all topics to Administration
- 1st topic Admin: evaluation of study; compression; this is an attempt to address the concerns

- Info should help what we will do next
- Will it be implemented or not implemented
- Makes sense for managers to get increase after it gets negotiated
- New laws governing extension of raises are generous and extended to managers
- Will expect some process out of this
- M. Miley:
 - Compensation question
 - On call compensation????
 - Lmha or units that require 24 hour supervisors
 -
- 2nd topic: disparity between managers and bargaining units
 - Tuition reimbursement differences
 - Travel reimbursement differences
 - Stipend for certain things (translation)
 - On call rights
 - Admin: open to receive list of benefits union gets that managers don't
 - Cant pick the best of the 13 units packages
- 3rd topic: Grievance process for managers
 - Only so many levels for managers to go through
 - # of grievance by union WON vs Managers grievances WON
- 4th topic: Extension of Comp Time
 - Don't think extensions will make a difference
 - Managers feel different
 - Write an official request for consideration to extend the amount of time comp time expires
 - Will write policy for this; send to Administration
- Comp study vendor: Gallagher
 - Doing the study
 - Want to make sure it does NOT move managers backwards
 - Does not seem to be the intent of the survey
 - Pay attention to results and subsequent moves being made

x. APPROVAL OF MEETING MINUTES for May 2025

- Motion: D. Schmardel 1st
- 2nd. c burdick
- Approve: 14
- Opposed: 0
- passes

xI. APPROVAL OF TREASURER REPORT May and June 2025

- Motion: d schmardel
- 2nd: c burdick
- Approved: 14
- Opposed:
- passes

xII. OPEN FLOOR

- Comp time for managers policy??
 - N. Jerad: not a solid policy that exists
- M. King: Tuition reimbursement question
 - Will any adjustment be retro'd??



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- N.J.: We can revisit this and ask the question
- C Weston: Manager for comp time; HR sent us policy on exempt employees for bargaining; but dated 2017
 - N.J.: is that guidance as comprehensive as it needs to be?? Seems like it is not
 - Policy will be coming in chat
 - Open to getting towards an answer for this topic
- C. turner evans: Tuition reimbursement
 - When money is not utilized, can it go over for next year????
 - N.J.: policy needs to change 1st then funding to accommodate the policy
 - Can be working on master degree, now getting less tuition reimbursement from when you were a union member
- B. Lewis: already hit ceiling; only paid for a fraction of what was out into it
 - In favor of getting more funds towards tuition reimbursement funds
- C. turner evans: what is the ceiling?
 - 5k in a year
 - Uconn rate : that is two thirds of one class
- K. wytrykowska: put in perspective
 - If we increase \$\$, less managers won't get the opportunity
 - Had about 30 managers last year
 - Increase in funds would limit # of managers getting the funds
- C turner evans: is there a way to know how many are going to use the funds during the course of a FY
 - N.J.: Need to figure it out now; admin is interested in hearing what is not aligned so they can evaluate
 - Align with union, worry about the money after: NJ opinion
 - Have more discussion on this
- B. green: strike while iron is hot; run risk of it being ' not as important'
 - Get it across their desk ASAP so Admin can review
- N.J.: Hold a vote to change direction of funding and how it is allocated
 - Favor of leaving the same: 5
 - Favor of aligning with the change towards union policy: 10+?
 - Need to verify reps/alts for above vote
- Chat: comp time 1st due to covid
 - Not much is going to happen
- Chat: retro tuition reimbursement
 - NO RETRO reimbursement
- Chat: cover Certifications
 - Unsure; will have to look into this as it may be specific to the certification
- Chat: funding for training
 - Not equitable for managers; benefit that unions have the we do not have
 - Will bring to admin
- M. Miley: so much sick and vacay time, not interested in Comp Time
 - Being on call, but don't get the comp time for it
 - On call pay; not comp time; want the \$\$\$
 - N.J.: Some mangers struggle with comp time
- S. Bentil: piggyback with M.Miley
 - Being on call; for a full week;
 - How is this OK???
 - Pay is not an option, then we need comp time if on call

- C.Burdick: align with certain bargaining units
 - N.J.: Logical, but will not work
 -

XIII. ADJOURNMENT

- D. schmardel Motion
- C burdick 2nd
- Motion passes

XIV.

NEXT MEETING: September 17, 2025 at 10:00 AM VIA MS TEAMS