

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
October 16, 2013**

**Visit the MAC website at <http://www.ct.gov/MAC>**

Ram Aberasturia, MAC Chair, called the meeting to order at 9:07 a.m. and thanked those in attendance for their participation.

**Approval of Minutes**

The minutes of the meeting of September 18, 2013 were distributed electronically via the list serv. A motion was made to approve the minutes as submitted, and the motion passed unanimously.

**Treasurer's Report**

The Treasurer's report was distributed electronically via the list serv. Debi Freund, Treasurer, reported that the balance was \$1222.14 as of September 30, 2013. There was a dividend of \$1.46 credited on that date. We are currently awaiting the reimbursement from Office of Policy and Management for Managers Day 2013. Once it is received, the final payment of \$750 each will be made to the three speakers. The Treasurer's report was accepted unanimously, as submitted.

**Committee Reports**

Credentials. Ellen Carter, Credentials Chair, reported that Nancy Nicolescu has been elected as the Alternate from the Office of Governmental Accountability.

**Old Business**

Speakers and Logistics. Elise Kremer indicated that the Commissioner of Transportation, James Redeker, will speak today at 9:30 a.m. and will be discussing CT **fastrak**. Please plan to stay for our guest presentation. Marty Baron of ING will be speaking at the November 2013 meeting; his topic will be financial literacy. Wanda Seldon and Debi Freund were thanked for arranging for these two speakers.

Web Content/Communications/Orientation Committee. Nancy Nicolescu reported that she is interested in updating the home page on the website. She is looking for feedback and recommendations from the membership.

Other Old Business. There was no Other Old Business.

**New Business**

Attendance by MAC Members. There is a need to improve attendance at both monthly meetings and at Managers Day. Ram invited feedback and suggestions for improving attendance. For feedback on Managers Day, a survey will be posted on SurveyMonkey, and a link will be sent to MAC members and Managers Day 2013 attendees. For the meetings, it was suggested that there be more participation, not just the officers reporting on the agenda. With busy schedules, members need a reason to attend. It was

also suggested that training be offered a few times a year; possible topics that were suggested were employee assistance and conflict resolution. Guest speakers were suggested as follows: Commissioner of Administrative Services Donald DeFronzo; Deputy Commissioner of Administrative Services Dr. Martin Anderson to speak about the Performance Assessment and Recognition System; a speaker on succession planning in light of anticipated retirements in 2017.

Discussion of Managers Day 2013. Ram thanked Wanda for doing the closing remarks for the event. She really brought everything that had been covered together and provided a great close-out. Wanda noted that donated books are still coming in, but the count is now up to 1,391 books and 22 DVD's. An invitation will be extended by Wanda to Deputy Commissioner of Children and Families Michael Williams to attend the November meeting and accept the donations. Wanda thanked everyone for their overwhelming generosity in supporting the book drive. Ram noted that a brief meeting of the Executive Committee would be held after the guest presentation, to allow for close-out of any remaining Managers Day matters.

Longevity Payments for Managers Promoted from Collective Bargaining Positions. Inquiries were received as to why managers promoted from collective bargaining positions were not receiving longevity payments in accordance with the longevity schedule in the MP pay plan. It is outside of MAC's purview to address employment matters of individual employees. However, the following background can be offered strictly on a general informational basis. The provisions of Section 165 of Public Act 11-61 addressed the changes in longevity payments for managers. The effect of the changes was to "freeze" longevity payments for managers. Specifically, managers who received longevity payments in April 2011 would continue to receive longevity payments that were "fixed" or "frozen" at the April 2011 amount for the remainder of their managerial service. Managers who were not eligible for the managerial longevity payments that were made in April 2011 would never receive a managerial longevity payment. Accordingly, managers who were promoted from collective bargaining positions since these provisions took effect were not eligible for managerial longevity payments, by virtue of the application of the managerial rules, because they did not receive a managerial longevity payment in April 2011. Additionally, it should be noted that managerial longevity payments were entirely eliminated in July, 2013; the annualized longevity amount, only for those managers who were authorized under Public Act 11-61 to receive such payments, was rolled into base salary on July 12, 2013.

Other New Business. There was no other New Business.

## **Guest Presentation**

Wanda introduced Commissioner Redeker and highlighted his passion for transportation and the leadership he is providing for "Transit at the Speed of Light".

Commissioner Redeker joined the Connecticut Department of Transportation in 2008, following a 30-year career in public transit in New Jersey. He served as a Bureau Chief, a Deputy Commissioner, and an interim Commissioner prior to his appointment as Commissioner by Governor Malloy in August 2011. He has a passion for transportation, which is a rapidly evolving field and which affects all of our lives every day.

The CT **fastrak** project kicked off 4 years ago, and is the first of several changes to public transit in Connecticut which the Department has branded. The cornerstone is to take transit and have it serve you when and where you need it, in a way that is fast, frequent, flexible, affordable and green. It is expected to be operational in February 2015. Commissioner Redeker delivered a PowerPoint presentation which he has also graciously provided for inclusion in these minutes.

Commissioner Redeker indicated that he and his staff are available to make presentations to state employees at the agency level. The CT **fastrak** initiative can be transformative for state employees, and participation can also provide a free tax benefit for state employees. Ram thanked Commissioner Redeker for a very informative presentation.

### **Adjournment**

The business meeting was adjourned at 10:28 a.m. The list of those in attendance at the October 16, 2013 meeting is appended below and is hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, November 20 at 9:00 a.m. in Conference Room A at the Department of Transportation. The guest speaker will be Marty Baron of ING.

### **Executive Committee Meeting**

The Executive Committee meeting was convened at 10:30 a.m. and adjourned at 10:52 a.m. In attendance were: Ram Aberasturia, Elisa Nahas, Elise Kremer, Debi Freund, as well as Nancy Nicolescu, Jason Rosa, and Wanda Seldon. There was discussion of the content and logistics of the SurveyMonkey survey and the distribution of DVD's to the awardees. A thank you was extended to Tony Calabrese and Nina Ritson in DAS Communications for assembling the DVD's.

Respectfully submitted,

Elise Kremer  
MAC Secretary  
MAC Representative for the  
Department of Public Health

**MAC ATTENDANCE ROSTER**  
**October 16, 2013**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Consumer Protection	Elisa Nahas, Vice-Chair	R
Consumer Protection	John Suchy	A
Developmental Services	Mary Fuller	Guest
Developmental Services	Kevin Lawton	Guest
Education	Jim Polites	A
Emergency Services and Public Protection	Jason Rosa	A
Emergency Services and Public Protection	Adam Piskura	Guest
Insurance	Mark Murphy	A
Governmental Accountability	Nancy Nicolescu	A
Labor	Ram Aberasturia	R
Mental Health and Addiction Services	Paula DeBarros	R
Policy and Management	Ellen Carter	R
Public Health	Elise Kremer, Secretary	R
Revenue Services	Jim Norton	R
Secretary of the State	Blanche Tucker	A
Social Services	Lynwood Patrick	A
Social Services	Tamara Lopez	Guest
Transportation	Wanda Seldon	R
Transportation	David Alfredson	Guest
Transportation	Sue Donlon	Guest
Transportation	Kathleen Germain	Guest
Transportation	Valerie Joyner	Guest
Transportation	Colleen Kissane	Guest
Transportation	John Krewalk	Guest
Transportation	Mike Lonergan	Guest
Transportation	Charles Roman	Guest
Transportation	Michael Sanders	Guest