

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
April 18, 2007**

**Visit the MAC website at [www.ct.gov/MAC](http://www.ct.gov/MAC)**

Joe Amend, MAC Chair, called the regular meeting to order at 9:07 a.m.

**Approval of Minutes**

Minutes of the March 21, 2007 meeting were adopted, with a clarification of the information regarding use of the Managerial Sick Leave Bank. The clarification is that a manager must exhaust accrued vacation leave in excess of 60 days, as well as all other accrued leave time. The amended minutes were accepted unanimously.

**Treasurer's Report**

The Treasurer was not in attendance, and there was no Treasurer's report.

**Committee Reports**

Credentials. Ellen Carter, Credentials Chair, and Elise Kremer, MAC Vice-Chair, reported the following election results:

DHMAS: Bobbi Buckner – Representative  
Pamela Shea – Alternate

DPUC: Peter O'Neil – Representative  
Dana Kubachka - Alternate

**Old Business**

Speakers and Logistics. Below is the schedule of speakers for the remainder of 2007:

Kathleen Anderson, OSC (website accessibility), May 16  
Undersecretary Brian Austin, OPM (criminal justice information system), July 18  
Deputy Commissioner Wayne Sanford, DEMHS (emergency management and incident command), September 19  
Panel on workplace wellness (tentative), November 21

An inquiry was sent to the MAC list serv, as well as the managerial list serv, soliciting any particular topics or questions managers would like Ms. Anderson to address.

Dialogue with Administration Officials. No formal meetings have been scheduled or taken place. Joe Amend was able to have a brief informal conversation with Secretary Genuario. Based on that exchange, Joe understands that Secretary Genuario is pursuing the salary compression issue with Commissioner Gnazzo.

Managers Day Committee. Keynote speakers for Managers Day have been confirmed. Panel participants are currently being solicited. Most of the plans have been set. Mark Polzella reminded the members that the date has been changed to October 12, 2007. The department heads at the five state university schools of business are being invited to nominate a public administration student to attend Managers Day. We will be having managers host and mentor these students at the event. This initiative supports the concept of succession planning for the state managerial ranks.

Web Content/Communications Committee. Anne MacLeod gave an update on web activity, postings, and new links. Seven new users were registered to the Discussion Center and added to the managerial list serv. Registrants to the Discussion Center now total 110. Anne posted a notice and will add a "Save the Date" flyer regarding Managers Day to the website when received from the Committee. The ability to send e-Alerts regarding new postings to the Discussion Center is now available.

Orientation Committee. Dave Lynn, Committee Chair, reported that a MAC survey was distributed to the agency human resource directors, who meet the third Tuesday of the month. The survey solicits information regarding what is being done at each agency level for new manager orientation at the current time. The committee will use the responses to help frame their proposal for agency-level new manager orientation. An electronic version will also be sent to all agency personnel directors. After all surveys have been compiled, MAC brochures will be distributed to those who are willing to share the information. Research still needs to be completed on the ability of MAC to pay for the printing of the brochures.

Legislative Committee. Joe reported his understanding that A & R is pursuing legislation to address Tier I pension erosion beginning at age 65 years. See below.

Elise reported on the following bills:

*Senate Bill 1050, AAC RETIREMENT BENEFIT OPTIONS FOR SPOUSES OF CERTAIN DECEASED STATE EMPLOYEES AND VACATION LEAVE ACCRUAL FOR STATE EMPLOYEES IN ACTIVE SERVICE.* Letters were sent by Joe to various legislative leaders, as well as to the agency heads at OPM, DAS, and Comptroller's. The letters voiced MAC's support of the bill. The bill was reported out favorably by the Labor Committee and referred to the Appropriations Committee.

*House Bill 7103, AAC COLLECTIVE BARGAINING FOR STATE MANAGERS.* This bill would give unaffiliated employees the right to bargain collectively. The

Labor Committee and the Government Administration and Elections Committee reported out the bill favorably. It is now on the House calendar.

House Bill 7002, *AAC ETHICS*. A public hearing was held by the Government Administration and Election Committee on February 1. No further action has been taken.

Senate Bill 1049, *AAC COLLECTIVE BARGAINING OF THE MERIT SYSTEM*. This bill would make merit system hires and promotions subject to collective bargaining. The bill was reported out favorably by the Labor Committee and the Government Administration and Elections Committee. It is now on the Senate calendar.

Substitute Senate Bill 1051, *AAC THE INSPECTION AND EVALUATION OF AIR QUALITY IN STATE BUILDINGS*. This bill would mandate a comprehensive inspection of air quality in state-owned and leased buildings, with the first evaluation to be conducted by January 1, 2009 and a re-evaluation every five years thereafter. It was reported out favorably by the Labor, Environment, and Government Administration and Elections Committee, and is now on the Senate calendar.

House Bill 6988 *AA UPDATING THE SOCIAL SECURITY RETIREMENT AGE TO REFLECT FEDERAL CHANGES*. This bill would address the issue of Tier I retirees whose retirement benefits are reduced at age 65. Due to changes in federal law increasing the age at which full Social Security benefits may be taken, some retirees would experience a decrease in state pension benefits without yet being eligible for Social Security benefits. This bill was reported out favorably by the Labor and Appropriations Committees and is currently tabled for the House calendar.

Succession Planning for MAC Executive Committee. No formal actions have been taken. However, Joe noted that there is increased participation at meetings and committee activities. There are a number of members who are ready to take on a leadership role.

Other Old Business. A request was made to ensure that tables are available at our regular meetings. Wanda Seldon was researching this based on an earlier request. Elise will follow up with Wanda to see if this can be accommodated.

## **New Business**

Nominating Committee. Volunteers were solicited to serve on the Nominating Committee. The charge of the committee is to propose a slate of officers for the June election. Tom Crafa will chair the committee. Ellen Carter and Babatunde Green will round out the 3-member committee.

**Adjournment**

The business meeting was adjourned at 9:49 a.m. The next MAC meeting will be held on Wednesday, May16 at 9:00 a.m. in Conference Room B at the Department of Transportation. Kathleen Anderson from the Office of the State Comptroller will speak on the work of the State of Connecticut Web Site Accessibility Committee, which she chairs.

The list of those in attendance at the April 18, 2007 MAC meeting is attached and is hereby made a part of these minutes.

Respectfully submitted,

Mark Polzella

MAC Secretary  
MAC Representative for the  
Department of Labor

**MAC ATTENDANCE ROSTER**  
**April 18, 2007**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	David Lynn	R
Banking	Percy Cave	R
Correction	Don Currey	R
Economic and Community Development	Sheila Hummel	R
Information Technology	Anne MacLeod	R
Insurance	Allen Elstein	R
Labor	Mark Polzella, Secretary	R
Mental Retardation	Penny Davis	A
Motor Vehicles	Joe Lembo	R
Policy and Management	Joe Amend, Chair	A
Policy and Management	Ellen Carter	R
Public Health	Elise Kremer, Vice Chair	R
Revenue Services	Tom Crafa	R
State Comptroller	Sandra Hurrie	A
Special Revenue	Bette Jenak	R
Transportation	Nancy Malinguaggio	G
Veterans' Affairs	Babatunde Green	R
Veterans' Affairs	Nancy Buturuga	A
Workers' Compensation	Sandra Cunningham	G