

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
February 17, 2010**

Visit the MAC website at ct.gov/MAC

Peter Bucknall, MAC Chair, called the meeting to order at 9:06 a.m. Peter thanked those in attendance for their participation.

Approval of Minutes

The minutes of the January 20, 2010 meeting were approved unanimously, with one correction under Orientation Committee. Dave Lynn advised that the latest iteration of the New Managers Orientation Program begins on February 18, not on February 17 as had been reported in the draft minutes.

Treasurer's Report

Dave Lynn, Treasurer, reported that the new balance in the treasury as of January 31, 2010 was \$2,585.37. Our check for the \$100 donation to the American Red Cross for Haitian Relief had yet to clear the credit union as of the January 31 statement. The Treasurer's report was accepted unanimously, as submitted.

Committee Reports

Credentials. Ellen Carter, MAC Credential Chair, reported that Department of Consumer Protection has held an election. Elisa Nahas will continue as the Representative, and John Suchy is now the Alternate. Gary Zera, the Representative for the Department of Children and Families has resigned, effective February 1, 2010. There was follow-up discussion of the need to send a letter to agencies that are to hold elections for terms beginning January 1, 2010. Letters should be sent to agency heads, with a copy to the MAC representative and the human resources administrator. Ellen feels that the letter might receive more attention if it came from the MAC Chair rather than the Credential Chair. Peter and Ellen will discuss this process further.

Old Business

Speakers and Logistics. Senator Donald Williams is scheduled to speak at 10 a.m. today, following the business meeting. It was decided that the next speaker engagement should be for the April 21 meeting. Chris Beloff indicated that he may be able to get a representative from the Census Bureau to speak. If this is of interest, it should be scheduled for April so that the topic is timely. There was also discussion of inviting Elizabeth Robinson from the UCHC Employee Assistance Program to speak. Several topics of potential interest that Liz might address were identified. Claudia Helfgott will refer Liz to Elise Kremer for further discussion of a presentation. This would potentially be for the June 16 meeting, and questions/issues could be solicited on the list serv. There was also a suggestion to invite Congressman Joe Courtney to discuss federal initiatives and how these might impact Connecticut. The latter was taken under advisement.

Web Site. Chris Beloff asked the members for any feedback they might have on the web site. It was noted that he is doing a great job of keeping the website current. He will be posting additional material after today's meeting. He will also be following up with DoIT as to where we stand in the queue for a transition to the new domain.

Communications Committee. Tom Crafa had nothing new to report.

Orientation Committee. Dave Lynn reported that he and Peter will present their segment introducing MAC during the next round of the New Managers Orientation Program, which begins tomorrow.

Legislative Committee. Elise reported on various bills of general interest to state managers, including:

Senate Bill 2, AA Restricting Longevity Payments for certain State Employees

Senate Bill 4, AA Eliminating a State Budget Deficit

Senate Bill 28, AA Consolidating State Agencies and Eliminating Certain Legislative Commissions (Governor's bill)

Senate Bill 79, AAC Agency Consolidation and the Outsourcing of Government Services

Senate bill 149, AAC the Governor's Power to Modify or Suspend Statutes, Regulations or Other Requirements during a Public Health Emergency

House Bill 5055, AA Reinventing Government in Connecticut

House Bill 5065, AAC a Merger of the Department of Environmental Protection into the Department of Economic and Community Development

House Bill 5089, AAC the Privatization of a Portion of the State's Social Service Programs

House Bill 5142, AAC Consolidation of Services Provided by Private Organizations

Managers Day 2010. Peter asked that the volunteers for the planning committee stay after the guest presentation so that an initial meeting can be scheduled.

Other Old Business. There was no other Old Business.

New Business

Letter from Department of Children and Families Commissioner. A letter was sent to Secretary Genuario by DCF Commissioner Hamilton expressing appreciation for MAC's coordination of the donation of 780 children's books. Commissioner Hamilton wants all donors to know how much of a difference this support makes to DCF's work and to the development of children in DCF's care.

Petition for Representation by the Office of State Ethics. A manager from the Office of State Ethics (OSE) had inquired about having representation on MAC. Under the by-laws, an agency that is not a part of another agency for "administrative purposes only" can petition the Executive Committee for representation on MAC if they have at least four managers. Their inclusion would require a by-laws amendment, which would be drafted by the Credentials Chair. Elise followed up with OSE and was provided a list of four managers on the MP Pay Plan. Ellen noted that we should verify that none of them are appointed officials, as appointees are not managers for purposes of MAC. Elise will inquire again for that clarification. The Executive Board voted conditionally to grant the petition and amend the by-laws to add OSE to the list of agencies eligible for representation, contingent on the

clarification relative to the four managers. Once the clarification is received, Ellen will draft an amendment and forward it to Elise. Our by-laws require a notice period of at least two weeks for any amendment. This can be done via the list serv.

Senate Bill 2, AA Restricting Longevity Payments for Certain State Employees. There was discussion of this proposed bill. There were a number of concerns expressed. This continues a pattern of disproportionate impact on managers, since collective bargaining employees were assured of increments in one year of the biennium and since managers took the "concessions but do not enjoy the job protections that collective bargaining employees do. Since the break point keeps going up even when salaries do not, this progressively erodes retirement benefits. A suspension of longevity payments could reduce managers' "three highest years", resulting in a reduced pension for life. The overall history has been such that managers have lost ground while collective bargaining employees have progressed on the salary front. Salary compression has been acknowledged for years but has not been addressed. While managers carry the weight of running the programs and ensuring that more gets done with less, proposals like this put an unfair burden of the state deficit on the backs of managers. There was discussion of MAC submitting written or oral testimony, but it was also clarified that MAC cannot lobby. It was requested that MAC keep managers abreast of the progress of this bill. Don Currey volunteered to contact the leadership of the Appropriations Committee, to inquire as to their position on the bill.

Other New Business. There was no other New Business.

Adjournment of Business Meeting

The business meeting was adjourned at 10:02 a.m. Peter called for a brief recess, asking that the group reconvene after a short break.

At 10:17 a.m., the meeting was reconvened. Peter thanked everyone for their attendance at the guest presentation. Peter welcomed and introduced the guest speaker, Senator Donald Williams, President Pro Tempore, Senator for the 29th District and the highest ranking member of the Connecticut General Assembly.

Guest Presentation

Senator Williams indicated that his priorities are to address two critical issues: preserving jobs and balancing the state budget. He remarked that we are all living in interesting times. Eighteen months ago, we were close to financial collapse. We avoided going off the economic cliff, and have the next 18 months to position Connecticut to take advantage of the recovery. At that point, due to structural deficits, the projected shortfall will be \$3.5 to \$4 billion. Such a shortfall is unprecedented in the state's history. It should be noted that the \$2 billion in federal stimulus funds is one-time funding, that \$1.5 billion from the rainy day fund has left it depleted, and that new borrowing was close to \$1 billion. Additionally, there were cuts totaling \$3 billion in the current biennial budget. Collectively, this leaves no rabbits to pull out of the hat to close the deficit looming for the next biennium. There will be a new Governor, and it is unlikely that he or she will want to raise taxes to the extent that would be necessary to close the gap. Additional significant cuts will be forthcoming and there will be

significant changes to the structure of government. The challenge is how to effect change in a way that preserves jobs but also saves money. All of the states are in the same boat with deficits ranging from 10% to 20% in the current year, and they are all grappling with what to do.

The default position would be not to make significant changes during the current 18-month window period. If that happens, the axe will fall in a way that will be more damaging to the future of the state and changes will be made in a hurried and less thoughtful way.

There are bright spots for Connecticut, and the challenge is to preserve them. A key to recovery, and to standing out more in the future, is to recognize our tremendous assets. As for location, we are strategically situated between the major metropolitan markets of New York City and Boston. We have a population that is well educated. We enjoy a high quality of life. We are near the top of the country in our public school system, which points the way to a better future. We need to get back to the fundamentals that dictate where people choose to live and where companies choose to locate. These fundamentals are education, transportation, and quality of life. A greater commitment to public transportation is needed. Economic development occurs around transportation routes. Quality of life needs to be promoted through smart growth policies, preservation of the arts, and preservation of what is unique about Connecticut. All of this needs to be done, and we need to promote that we are doing it. Now is the time to get out of our comfort zone and to work hard this year and the next to position Connecticut for the future.

Connecticut has not had to look at radical changes in government in the past. With the economic catastrophe, state revenues took a huge hit and they are not coming back any time soon. State workers will have to be a key part of the solution. There is a need to work with all employees to preserve critical services. There needs to be a broad-based process to tap into input and ideas on efficiencies and savings. There is a \$500 million deficit in the current year. The easy cuts have already been made, but closing the gap is not impossible. The deficit is \$800 million for the second year of the biennium. Then there are the gaping structural deficits of the following biennium. Closing these gaps will require that every aspect of government spending be addressed, while trying to be fair in the process.

A brief question and answer session followed the presentation.

The list of those in attendance at the January 20, 2010 meeting is attached and is hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, March 17, 2010 in Conference Room B at the Department of Transportation. There will be no guest speaker at the March meeting.

Respectfully submitted,

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

MAC ATTENDANCE ROSTER
February 17, 2010

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Dave Lynn, Treasurer	R
Administrative Services	Scott Nattinger	G
Banking	Claudia Helfgott	R
Children and Families	Debi Freund	G
Children and Families	Debi Thompson	G
Comptroller	Brenda Halpin	R
Comptroller	Nancy McMahon	G
Comptroller	Doris Vieira	G
Consumer Protection	Elisa Nahas	R
Consumer Protection	John Suchy	A
Correction	Donald Currey	R
Correction	Patricia Silva	G
Correction	Julianne Wheeler	G
Developmental Services	Jadwiga Gocłowski	R
Developmental Services	Tim Lavoy	A
Economic and Community Development	Sheila Hummel	R
Firearms Permit Examiners	Susan Mazzoccoli	G
Insurance	Barbara Spear	R
Insurance	Mark Murphy	G
Mental Health and Addiction Services	Carl Shields	R
Motor Vehicles	Nancy Dumais	R
Pardons and Parole	Rasa Pakalnis	R
Pardons and Parole	Kim Jones	G
Policy and Management	Ellen Carter	R
Public Health	Elise Kremer, Secretary	R
Public Health	Donna Brewer	G
Public Health	Mary Fuller	G
Public Health	James O'Connell	G
Public Safety	Marybeth Bonsignore	R
Public Safety	Lt. George Battle	A
Revenue Services	Tom Crafa	R
Social Services	Peter Bucknall, Chair	R
Social Services	George Chamberlin	G
Transportation	Susan Baillargeon	G
Transportation	Ben Alejandro	G
Transportation	James Fallon	G
Transportation	Jeffrey Stewart	G
Veterans' Affairs	Chris Beloff	A