

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
July 21, 2010**

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

Peter Bucknall, MAC Chair, called the meeting to order at 9:07 a.m. Peter thanked those in attendance for their participation. Peter noted that Elise Kremer has a conflict with several MAC meetings, including today's, due to construction team meetings for the new Public Health Laboratory. Elise will only be able to be here for part of today's meeting. Peter asked if there would be an objection to tape-recording today's meeting, so that Elise can transcribe the minutes. There was no objection.

### **Approval of Minutes**

The minutes of the June 16, 2010 meeting were approved unanimously, as submitted.

### **Treasurer's Report**

The Treasurer's report was distributed electronically with the meeting notice and agenda. Dave Lynn, Treasurer, reported that there was a dividend of \$3.10, paid on June 30, 2010. The account balance as of that date was \$2,491.58. The Treasurer's report was accepted unanimously, as submitted.

### **Committee Reports**

Credentials. Ellen Carter, MAC Credential Chair, was not present. Elise reported that Ellen has not conveyed any membership changes to her.

### **Old Business**

Speakers and Logistics. Peter indicated that the presentation by Erin Choquette, Department of Administrative Services Staff Attorney, is confirmed for the September 15, 2010 meeting. Erin is an in-house expert on labor law, and her presentation on the *Americans with Disabilities Act* and the *Connecticut Fair Employment Practices Act* has information that all managers would benefit from knowing. Dr. Martin Anderson, the recently appointed Commissioner of Administrative Services, has accepted our invitation to speak at the November 17, 2010 meeting. Dr. Anderson would appreciate receiving questions in advance of his presentation, and these can be forwarded to Elise. It was also noted that any suggestions for speakers for the 2011 calendar would be welcome, and can be forwarded to Elise.

Web Site. Chris Beloff reported that the nomination package for Distinguished Managerial Service Awards has been posted on the website. The registration information can be posted as soon as a link to the on-line registration is available. Chris will follow up with Mark on the status of the registration form. It was also suggested that the Governor's letter of July 19, 2010 to managerial and confidential employees be posted to the website.

Communications Committee. Tom Crafa had nothing new to report.

Orientation Committee. Dave Lynn indicated that the New Managers Orientation Program will next be offered in January 2101. He will make a presentation on behalf of MAC.

Managers Day 2010. Peter reported that the agenda for the day has been established. We had planned to have Mark Scheinberg, President of Goodwin College, be the keynote speaker. Due to family issues that have arisen for Dr. Scheinberg, we will defer his presentation and can hopefully have him speak next year. However, in the interim, Dr. Henry Lee has confirmed his availability as a keynote speaker. Dr. Lee is an excellent speaker and is very much in demand; hopefully, there will be a good turnout. John-Paul (JP) Lacombe will speak about effective leadership styles during difficult times. JP is the manager of training and organizational development in the Department of Human Resources at the University of Connecticut. Glynis Fitzgerald will speak about generational issues in the workplace. Glynis is an Associate Professor of Communication at Central Connecticut State University. The speakers will comprise the morning session. The Distinguished Managerial Service Awards (DMSA) will be presented following the luncheon; Dr. Martin Anderson has accepted our invitation to present the awards. Colin Newman of the Comptroller's Office has agreed to conduct a retirement workshop in the afternoon, following the awards ceremony. Mark Polzella is finalizing the registration form. Mark has also sent the DMSA nomination packets to agency heads and agency human resource administrators. Elise has forwarded the nomination material to agency MAC representatives and alternates and to the managerial list serv. Chris has also posted the packet on the web site. Elisa Nahas worked with the Aqua Turf Club on menu options. There will be some changes to the meal selections, but within the same pricing as last year. The entrée choices will be Salmon, Chicken Francaise (instead of Chicken Kathryn) and Pasta Primavera (instead of Vegetarian Lasaga). There will again be a continental breakfast. The cost to register will remain at \$40. We will be asking for donations for two public service projects this year. One will be the collection of new and gently used DVD's for the library at the Department of Veterans' Affairs. With anticipated good attendance at Managers Day, we hope to maintain sufficient funds in our treasury to purchase a few DVD players that the veterans could check out of the library for use in their rooms. Tom Crafa volunteered to approach a few businesses and ask for a donation of a DVD player. This was reviewed by an agency ethics liaison and found to be a permissible "gift to the state". We will again be accepting new and gently used children's books for the Department of Children and Families' literacy program. Some donations have already been received. Wanda Seldon indicated that she could provide storage at DOT, until the donations were accepted by each agency at a MAC meeting following the event.

Other Old Business. There was no other Old Business.

## **New Business**

Governor Rell's Letter to Managerial and Confidential Employees. Peter mentioned that the Governor's letter advising of the salary freeze had been sent out via the MAC list servs. This led to the concern being raised that, with collective bargaining employees receiving raises, the already existing problem of salary compression was being exacerbated. Peter noted that some examples of salary compression had been submitted. Dave Lynn has forwarded this information to Drs. Martin Anderson and Pamela Libby. Peter suggested that perhaps a workgroup could be formed to document salary compression in a more systematic way. Discussion ensued. The membership felt that a more comprehensive look at salary compression and related issues was needed. Some of the related issues include compensatory time, on-call pay, flex time, and differences in reimbursement rates such as for use of one's personal vehicle. One of the members was advised by DAS that managers who are required to have a personal vehicle and use it for work can no longer claim an automobile usage fee. The policy that previously allowed for this has been removed from the new edition of the Managers Handbook. It was suggested that the workgroup review any other changes to managerial compensation/benefits that may be reflected in the Managers handbook. Another manager mentioned the 4.99% raise that managers at the University of Connecticut will be received. Managers in the Connecticut State University system are not scheduled for

these raises. Peter put out a sign-up sheet for those interested in serving on the workgroup. Dave Lynn offered to facilitate getting the workgroup off the ground.

August 2010 Meeting. There was a motion, which passed unanimously, to cancel the August 2010 meeting, due to vacation schedules.

Other New Business. There was no other New Business.

### **Adjournment**

The meeting was adjourned at 9:48 a.m.

The list of those in attendance at the July 21, 2010 meeting and the treasurer's report are attached and are hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, September 15, 2010 at 9:00 a.m. in Conference Room B at the Department of Transportation. Erin Choquette will be the guest speaker.

Respectfully submitted,

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

**MAC ATTENDANCE ROSTER**  
**July 21, 2010**

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Dave Lynn	R
Banking	Claudia Helfgott, Treasurer	R
Children and Families	Victor Brathwaite	G
Comptroller	Mark Aronowitz	R
Consumer Protection	Elisa Nahas	R
Consumer Protection	John Suchy	A
Correction	Donald Currey	R
Developmental Services	Jadwiga Goclowski	R
Education	Deb Paradis	R
Economic and Community Development	Sheila Hummel	R
Elections Enforcement	David Barry	R
Fire Prevention and Control	Adam Piskura	G
Insurance	Barbara Spear	R
Insurance	Mark Murphy	A
Labor	Ram Aberasturia	R
Motor Vehicles	David Ostafin	A
Pardons and Paroles	Kim Jones	A
Public Health	Elise Kremer, Secretary	R
Public Safety	Marybeth Bonsignore	R
Revenue Services	Tom Crafa	R
Social Services	Peter Bucknall, Chair	R
Transportation	Wanda Seldon	R
Transportation	Jim Fallon	G
Transportation	Nancy Malinguaggio	G
Transportation	Charles Roman	G
Veterans' Affairs	Chris Beloff, Vice Chair	A