

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
July 19, 2006**

Visit the MAC website at www.ct.gov/MAC

Joe Amend, MAC Chair, called the regular meeting to order at 9:10 a.m.

Approval of Minutes

The minutes of the June 21, 2006 meeting were adopted unanimously, as submitted.

Treasurer's Report

Peter Bucknall reported that the balance in the treasury is \$2370.52, after a credit of \$13.32 in interest. The Treasurer's report was accepted unanimously.

Committee Reports

Credentials. Elise Kremer reported that she had received an email from Ellen Carter indicating that Wanda Seldon was uncontested to continue serving as the Representative for DOT. Later in the meeting, Ellen reported that a confirmation was still needed from DOC.

Old Business

Speakers and Logistics. Elise reported that Benjamin Bycel, Executive Director of the Office of State Ethics, will be speaking at the September 20 MAC meeting and that Dr. James Papillo, Victim Advocate, will be the speaker for the November 15 MAC meeting. There was discussion regarding Kathleen Anderson, who chairs the State of Connecticut Web Accessibility Committee, as a potential speaker for an upcoming MAC meeting. Following discussion, the decision was to attempt to arrange for a display table at Managers Day and to poll visitors to the table to gauge interest in the subject. Should we go forward with this presentation, it would be appropriate to reach out to human resource and affirmative action managers so that they might attend.

Meeting with Administration Officials. Joe Amend has continued to gather information to provide to DAS and OPM concerning salary compression scenarios. He has asked for another meeting and has not heard back from Secretary Genuario's office as yet.

Joe talked with Rick Bailey, Director of Security at DOIT, about the latest acceptable use policy that was issued. Joe plans to summarize the conversation and share it with MAC. Joe did indicate that a pattern of unacceptable use can be an element considered in a disciplinary matter of a poorly performing employee. DOIT does not actively monitor all internet activity, but will be alerted to large downloads or restricted sites being accessed. The length of time

visiting a website may also trigger some monitoring.

The Department of Insurance is experiencing a problem with blockage of websites that are needed to perform certain regulatory functions. Joe noted that DMV experienced a similar issue and that DOIT was contacted to work out a solution. Joe suggested that this approach be taken to resolve the problem for Insurance.

In regards to tuition reimbursement dollars, managers have the lowest allowance of all State employees at \$1200.00. Most university courses are priced above that level. This issue needs to be revisited with the administration. There was a suggestion to research the amount of past funds and use that as a point of discussion to try and get funds reinstated for managers. The time to broach the subject with OPM is prior to the budget process so that it can be incorporated in the proposed budget and will have a greater likelihood of being appropriated. Joe accepted the assignment of researching this information.

Joe stated that UCONN's website indicated free tuition for State of Connecticut managers. Some members disagreed that this was accurate. Joe indicated that he would further research to make sure that the information was accurate.

There was discussion regarding OPM's approach to managerial salary compression, i.e., to address "hot spots" rather than to take an across-the-board approach to what is seen as a broad-based problem. There was concern that not all agencies would participate or benefit equally from this approach.

Managers Day. The registration process has been activated on the DAS website. Information has been disseminated via the listserv. The nomination packets for the Distinguished Managerial Service Awards have been sent to agency heads and human resource administrators, and have also been posted on the MAC and managerial listservs.

Web Site /Communications Committee. Anne MacLeod submitted a brief written report in her absence, which included instructions on how to register on the MAC website. Tom Crafa reported that there is heightened awareness of the website and the issues/topics resident on the site. Based on this increased interest, Tom suggested that we all send an e-mail to our specific agency managers about the website.

New Business

Succession Planning. Joe briefly addressed the issue of succession planning for the executive committee of MAC. He suggested that we start to look at this issue and begin to engage more people in the process.

Selection Committee. Volunteers for the selection committee for the Distinguished Managerial Service Awards were solicited. The following individuals will participate: Joe Amend, Tom Crafa, Penny Davis, Jadwiga Goclowski, Sheila Hummel, and Elise Kremer.

Adjournment

The meeting was adjourned at 10:14 a.m. The next MAC meeting will be held on Wednesday, August 16, 2006, at 9:00 a.m. at the Department of Transportation in Newington.

The list of those in attendance at the July 19, 2006 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
July 19, 2006

<u>DEPARTMENT</u>	<u>NAME</u>	<u>REP/ALT/GUEST</u>
Administrative Services	David Lynn	R
Banking	Claudia Helfgott	A
Correction	Donald Currey	R
Economic and Community Development	Sheila Hummel	R
Insurance	Allen Elstein	R
Labor	Mark Polzella, Secretary	R
Mental Health and Addiction Services	Priscilla Scherger	A
Mental Retardation	Jadwiga Goclowski	R
Mental Retardation	Penny Davis	A
Motor Vehicles	Nancy McCorkle	A
Policy and Management	Ellen Carter	R
Policy and Management	Joe Amend, Chair	A
Public Health	Elise Kremer, Vice Chair	R
Revenue Services	Tom Crafa	R
Social Services	Peter Bucknall, Treasurer	R
Transportation	Wanda Seldon	R
Veterans' Affairs	Nancy Buturuga	A