

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

Visit the MAC website at ct.gov/MAC

Peter Bucknall, MAC Chair, called the meeting to order at 9:10 a.m. Peter thanked those in attendance for their participation. Peter welcomed and introduced the guest speaker, Dr. Martin Anderson, Commissioner of Administrative Services.

Guest Presentation

Dr. Anderson thanked MAC for the invitation to speak to the group. He noted that he himself had been a MAC representative for DAS in his previous classified service and is very familiar with the scope and issues that MAC has addressed. DAS has yet to be contacted by the new Governor's transition team, so he has no information at this point that he can share regarding the transition or how positions taken during the campaign will translate in practice during the new Administration. Dr. Anderson has greatly enjoyed the opportunities and challenges of serving as the DAS Commissioner and looks forward to continuing on in civil service under the new Administration.

Dr. Anderson gave a statistical overview of state management along with several concerns facing state managers today. The statistical information is summarized in an attached PowerPoint presentation. When looking at salaries of state employees, which has been a frequent topic of media attention, it is important to keep in mind that about 50% of state jobs require a baccalaureate or higher degree. The spread from the minimum of a managerial pay grade to the maximum is 28.3% and the spread from the maximum of one pay grade to the maximum of the next higher pay grade is roughly 5% at the lower pay grades and 3.9 to 4% at higher pay grades. It was the intent that it would take about 10 years to advance through the pay grade, although this is affected by salary freezes. Compression is in part a result of freezes that affect managers while collective bargaining employees receive raises. The last pay scale upgrade for managers was on June 20, 2008. Compression also arises as a result of the addition of steps to collective bargaining pay scales, given them a wider span. DAS is well aware that managerial salary compression is a real issue. The issue needs to be looked at from a policy perspective and in terms of the structure of the compensation system. There was a comment from the membership regarding other issues, such as the unavailability of alternate work schedules and telecommuting for managers, that compound the problem of collective employees being unwilling to accept managerial positions.

Dr. Anderson also referred to the work of the Commission on Enhancing Agency Outcomes, which is slated to terminate on December 31, 2010. The Commission is charged with identifying functional overlaps and other redundancies among state agencies, promoting efficiency and accountability in state government by identifying ways to eliminate such overlaps and redundancies, and making recommendations to reduce costs to the state and enhance the quality and accessibility of state services. The Commission requested data regarding numbers of managerial and supervisory positions and spans of control in the various agencies. There was an effort to put these data in context. For example, most managers in state service do more than manage and are also typically required to have subject matter expertise critical to the agency's mission.

There were many questions posed to Dr. Anderson about what's in store for state employees in the new administration. The bottom line, he stated, is: "I don't have any inside information on what the new administration has planned and wouldn't want to speculate. All we can do as managers is to continue to do our jobs as best we can for our employees and for the citizens of Connecticut."

Committee Reports

Credentials. In the absence of Ellen Carter, MAC Credential Chair, there was no credentials report. Peter announced that Marybeth Bonsignore is moving to another employer and will no longer be the Representative for Public Safety. Peter thanked Marybeth for all of her contributions to MAC, including all the work she did in support of Managers Day.

Old Business

Speakers and Logistics. Peter noted that Elise Kremer was unable to attend today's meeting to address this agenda item; her mother passed away in California. Our speaker for January 2011 is Dr. Thomas Woodruff, Director of Healthcare and Policy Services Division, Office of the State Comptroller. Peter thanked Mark Aronowitz for arranging this. Chris Beloff is extending an invitation for the March, 2011 meeting to Vishnu Khade, a Professor of Environmental Studies and Earth Science at Eastern Connecticut State University and Goodwin College. There will be a business meeting in December 2010, but there will not be a guest speaker.

Web Site. Chris Beloff reported that he has not completed the update of the web site with photographs from Managers Day. One of the speaker's photographs were not of sufficient quality, and the speaker has been asked to provide another photograph. Chris asked that members contact him with any feedback or suggestions regarding the web site.

Communications Committee. Tom Crafa reported that he has sent a mailing to introduce new managers to MAC.

Orientation Committee. There is nothing new to report. As noted at a previous meeting, the next iteration of the New Managers Orientation Program will begin in January 2011 and Dave Lynn will present a segment on MAC. Peggy Zabawar provided an overview of the New Managers Orientation Program and how managers are selected to attend.

Salary Compression Workgroup. Dave Lynn noted that the Salary Compression Workgroup continues to receive additional examples of compression. The workgroup has met twice and will hold a third meeting after Thanksgiving.

Other Old Business. There was no other Old Business.

New Business

Agencies Scheduled to Hold Elections. Information on the election schedule is on the MAC web site. Generally, the current Representative takes responsibility for notifying their agency about the need to hold an election. Although Ellen Carter as Credentials Chair has sent letters to agency heads in the past, it is important that the current members take the lead, especially during this transition of administration. Ellen has advised in the past that the formality of an election is not required if the position is uncontested.

Other New Business. Claudia Helfgott made a motion that flowers or an edible arrangement be sent to Elise Kremer, in sympathy from MAC. The motion passed unanimously.

Adjournment

The business meeting was adjourned at 11:00 a.m.

The list of those in attendance at the November 17, 2010 meeting and Dr. Anderson's PowerPoint presentation are attached and are hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, December 15, 2010 in Conference Room B at the Department of Transportation. There will be no guest speaker at the December meeting.

Respectfully submitted,

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

MAC ATTENDANCE ROSTER
November 17, 2010

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Dave Lynn	R
Administrative Services	Peggy Zabawar	A
Administrative Services	John McKay	G
Administrative Services	Scott Nattinger	G
Banking	Claudia Helfgott, Treasurer	R
Children and Families	Debi Freund	R
Children and Families	Gayle Hoffman	A
Children and Families	Sabrina Betts	G
Children and families	Brian Faraci	G
Children and Families	Julie Flemmig	G
Children and Families	Sarah Gibson	G
Children and Families	Domingo Lazu	G
Children and Families	Tracy Lorell	G
Children and Families	Linda Madigan-Runult	G
Children and Families	Karen Miskunas	G
Children and Families	Louise Montemurro	G
Children and Families	Susan Sabin	G
Children and Families	Lesley Siegel	G
Children and Families	Yolanda Smith	G
Children and Families	Kim Somaroo-Rodriguez	G
Children and Families	Connie Tessarzik	G
Children and Families	Lisa Zuccaro	G
Comptroller	Stephen Perkins	A
Consumer Protection	Claudette Carveth	G
Correction	John Bishop	G
Correction	Gabriel Riccio	G
Developmental Services	Jadwiga Goclowski	R
Developmental Services	Cordula	G
Education	Mark Linabury	A
Elections Enforcement	David Barry	R
Fire Protection and Control	Adam Piskura	G
Firearms Permit Examiners	Susan Mazzocoli	G
Insurance	Mark Murphy	A
Insurance	William Arfanis	G
Labor	Ram Aberasturia	R
Mental Health and Addiction Services	Angela Levix	A
Military	Anthony Lewis	R
Motor Vehicles	David Ostafin	A
Pardons and Parole	Rasa Pakalnis	R
Public Safety	Marybeth Bonsignore	R
Public Utility Control	Peter O'Neil	R
Revenue Services	Thomas Crafa	R
Social Services	Peter Bucknall, Chair	R
Social Services	Albert Williams	G
Transportation	Wanda Seldon	R
Transportation	Jackie Ouellette	A
Transportation	Lisa Fazzino	G
Transportation	Kathy Germain	G
Transportation	Valerie Joyner	G
Transportation	Kathleen Karwick	G
Transportation	Cheryl Malerba	G

MAC ATTENDANCE ROSTER (CONTINUED)
November 17, 2010

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Transportation	Nancy Malinguaggio	G
Transportation	Doreen Rossi	G
Veterans' Affairs	Chris Beloff, Vice Chair	A