

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
November 15, 2006**

**Visit the MAC website at [www.ct.gov/MAC](http://www.ct.gov/MAC), and register to participate in the Discussion Center**

Joe Amend, MAC Chair, called the regular meeting to order at 9:08 a.m.

**Approval of Minutes**

The minutes of the October 18, 2006 meeting were adopted unanimously, as submitted.

**Treasurer's Report**

Peter Bucknall reported a balance of \$2977.82. All bills for Managers day 2006 are paid and OPM reimbursement of \$2880.20 has been received and deposited. The Treasurer's report was accepted unanimously.

**Committee Reports**

Credentials. In the absence of the Credentials Chair, there was no report.

**Old Business**

Speakers and Logistics. An invitation was extended to Kathleen Anderson, chair of the state's Web Site Accessibility Committee, to speak in January 2007. A confirmation has not yet been received. There was discussion regarding future speakers, and the suggestion was made to invite a speaker to address salary compression. The idea would be to have the speaker clarify/explain the issue as seen by the Administration and report on the results of any analyses, understanding that the speaker might not be able to address remedies. Dr. Martin Anderson or Sean McDonough were suggested as potential speakers on this issue.

Meeting with Administration Officials. Joe has been actively pursuing a schedule with Secretary Genuario and Dr. Anderson for a follow-up meeting. Members expressed frustration that MAC's dialogue with the Administration has not produced more tangible results. There was concern expressed that salary compression is one of several areas of troubling disparity between managers and bargaining unit members. Others include training/tuition reimbursement and sick leave allowances for family funerals. The discussion was tabled to allow for our guest speaker to begin on time (see attached for a summary of the guest presentation).

Managers Day. A brief wrap-up meeting will be conducted immediately after this meeting.

Web Site /Communications Committee. Anne MacLeod has transmitted a Year-to-Date WebTrends report to the Executive and Communications Committees. There are currently 63 managers with access to the Discussion Center. A link to the CT Flu Watch was added to the MAC website in the Resources section of the home page. A suggestion was made to have the Executive Committee review the discussion weekly and respond where appropriate. It was also suggested that we use the Discussion Center to keep managers apprised of the status of issues being discussed with the Administration.

Currently there are several postings in the Discussion Center that express concern with salary compression. Under General Questions, there are postings regarding the feasibility of a streaming video being made available for the New Managers Orientation Program, regarding the Association of Managerial Employees in the Connecticut State Service, Inc, and regarding collective bargaining for managers.

Succession Planning. There was no formal discussion surrounding succession planning and no indication of any volunteers.

Other Old Business. There was no other old business.

## **New Business**

Committees. The Orientation Committee will hold its first meeting on November 30. Outside Managers who are not MAC members are welcome to participate, and the website can be used to openly recruit interested individuals. The charge to the Committee is to be made in writing, and the Chair is working on that. The Chair also requested that the Committee develop a one-page outline of items to present at the New Managers Orientation session being held on January 18.

## **Guest Presentation**

Dr. James Papillo, Victim Advocate, was the guest speaker. The Office of the Victim Advocate was established in November of 1996. Its establishment was pursuant to an amendment to the State Constitution to incorporate a Crime Victims' Bill of Rights. The amendment sets forth a substantial set of rights, including the right to be heard throughout the criminal justice process, particularly in the plea bargaining and sentencing process. Connecticut also instituted the strongest statutory rights in the nation regarding restitution for property crimes.

The Office of the Victim Advocate carries out an oversight role to ensure that victims are granted their rights. The Office is an independent state agency not controlled by any branch of the state government. It was modeled after the Office of the Child Advocate. It was granted oversight over powerful entities in the state, such as the judicial system. The Victim Advocate has several mandates, including:

- Monitor and evaluate victims' rights through the service delivery system
- Make sure that crime victims are receiving the assistance they need
- Take complaints
- Conduct investigations
- Recommend legislation to expand and further rights

If a victim requests and substantiates their claim for restitution, the judge must issue a formal restitution order. The victim may not be able to collect monetary restitution immediately, but the order can be entered in civil court and is binding for ten years. Unfortunately, this statute has not been used to its fullest potential and, when these decisions are allowed to be supervised through parole and probation, enforcement capabilities are not as strong.

The Office of the Victim Advocate has four staff members: the Victim Advocate, an investigator, complaint processor and secretary. The office does not initiate outreach to victims to initiate investigations, but does respond to complaints filed with the Office. Staff monitors criminal proceedings closely and, if they observe a pattern in violation of victims' rights, they will begin to speak to the issue with the appropriate legislative committees, such as Judiciary, Public Safety and the Select Committee on Children. An important note is that victims' rights are triggered by criminal prosecution proceedings and therefore do not apply when no alleged perpetrator(s) is being tried. In the latter case, the Victims Advocate can sometimes assist with communication with police departments to get updates on the investigations, because most police departments would not normally share that type of information directly with victims. Because there is no real penalty to violating victim's rights, the Victim Advocate uses judicial and legislative contacts, as well as media relations, to persuade and educate on the merits of upholding victims' rights.

### **Adjournment**

The meeting was adjourned at 11:25 a.m. The next MAC meeting will be held on Wednesday, December 20, 2006, at 9:00 a.m. at the Department of Transportation in Newington.

The list of those in attendance at the November 15, 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**  
**November 15, 2006**

<u>DEPARTMENT</u>	<u>NAME</u>	<u>REP/ALT/GUEST</u>
Administrative Services	David Lynn	R
Banking	Claudia Helfgott	A
Firearms Permit Examiners	Susan Mazzoccoli	G
Information Technology	Anne MacLeod	R
Insurance	Allen Elstein	R
Labor	Mark Polzella, Secretary	R
Mental Retardation	Jadwiga Gocłowski	R
Mental Retardation	Penny Davis	A
Motor Vehicles	Joe Lembo	R
Motor Vehicles	Nancy McCorkle	A
Policy and Management	Joe Amend, Chair	A
Public Health	Elise Kremer, Vice-Chair	R
Public Works	Jerry Glassman	R
Revenue Services	Tom Crafa	R
Secretary of the State	Diane Steir	R
State Library	Bonnie Delaney	R
Social Services	Peter Bucknall, Treasurer	R
Transportation	Wanda Seldon	R
Veterans' Affairs	Babatunde Green	R
Veterans' Affairs	Nancy Buturuga	A