

**MINUTES OF THE  
MANAGEMENT ADVISORY COUNCIL  
September 20, 2006**

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

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

**Approval of Minutes**

The minutes of the August 16, 2006 meeting were adopted unanimously, as submitted.

**Treasurer's Report**

Peter Bucknall reported that there has been no change to the previous balance of \$2370.52. The Treasurer's report was accepted unanimously.

**Committee Reports**

Credentials. Elise Kremer reported that the new alternate for Department of Corrections is Linda Rubin. Donald Currey continues as the DOC representative.

**Old Business**

Speakers and Logistics. Suggestions for future speakers for 2007 were discussed. Kathleen Anderson will be invited to the January meeting to discuss the work of the website accessibility committee. Subsequent to the November elections, there may be the opportunity to invite newly elected and appointed officials to speak at future meetings.

Dialogue with Administration Officials. Joe Amend has spoken to several human resources administrators regarding the salary compression issue. Joe expressed the belief that this issue has and will continue to surface in problematic ways, with examples being the recent unionization of certain classes (lieutenants, captains) of former managerial employees in DOC and another class (major) reviewing similar options. Elise suggested that the MAC members could request that their agency's human resources administrators bring any salary compression concerns within their agency directly to DAS's attention.

Further discussion revolved around the anticipated re-establishment of the legislatively mandated Quality Control Committee. It is expected that this forum will be a key avenue to bring concerns such as salary compression to a level where they can be fully discussed, examined and resolved.

Managers Day. Elise reported that everything is on schedule for the upcoming October 6 event. The on-line registration was a success, with 180 managers utilizing this option. The three Managerial Service Award winners were selected from an extremely competitive pool of candidates and each were to be notified shortly. The brochure was sent to the printer.

Web Site /Communications Committee. Anne MacLeod reported that the Discussion Center is ready to go. She requested that the "Proposed Introductory Text for MAC Discussion Center" be reviewed and, if acceptable, be approved for inclusion on the website. A motion to accept the Introductory Text was made and unanimously passed

Other Old Business. Tabled.

### **New Business**

Succession Planning for MAC Executive Committee. Tabled

Other New Business. Tabled.

### **Guest Speaker**

Joe welcomed the guest speaker, Benjamin Bycel, Executive Director of the Office of State Ethics. After a brief introduction, Mr. Bycel opened the floor to questions. Asked how he had reorganized the ethics office, he explained how there are four sections: legal, enforcement, administrative, and the Citizens Board. In order to insure confidentiality and independent investigations, the administrative staff, including Mr. Bycel, is not involved in the specifics of any enforcement actions.

Mr. Bycel stated that his vision includes making a major effort to rewrite the ethic laws so that they would be simple to understand. He emphasized that he does not want his office to be perceived as the "gotcha police". He wants enforcement activity to focus on systemic and flagrant abuse, not on the person who brings home a few pencils from the office.

There was a series of questions related to "gifts to the state" from private vendors, including training provided to state employees. Mr. Bycel stated that he is addressing or will address some of these issues with the Citizens Board. The Board is revisiting its advisory opinion on "gifts to the state". While acknowledging the political realities of the reasoning behind the implementation of some of the ethics rules, he is aware that their impact must be reviewed and possibly modified in some specific areas.

### **Adjournment**

The meeting was adjourned at 10:45 a.m. The next meeting of the Management Advisory Council is scheduled on Wednesday, October 18, 2006, at 9:00 a.m. at the Department of Transportation in Newington (Conference Room A).

The list of those in attendance at the September 20, 2006 MAC meeting is attached and is hereby made a part of these minutes.

Respectfully Submitted,

Peter Bucknall  
MAC Treasurer  
MAC Representative for the  
Department of Social Services

**MAC ATTENDANCE ROSTER**  
**September 20, 2006**

<u>DEPARTMENT</u>	<u>NAME</u>	<u>REP/ALT/GUEST</u>
Administrative Services	David Lynn	R
Banking	Claudia Helfgott	A
Children and Families	Barbara Kleefeld	A
Children and Families	Cuyler Massicotte	Guest
Correction	Linda Rubin	A
Economic and Community Development	Sheila Hummel	R
Firearms Permit Examiners, Board Of	Sue Mazzoccoli	Guest
Information Technology	Anne MacLeod	R
Insurance	Allen Elstein	R
Labor	Carl Guzzardi	A
Motor Vehicles	Joe Lembo	R
Policy and Management	Joe Amend, Chair	A
Public Health	Elise Kremer, Vice Chair	R
Public Health	Donna Brewer	Guest
Public Health	Stacy Owens	Guest
Public Works	Jerry Glassman	R
Social Services	Peter Bucknall, Treasurer	R
Social Services	Lori Schroeder	Guest
Special Revenue	Bette Jenak	R
Transportation	David Labossiere	Guest
Veterans' Affairs	Babatunde Green	R
Veterans' Affairs	Nancy Buturuga	A