

**MINUTES OF THE
MANAGEMENT ADVISORY COUNCIL
November 16, 2011**

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Barbara Spear, MAC Vice-Chair, called the meeting to order at 9:08 a.m. and thanked those in attendance for their participation. The Chair, Ram Aberasturia, subsequently arrived at 9:17 a.m. and apologized for being delayed.

Approval of Minutes

The minutes of the meeting of October 19, 2011 were distributed electronically via the list serv. There was a motion made and seconded to approve the minutes, as submitted. The minutes were approved unanimously.

Treasurer's Report

The Treasurer's report was distributed electronically via the list serv. Claudia Helfgott, Treasurer, reported that there has been no activity in the account since the last report. The balance remains at \$1,683.94. It had been agreed at the last meeting that we would seek a partial refund from the Managers Day speaker who was, due to unforeseen circumstances, unable to completely fulfill her contractual obligations to MAC. Elise Kremer has contacted the speaker in writing requesting a partial refund, but has heard no response as yet. The Treasurer's report was accepted unanimously, as submitted.

Committee Reports

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

Old Business

Speakers and Logistics. Michael Elliott, Central Licensing Division Director, Department of Consumer Protection, will speak on e-licensing today 10:00 a.m. Invitations have been extended to Office of Policy and Management (OPM) Secretary Benjamin Barnes and Deputy Secretary Mark Ojakian, as well as to Executive Administrator David Guay of the new Office of Governmental Accountability. The invitations have been accepted, but dates are as yet to be determined. There was discussion of having Department of Administrative Services Commissioner Donald DeFronzo as a speaker as early as possible on the 2012 calendar. With these invitations extended, it was decided to defer further action on speakers for the Fall 2012 calendar at this time.

Website/Communications Committee. Tom Crafa reported that photographs and biographies are being updated for the new officers. Elise Kremer also noted that a review is needed for some content that appears to be outdated. There was discussion of reactivating the Discussion Center on the website.

Orientation Committee. In Peggy Zabawar's absence, there was no report.

Legislative Committee. Elise Kremer noted that there was nothing to report.

Agency Consolidation and Amendment of MAC By-laws. Proposed amendments to the By-Laws were discussed at the September and October meetings. The proposed amendments, as well as a notice of a vote to be held on the proposed amendments, were electronically distributed to the membership with the November meeting notice/agenda. The matter was brought to a vote. The motion to adopt the By-Laws amendment passed unanimously. It was noted that the amendments recognize four new/reorganized agencies for MAC membership, and an election schedule has been established for these agencies in the amendments.

Other Old Business. There was no other Old Business.

New Business

Meeting of the Joint Labor-Management Committee. The SEBAC agreement called for the formation of a statewide Joint Labor-Management Committee. In the meeting with the OPM Secretary and deputy Secretary, MAC was invited to nominate three members to the Committee. The members who will be participating are Ram Aberasturia, Elise Kremer, and Elisa Nahas. The Committee's charge is to identify savings and efficiencies and to oversee progress in accomplishing this. Deputy Secretary Ojakian is co-chairing the Committee, together with a co-chair named by SEBAC. The first meeting was held on November 1, 2011. The meeting was introductory in nature and involved establishment of ground rules and identification of next steps. Deputy Secretary Ojakian will be reaching out to agency heads to ask them to step forward to form an agency-level labor-management committee and to implement pilot projects within their respective agencies. The statewide Committee will meet on approximately a quarterly basis, and the next meeting will be scheduled for January.

Meeting with Donald DeFronzo, Commissioner of Administrative Services. The MAC Executive Board met with Commissioner DeFronzo on November 9. Also attending the meeting were Deputy Commissioner Dr. Martin Anderson and Dr. Pam Libby. Commissioner DeFronzo indicated that he was asked by Lieutenant Governor Wyman to provide a briefing on managerial salary compression. He was scheduled to meet with the Lieutenant Governor but the meeting was postponed due to the storm recovery efforts. Commissioner DeFronzo asked that the Executive Board provide him a position statement outlining current managerial concerns. Ram is beginning an outline and there was discussion of what issues should be included in the position statement. The

statement needs to provide a long-term perspective of what has happened to managers. Considerable discussion ensued. It was noted that it appears that the managerial ranks are being reduced by attrition. Human Resource personnel have observed this in terms of the refilling (or lack thereof) of managerial vacancies. On an anecdotal basis, it was reported that a manager who was laid off was rehired into a union position, and is being paid \$10,000 per year more than his managerial salary to perform a fraction of his previous duties. A follow-up meeting of the executive board has been scheduled for November 29, for purposes of developing a draft position statement.

Guest Presentation

Michael Elliott, Director of License Services for the Department of Consumer Protection (DCP), was the guest speaker. He provided an overview of the state's e-licensing system. CAVU has been established as an enterprise-level system, first implemented in DCP and more recently implemented in the Department of Public Health and the Department of Agriculture. The ultimate goal of the enterprise-wide system is to establish one-stop shopping so that an entity can manage all of its required licenses via a single state portal. This is an important goal since any one entity seeking to do business in Connecticut may require multiple licenses across several different state agencies. Mr. Elliott's presentation was very informative and he has provided a copy of his PowerPoint presentation for inclusion in the meeting minutes.

Adjournment

The meeting was adjourned at 10:47 a.m. The list of those in attendance at the November 16, 2011 meeting, the Treasurer's report, the By-Laws amendments, and the e-licensing PowerPoint are attached and are hereby made a part of these minutes.

The next meeting is scheduled for Wednesday, December 21, 2011 at 9:00 a.m. 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 16, 2011

<u>Agency</u>	<u>Name</u>	<u>Rep/Alt/Guest</u>
Administrative Services	Joann Bellamo	R
Banking	Claudia Helfgott, Treasurer	R
Children and Families	Debi Freund	R
Consumer Protection	Elisa Nahas	R
Consumer Protection	Michael Elliott	G
Education	Deb Paradis	R
Emergency Services and Public Protection	Jason Rosa	A
Emergency Services and Public Protection	Adam Piskura	G
Energy and Environmental Protection	Peter O'Neil	R
Insurance	Barbara Spear, Vice-Chair	R
Labor	Ram Aberasturia, Chair	R
Mental Health and Addiction Services	Tom Zaprzalka	G
Public Health	Elise Kremer	R
Revenue Services	Tom Crafa	R
Transportation	Susan Baillargeon	G
Transportation	Lew Cannon	G
Transportation	Phylisha Coles	G