



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



REGULAR MEETING MINUTES CONNECTICUT MANAGEMENT ADVISORY COUNCIL **Wednesday, March 19 at 10:00 AM** via [MS TEAMS](#) www.CTMAC.gov

I. CALL TO ORDER

- Quorum Confirmation
 - 10:03 meeting start
 - Quorum of 7 +

II. STANDING COMMITTEE REPORTS

- Credentials Committee – Vice Chair Wytrykowska
 - Monthly Agency CT MAC Representatives Meeting – TBD
 - Having issues with electing reps and alts
 - Will be sending out list of agency reps and alts
 - Recognizing to add TECH Schools to the MAC group
 - If you are still not represented, send email to CT MAC
 - Important that agency has representation
 - Recognizing Agencies in CT MAC: Technical Schools voted by E-council in favor to be added
 - Agencies without election results for 2024 and 2025
- 2025 Managers Day Committee- Vice Chair Wytrykowska
- Will begin to look at this year
- Conflicting feelings on Aqua Turf
- Possible change
- End of October or November
- Will send out save the date
- Start collecting info for managers to nominate
- Will accept nominations for next few months

III. BYLAW TASKFORCE – Taskforce Chair Amy Ravitz

- **Bylaw changes**
- All in favor of CT TECH SCHOOLS VOTE
 - 13 YES
 - NO OPPOSED
 - NO ABSTAIN
 - VOTE CARRYS
- Office of Early Childhood Presenting to be part of MAC
 - K. PETIT : How many managers in that unit??
 - N. Jerad: will get info, but they have enough
 - Need to have 4 managers to be part of team

IV. LIST SERV MAINTAINER REPORT – Sec. McAuliffe

- Email the email address to get added

V. WEB MASTER REPORT – E. Blackmon

- Web page is up to date

- Up to date in the background
- Will not publish, but working on it to get published
- VI. CT MAC LIAISON/MEMBER VOLUNTEER REPORT – OUTS**
 - COWAG
 - Meeting on 3.10.25
 - Presentation
 - Empowered beginnings
 - Currently at York Institution
 - Birthing and post partum clients
 - Managers Sick Leave Bank
 - Currently do not have anyone utilizing the program
 - No updates since last meeting
 - If you are new to meeting/state, go on ct mac site and see info
 - Or connect directly with Karolina
 - Must be manager for 2 years to use the bank
 - Unless prior service

VII. UPCOMING SPEAKERS/PRESENTATIONS

- Speaker upcoming
 - Fall and summer better timing wise
 - What are MAC members interested in hearing about
 - Looking to set up speaking opportunities in off month from MAC meeting

VIII. COMMUNICATION WITH ADMINISTRATION

- Meet with administration twice a year
- Most important for MAC, know what issues managers are facing
- If you have an issue about something in your agency, please bring it up to open floor in the Mac meeting
 - These convos inform our ability to bring these issues up in these meetings

IX. APPROVAL OF MEETING MINUTES for January 2025

- Motion to approve
 - Talitha DSS
 - Heather 2nd
 - All in favor:
 - Yes: 12
 - No: 0
 - Abstain: 0
 - Motion Carry

X. APPROVAL OF TREASURER REPORT January and February 2025

- Motion to approve
 - Erica B
 - Willy I 2nd
 - All in favor:
 - Yes: 11
 - No: 0
 - Abstain: 0



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- Motion passes

XI. OPEN FLOOR

- Nick Jerard
 - OPM Email 2 Fridays ago
 - Make sure people informed
 - Sharing screen with the memo
 - Key points in memo being highlighted
 - Hiring restrictions
 - Not a hard freeze
 - Agency needs to work with OPM on hiring
 - OT limitations
 - PSA Restrictions
 - Budget holdbacks
 - Discussion on state budget
 - How it works
 - What impact MAC may face
- Lisa Quach
 - Are there regular manager trainings
 - Looking for more guidance/ request on how to deal with staff performance
 - Nick Jerard:
 - Not the same environment historically
 - Managers has had a lot of turnover
 - Not every manager has a supervisor to have that knowledge
 - Work with agency HR Specialist
 - Challenges, like discipline
 - Sometimes other options need to be explored
 - Connect with HR
 - Telework provides challenges
 - New employees are a challenge
- Nick Jerard
 - Reading comments in the chat
 - Tuition reimbursement
 - Is that effected by memo from OPM???
 - Do not think so
 - Asking to be in listserv
 - Key positions not being filled in Agencies
 - Well taken
 - Will do best we can to advocate
 - Best advocacy comes from managers to agency leadership
 - Internal auditors
 - Reinstitute internal audit functions across the board
 - Don't just rely on State Auditors
 - HR Business partners offer training
 - Touch base with supervisor and HR Business partner
 - WFH had a training and it went well
 - Messages about a variety of training needs and issues
- Erica B
 - Out of scope vs in scope
 - DAS Term defining if they get support service from DAS or not
- Nick Jerard

- Last year evaluation done by consulting group that manager pay needs to be given a full review
 - Rfp put out for consultant to do full review of the classification of managers
 - Eboard will ask status
 - Will share info once received
 - How often OJE's occur
 - Objective Job Evaluation
 - Need to happen more frequently
 - Has not happened
 - Brought up to consultant; they are aware
 - Needs to be reviewed
- Michael Mendick
 - Compensation differences need to be addressed
 - Some jobs have more apparent disparity at different agencies
 - Substantial difference in pay grades
- Nick Jerard
 - private sector rapidly evolves to address needs
 - trying to bake issues like the above into the RFP
 - was included in the RFP
 - challenges of managers are not just in relation to own employees, but external counterparts
 - Inversion and compression still an issue
- More comments in chat
 - Managers that usurp more work if position is not filled
 - Start with direct super/manager
 - Only so much can be done in the moment
- Meal time comment in chat
 - Take meal in vehicle??? Allowed???
 - Talk to HR business partner or OLR in Agency
 - Agency specific
- Rebecca Cutler
 - Met with manager
 - Doing 3 people jobs
 - Still have not filled position
 - Still doing job of 3 people
 - Nick Jerard:
 - How do agencies prioritize certain things
 - Vetting is allowed in MAC and encouraged
 - Good ideas come from it
 - What you are experiencing is what others on the call are experiencing
- Chat Comments
 - Clarify e items??
 - Something under purview of Commish and support of Commish
 - Needs to be specific to task that is taken on by manager
 - Pay Disparity:
 - No current mechanism for this
 - Consultant studying?? What is the scope??
 -

XII. ADJOURNMENT

- Motion to Approve
 - Carolyn Kozak



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- Kelly O'Connel 2nd
- Vote passed
- Meeting ended 11:40

NEXT MEETING: May 21, 2025 at 10:00 AM VIA MS TEAMS