

State of Connecticut General Assembly



GOVERNMENT ADMINISTRATION AND ELECTIONS COMMITTEE
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Commission on Enhancing Agency Outcomes

MEETING MINUTES

Monday, November 22, 2010

10:00 AM in Room 2A of the LOB

Senator Slossberg opened the meeting by welcoming everyone back and reminding them of the approaching deadline of December 15th. She asked that if members have additional ideas, to please send those through in writing for further review and consideration. There are many items we would like to entertain but there is very little time to deliberate.

Carrie Vibert of PRI told the Commission that the packet contains new information for the Commission's consideration.

There was discussion on items included in the packet.

Miriam Klugar of PRI spoke on items three through six in the proposals. Human service agencies have 14,000 state employees. There are 43 people in Human Resource positions which is about a 1:47 ratio; DDS employs 27 people in HR which is about a 1:168 ratio.

Senator Slossberg asked why there is such a difference in the HR ratios.

Ms. Klugar responded that she was reading the data that she has, to better put the proposals into context. She spoke of the idea of consolidating the HR functions as they did in Pennsylvania where they had an executive HR department with automated phones and fewer staff but streamlined many HR procedures to save money and eliminate the payroll burden. This could yield an approximately \$3.5 million in savings. Pennsylvania was streamlined too recently to get actual data though.

Representative Minor asked to discuss proposal six. He questioned the numbers in the HR personnel chart and wanted more details about Pennsylvania. He wonders if more

professionals should be called into the conversation. Representative Minor suggested The Hartford and Aetna as possible advisors in the field of HR management. He is worried about taking a stab in the dark. He wants an opinion based on a real world ratio.

Ms. Klugar mentioned that looking at the trends of Southbury Training School, there has been a 17% drop in employees and 21% drop in residents.

Chancellor Cibes discussed a study that was done in 2008. He thought it was a good study and warned that the Commission needs to be aware of the settlement of the messier case.

Senator Slossberg said that we need to know more about the proposals - if they are based off of hard numbers or ratios. She asked the staff to please clarify.

Ms. Klugar reported that DCF was supposed to reduce their managerial positions by 25% but only reduced them by 16%.

Cathy Conlin gave a review of Economic competitiveness in Connecticut and discussion was had about it.

A motion was duly made and seconded to adjourn the meeting.

Kate Shea
Committee Clerk