



## CT Lottery

### MEETING TRANSCRIPTION

#### Personnel Committee

#### Special Meeting

April 1, 2020 at 4:00 p.m.

via teleconference

at the

Connecticut Lottery Corporation

777 Brook Street

Rocky Hill, Connecticut 06067

Committee Members: Wilfred Blanchette, Jr., Chairperson; James Heckman; Margaret Morton; and Michael Thompson (all via teleconference).

Staff Members Present: Greg Smith, President & CEO; Matthew Stone; and Annmarie Daigle.

#### I. Welcome:

(W. Blanchette): Good afternoon, this is Will Blanchette. I would like to call the Special Meeting of the Personnel Committee to order at 4:05 p.m.

(G. Smith): Thank you. This is Greg Smith. I'm going to have Matt Stone advise us of teleconference procedures so that any member of the public who is listening can understand who is talking.

(M. Stone): Thank you. This is Matt Stone, General Counsel for the Lottery and we are operating under Governor Lamont's Executive Order regarding public access to meetings. We have the public on a different line listening in. We are recording the meeting and will post the recording transcript on our website after the meeting, per public meeting requirements. We ask that everyone identify themselves by name each time they speak, so the public knows who is speaking. Thank you.

#### II. Approval of the December 12, 2019 Personnel Committee Meeting Minutes:

(W. Blanchette): Thank you. I would like to now entertain a motion to approve the December 12, 2019 Personnel Committee Meeting Minutes.

(M. Thompson): So moved. This is Michael Thompson.

(M. Morton): Second, Peg Morton.

(W. Blanchette): Any discussion on the motion? Hearing no discussion on the motion, all those in favor of approving the minutes please signify by saying 'Aye'.

(All): Aye.

(W. Blanchette): Any opposed? Abstentions? The vote is unanimous and minutes are approved.

III. Annual review of CLC Policies:

(W. Blanchette): Next is the Annual Review of Policies. Greg, can you please take us through that?

(G. Smith): Yes, these policies are personnel policies that we review and approve?? every year to make sure they are getting the level of attention they need. We do not have any changes to propose to any of them during this meeting but certainly if there are questions on any of them I would be happy to respond to those questions. I know from conversations with our director of human resources that we may consolidate a couple of these as they are available by statute or collective bargaining agreement to the staff.

(W. Blanchette): This is Will Blanchette. Are there any questions from members of the committee? Hearing none, I have one, Greg, regarding the tuition reimbursement policy. Would it be prudent to have some sort of disclaimer in there that states if you are getting tuition reimbursement or financial assistance for education from another source that you should not be double dipping?

(G. Smith): Meaning if it's at no cost to you?

(W. Blanchette): Let's assume someone is using the G.I. Bill or they get tuition waivers, there's a possibility we could be double paying someone. I wonder if that has ever been raised before.

(G. Smith): I am unaware of that thought being raised before, but we could certainly incorporate that language. In the bottom paragraph it does state that proof of an itemized payment is required for reimbursement and we could certainly add to that, that it must be declared that no other reimbursement has occurred.

(W. Blanchette): If that is appropriate with the other member of the committee, then I will recommend it.

(M. Morton): This is Peg. If someone is receiving partial payment, then could we make up the rest of it?

(W. Blanchette): Absolutely.

(M. Morton): Good, thank you.

(W. Blanchette): So we will have that added to the policy.

(G. Smith): This is Greg Smith. We will look to see if the request for reimbursement includes that language and if it does we will layer it in to the policy and if it does not then we will absolutely add it and have it ready for the next meeting.

(W. Blanchette): That's fine with me if it's fine with the other members.

(M. Morton): Thank you, Peg Morton.

(M. Thompson): No objections. This is Michael Thompson, good suggestion.

(J. Heckman): I'm fine with that as well. Jim Heckman.

(W. Blanchette): Has anyone any other comments on Items a. through e.? If not I will accept a motion to accept all of these policies as written.

(M. Morton): So moved, Peg Morton.

(J. Heckman): Second, Jim Heckman.

(W. Blanchette): Any discussion? All those in favor signify by saying 'Aye'.

(All): Aye.

(W. Blanchette): Any opposed? Any abstentions? So moved.

IV. Annual Review of Compensatory Time:

(W. Blanchette): Item IV. Annual Review of Compensatory Time.

(G. Smith): This is Greg Smith again. In the information that you were sent, you will see that our list is a full list of zeroes. No one has compensatory time and to the best of my knowledge it has been that way for many years. We are reaffirming that there is no comp time accrued or waiting to be used.

(W. Blanchette): This is Will Blanchette again. The regulations that CLC uses to govern compensatory time, is that a reflection of the state managerial compensatory time plan.

(G. Smith): I believe that is correct. I am pretty confident that we mirror the state's efforts on the vast majority of personnel policies.

(W. Blanchette): Does anyone have any comments on Item IV? Hearing none, I will entertain a motion to go into Executive Session.

Mr. Stone left the meeting at 4:15 p.m.

V. Executive Session:

a. Review of Draft Managerial Compensation Plan Proposal

We need a motion to go into Exec Session

(M. Morton): This is Peg Morton. So moved.

(M. Thompson): Michael Thompson, second.

(W. Blanchette): All those in favor?

(All): Aye

(W. Blanchette): It is 4:15 p.m., and we are in Executive Session.

(G. Smith): This is Greg Smith. We are going to take the public phone line out of the room now and will bring it back in when we come out of Executive Session. I am going to stay for this session and I'd like to include Annmarie Daigle as well.

At 4:46 p.m., the Committee reconvened in regular session.

VI. Discussion and Action, if any, on Items Discussed During Executive Session:

(W. Blanchette): We are back in public session and I'd like to state that no votes or actions were taken during Executive Session.

With that being said, if there is no further business to come before the committee, I'd like to entertain a motion to adjourn.

VII. Adjournment:

(M. Morton): I move to adjourn, Peg Morton.

(J. Heckman): Jim Heckman, second.

(W. Blanchette): This is Will Blanchette. All in favor? Any opposed?

(All): Aye.

(W. Blanchette): Thank you all, we are adjourned at 4:47 p.m.

Respectfully submitted,

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Matthew Stone  
Corporate Secretary  
Connecticut Lottery Corporation