

**GOVERNMENT OPERATIONS, PERSONNEL,
INFORMATION TECHNOLOGY & HOUSING COMMITTEE**

OF THE

SUFFOLK COUNTY LEGISLATURE

MINUTES

A meeting of the Government Operations, Personnel, Information Technology & Housing Committee of the Suffolk County Legislature was held in the Rose Y. Caracappa Legislative Auditorium of the William H. Rogers Legislature Building, 725 Veterans Memorial Highway, Smithtown, New York on May 25, 2016.

MEMBERS PRESENT:

Leg. Robert Calarco, Chairperson
Leg. William J. Lindsay, III, Vice Chair
Leg. Kara Hahn
Leg. Leslie Kennedy
Leg. Kevin J. McCaffrey

ALSO IN ATTENDANCE:

Leg. Kate Browning, 3rd Legislative District
George M. Nolan, Counsel to the Legislature
Sarah Simpson, Assistant Counsel/Legislature
Amy Ellis, Chief Deputy Clerk/Legislature
Benny Pernice, Budget Review Office
John O'Neill, Commissioner/DSS
Laura Halloran, Budget Review Office
Gail Lolis, Deputy County Attorney
Katie Horst, County Executive's Office
Michael Pitcher, Director of Communications/PO
Jennifer Hann, Aide to Leg. Lindsay
Zachary Baum, Aide to Leg. Hahn
Ali Nazir, Aide to Leg. Kennedy
Greg Atherton, Aide to Leg. McCaffrey
Cynthia DeStefano, Director of Classification/Civil Service
Christina A. Maher, First Vice President, AME
Rick Brand, Newsday
Eva Greguski, Aide to Leg. Calarco
Robert Fonti, Aide to PO
And all other interested parties

MINUTES TAKEN BY:

Diana Flesher, Court Stenographer

THE MEETING WAS CALLED TO ORDER AT 10:02 AM

CHAIRPERSON CALARCO:

Good morning and welcome to the Government Operations, Personnel, Housing and Information Technology Committee. We're going to get started, if everyone could please rise for the Pledge of Allegiance led by Legislator Hahn.

SALUTATION

Thank you, everyone. We're going to get into our agenda. I have no correspondence so we are going to the Public Portion. I do not have any cards. Is there anybody in the audience who would like to address the Committee this morning? Seeing none, we're going to move right into -- I have no presentations so we'll move right into our agenda.

TABLED RESOLUTIONS

IR 1161, Amending the Suffolk County Classification and Salary Plan in connection with a new position title in the Department of Social Services, Chief Division Administrator of Social Services. (Co. Exec.) I think the administration is still looking to have this tabled so I make a motion to table; second by Legislator Lindsay. All those in favor? Opposed? Abstentions? **IR 1161 is tabled. (VOTE: 5-0-0-0)**

Home Rule message number 1, **Requesting the State of New York to enact legislation establishing a Bi-County Commission in the Counties of Nassau and Suffolk to study the feasibility of establishing the State of Long Island (Senate Bill S.2362A and Assembly Bill A.3116A). (Pres. Off.)** Motion to approve by Legislator Lindsay. I'll make a motion to table; second by Legislator Hahn. On the motion anyone?

LEG. KENNEDY:

I'll second the approval.

CHAIRPERSON CALARCO:

Second to the approval motion by Legislator Kennedy. On the motion anyone? All those in favor of tabling?

LEG. LINDSAY:

(Indicating opposed)

LEG. KENNEDY:

(Indicating opposed)

LEG. McCAFFREY:

I'm opposed to tabling.

CHAIRPERSON CALARCO:

Abstentions? Oh, opposed to tabling. Abstentions? Tabling motion fails. The approval motion is before us. All those in favor? Opposed?

LEG. HAHN:

Opposed.

CHAIRPERSON CALARCO:

(Indicating opposed) Abstentions? Home rule number 1 is approved. **(VOTE: 3-2-0-0)**

LEGISLATOR CALARCO and LEGISLATOR HAHN OPPOSED)

INTRODUCTORY RESOLUTIONS

CHAIRPERSON CALARCO:

Introductory Resolutions: **IR 1418, Authorizing the sale of County-owned real property pursuant to Section 72-h of the General Municipal Law to the Town of Brookhaven for affordable housing purposes (SCTM No. 0200-031.00-05.00-012.000). (Co. Exec.)**

LEG. KENNEDY:

Motion.

CHAIRPERSON CALARCO:

Motion to approve by Legislator Kennedy; second by Legislator Lindsay. Any questions on the motion? Okay. All those in favor? Opposed? Abstentions? **IR 1418 is approved. (VOTE: 5-0-0-0)**

IR 1439, To develop and maintain an online affordable housing directory in Suffolk County. (Cilmi) I'm going to make a motion to table at the request of the sponsor. He asked me yesterday. Second by Legislator Hahn. All those in favor? Opposed? Abstentions? **IR 1439 is tabled. (VOTE: 5-0-0-0)**

IR 1464, Approving the hiring of a relative of a County Official in the Department of Social Services Kelly A. Berdolt. (Co. Exec.) I make a motion to approve.

LEG. McCAFFREY:

Second.

CHAIRPERSON CALARCO:

Second by Legislator McCaffrey. Any questions on the issue? Legislator Kennedy.

LEG. KENNEDY:

Commissioner, can I just ask a quick question?

COMMISSIONER O'NEILL:

Good morning.

LEG. KENNEDY:

Hi. Is the position that this person is going into a Civil Service position?

COMMISSIONER O'NEILL:

Correct. This would be Community Service Worker. There is currently no list established for it, so the person who would be selected would go in provisionally.

LEG. KENNEDY:

Okay.

COMMISSIONER O'NEILL:

The test would then be given and obviously you'd have to score in the top three to be -- if you're an appointed provisional in order to keep that position.

LEG. KENNEDY:

I just wanted to check. Thank you.

COMMISSIONER O'NEILL:

You're welcome.

CHAIRPERSON CALARCO:

Okay, Legislator Hahn.

LEG. HAHN:

I'm sure this is not for you; more for Alan Schneider. Why is there no list?

COMMISSIONER O'NEILL:

I would defer to Civil Service.

LEG. HAHN:

Do you know when the last time there was a test on this?

COMMISSIONER O'NEILL:

I don't off the top of my head.

CHAIRPERSON CALARCO:

I think there's somebody from Civil Service here.

LEG. HAHN:

I apologize.

CHAIRPERSON CALARCO:

If she has the answers to these questions. She does not have the answers to these questions. Okay, proceed.

COMMISSIONER O'NEILL:

I will be happy to work with Civil Service to get you those answers, Legislator Hahn.

LEG. HAHN:

Can you just describe again the title and what is done in that title?

COMMISSIONER O'NEILL:

Yes. Community Service Worker title can be used in a variety of areas in Department of Social Services. It's primarily used in Client Benefits as well as Family and Children Services. If the -- the position that we're talking about would be in Family Children Services and there currently is somebody in there today that's retiring in July. And what this person would do would be responsible for supervising visits between parents and children in foster care, using a county vehicle to transport the children to these visits. And they'd be -- these visits normally take place in community settings, at a park or some other similar public area. The worker would be responsible for documenting these visits and connections, interactions and any other type of work like that; meaning, you know, transportation, arranging, ensuring that the visits did occur. And if they didn't reporting that back to the caseworker, documenting that information in the state system connections.

LEG. HAHN:

Do you need to request that a test be given?

COMMISSIONER O'NEILL:

This title is universal across the County. It's not a specific DSS list. Like, for instance, like Social Services exam would be a DSS list so we would request that.

CHAIRPERSON CALARCO:

Oh, the representative from Civil Service has some answers.

LEG HAHN:

Can you just identify yourself for the record?

CHAIRPERSON CALARCO:

Yeah, just please -- please put your name on the record.

MS. DiSTEFANO:

Cynthia DiStefano.

CHAIRPERSON CALARCO:

Thank you.

MS. DiSTEFANO:

I'm the Director of Classification in the Civil Service Department. And a provisional appointment automatically generates a request for the list. And that goes up to New York State. We have no control over when they provide it, but it's up to New York State. But we ask for that immediately. As far as the existing list, I could get that information for you. My guess is that it expired.

LEG. HAHN:

Thank you, Cynthia.

CHAIRPERSON CALARCO:

Any other questions for John? For the Commissioner? Commissioner, just one quick question. You have several people already serving in this particular title; correct? This isn't like a new title for you.

COMMISSIONER O'NEILL:

That's correct.

CHAIRPERSON CALARCO:

Okay. All right. Any other questions? All those in favor? Opposed? Abstentions? **IR 1464 is approved. (VOTE: 5-0-0-0)**

IR 1473, Authorizing a two-year extension for the development of a parcel of land transferred pursuant to section 72-h Affordable Housing Program to the Village of Greenport (SCTM No. 1001-002.00-04.00-001.000). (Krupski) I'll make a motion to approve.

LEG. KENNEDY:

Second.

CHAIRPERSON CALARCO:

Second by Legislator Kennedy. All those in favor? Opposed? Abstentions? **IR 1473 is approved. (VOTE: 5-0-0-0)**

IR 1476, Establishing County policy to hire former County employees on preferred lists. (Browning)

LEG. McCAFFREY:

Motion to approve.

CHAIRPERSON CALARCO:

Motion by Legislator McCaffrey.

LEG. KENNEDY:

Second.

CHAIRPERSON CALARCO:

Second by Legislator Kennedy. On the motion. I see the County Attorney.

MS. LOLIS:

Deputy County Attorney Gail Lolis. We would just like to point out some legal issues that we found concerning this bill. Number one, it violates the Civil Service Law and is inconsistent with the County Charter. The bill provides -- is actually extending the list beyond the four years and that's a violation of the Civil Service Law. The bill has the list extending to December, I believe, of 2017. And the list, I believe, expires in May of 2017. That's the number one problem.

The other issues that we've seen with the bill is that under the Civil Service Law, as well as under the County Charter, the appointing authority are the department heads. And this is taking away their authority to appoint employees to, you know, these classifications, or, you know, for the laborers, custodians and what have you. I won't get into the policy concerns. Those are just the legal concerns.

CHAIRPERSON CALARCO:

Okay. Legislator Browning, this is your resolution, I'll let --

LEG. BROWNING:

George, you want to speak to that part and -- these are all former County employees who were more than qualified to work for the County until the County Executive decided to lay them off. So if they were good enough to work for some of them as many as 15, 20 years in the County until they got laid off, surely they'd still be qualified to work in the County.

The preferred list, and, again, we have amended it that they -- the preferred list is not violating any Civil Service Laws. The last employees left, their time expires next year in May. And that has been amended to reflect that they do not exceed the four years on the preferred list. So, I don't know if you want to speak to it, George, on any other things that she said.

MS. LOLIS:

I'll just apologize. I didn't see that amended copy. I didn't see that it was -- the date was amended either.

MR. NOLAN:

Yeah, last night the County Attorney's Office called and pointed out the issue with the four years and they were correct in that. And it was amended so we're -- we're fine there.

I disagree with the County Attorney respectfully. I think it's within the purview of this Legislature to establish this policy just asking the department heads to go to these preferred lists for these entry-level positions; that there'd still be an appointing authority, but we're the policymaking body in the County and I think we have the authority to establish this policy.

MS. LOLIS:

If I may just add one thing in response to George, I don't want to -- I certainly don't want to debate the issue. I would agree with George except for one word that's in the resolution. And if that word were removed and you were just establishing a policy of what you would like the department heads

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to do, then, I would agree with George. But the resolution is directing them to offer the job to somebody on the list; it's not stating they -- it is the desire of the Legislature that they offer these positions. It is directing that they offer the position to every person on the list first. And only after every person on the list rejects it, may they then hire somebody else. And that's -- that's the main issue that we see with that.

CHAIRPERSON CALARCO:

So, I have a few questions. I know Legislator Lindsay wants to chime in, but I'm actually just trying to wrap my head about what we're talking about, scope and size. How many titles would be affected?

MS. DiSTEFANO:

Right now there are 65 preferred lists.

CHAIRPERSON CALARCO:

No, no, no. I'll get to the lists themselves. How many titles -- how many different titles exist in the County --

MS. DiSTEFANO:

That's how many titles --

CHAIRPERSON CALARCO:

-- right now that are entry-level, noncompetitive type positions that individuals on the preferred list would have to be offered the job for.

MS. DiSTEFANO:

That is one of the problems we see with the resolution is in that that is not spelled out. The obvious ones that come to mind are laborer and custodial worker one.

CHAIRPERSON CALARCO:

No, those are -- I think it is pretty-well spelled out. Any title in the County that is a entry-level, noncompetitive title. So anyone where you do not have to take a test to get on the list in order to get the job is affected by the policy. How many titles is that?

MS. DiSTEFANO:

I have not counted them up.

CHAIRPERSON CALARCO:

I would really like to know what we're talking about size and scope. Obviously laborers and custodians and some of these ones that pop in the head really easy to think of are the obvious, but, you know, in order to set a policy that affects all, I need to know what they all -- you know, at least what the number is, how many are there.

LEG. HAHN:

I agree.

CHAIRPERSON CALARCO:

No, I don't want some of them. I want to know the list, what are they.

LEG. HAHN:

We want the complete list, I agree.

CHAIRPERSON CALARCO:

Could Civil Service, could you get us that information?

MS. DiSTEFANO:

We could try, yes.

CHAIRPERSON CALARCO:

Okay.

LEG. BROWNING:

Can I speak to that? Okay. Most of the people who would be eligible -- okay, there are noncompetitive positions that some people may not have qualified for. It does require that they meet minimum requirements. So if it requires a master's degree, then they can't apply for it. Laborers, custodians, how many of you are cleaning your own offices?

LEG. KENNEDY:

(Indicating)

LEG. BROWNING:

Thank you.

CHAIRPERSON CALARCO:

My landlord does that for me.

LEG. BROWNING:

Right. Because we don't have custodians. I vacuum my floor; I take out my garbage. And it surprises me AME has not filed a grievance yet because I'm doing AME's work, right? So let's talk about that. Neighborhood Aides are noncompetitive. I believe there are some Community Service Worker positions that are noncompetitive. So all you're saying is that these people have an opportunity, and I think we have a moral obligation to give these people an opportunity to come back to the County where they worked for many years prior to them being laid off.

CHAIRPERSON CALARCO:

So let me finish my questions and then, you know, we'll -- I'll cede the floor to whoever else wants to have comments or questions. So you don't know how many titles are affected by this particular resolution?

MS. DiSTEFANO:

Well, the term noncompetitive is being bandied about, but that has a particular meaning in Civil Service. And I think other than competitive is really the intent of this resolution. We're speaking of laborers. They are labor class. So noncompetitive is restrictive, if that's truly what you mean. That would exclude laborers.

LEG. BROWNING:

What I'm talking about is if there's a job available in the County like a custodian or a laborer where they're not required to take a Civil Service test; however there are always minimum requirements. So if they don't fit the minimum requirements, then they can't get the job.

MS. DiSTEFANO:

Many of them do not have minimum requirements. And those would be a lot easier to deal with. Because minimum qualifications, the people's experience and education could change constantly. We don't know how many of these people meet the minimum qualifications. Will they meet them next week? Maybe they will and they don't now. It presents complications.

LEG. BROWNING:

But that goes with any job that you apply for. If you don't meet the minimum requirements or qualifications for a job when you apply, then you don't get the job; correct?

MS. DiSTEFANO:

You're talking about a combined list of everybody remaining, which would be right now 236 people. Eighty will come off June 30th when a lot of these preferred lists expire, leaving 156 people to evaluate minimum qualification for those every time someone -- something comes up. It would be easier to establish titles within the resolution that this applies to.

LEG. HAHN:

I don't think --

CHAIRPERSON CALARCO:

All right, all right, I'm going to take the floor back because I never ceded it and I've twice now had my questioning interjected on. So we have -- you can't say how many titles would be affected by this? And now you made a comment that you think the laborer title isn't?

MS. DiSTEFANO:

It's not clear in the resolution because it's talking about noncompetitive entry level titles.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

Noncompetitive, as I mentioned, has a Civil service connotation.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

Which is a jurisdictional class. That would exclude laborers.

CHAIRPERSON CALARCO:

That would exclude laborers.

MS. DiSTEFANO:

Although laborers and custodial workers are mentioned in a different clause in the resolution.

CHAIRPERSON CALARCO:

So I understand that's the intent of the sponsor so that, say, somebody who was working for the County in the past wants to be able to come back, and I can appreciate and hope that we could bring as many people back as possible, and I'll get to those questions on who's on the list in a minute, but if they are not going to be eligible to go into a laborer-type title or a custodial title because they're not classified as not competitive -- is what you're saying.

MS. DiSTEFANO:

It would be helpful to clarify. That's really my point.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

We all appreciate that it wants to be as broad as possible.

CHAIRPERSON CALARCO:

Sure, sure. I think that the sponsor is looking to offer any type of job that these individuals might qualify for, to get into those jobs so that they can get back into the County system, and I can appreciate that.

When we talk about qualifications, which was my next line, you know, of questions here, and it says minimum qualifications, so does each title have a -- I would assume has some sort of level of minimum qualifications that would be assessed? And does the particular needs of the department -- because the sponsor mentioned the Neighborhood Aide title. I worked as a Neighborhood Aide in the Office for the Aging at one point in time, but I went by the title of Senior Advocate. And basically what I did was I helped clients fill out Medicaid applications and food stamp applications, those kind of things. But Neighborhood Aides, as was testified by the -- by the administration at an earlier meeting, sometimes do planning work. So they are performing a whole host of variety of different tasks; that really each task requires different skill levels or what have you.

Would this resolution allow those department heads the flexibility, especially in titles such as Neighborhood Aide, which is a very vast, flexible title, to pick the individuals that meet their specific skill sets? Or do they have to -- would they have to comply with the minimum qualifications as described in the Civil Service title?

MS. DiSTEFANO:

The Civil Service specification requires high school and one year of community-type experience; or one year of college will substitute for that experience.

CHAIRPERSON CALARCO:

That's the Neighborhood Aide that you're talking about.

MS. DiSTEFANO:

That's the Neighborhood Aide. So normally a department head would have a choice of anyone who met those qualifications because there's no ranked eligible list. So they could pick out whoever had the type of experience that they felt suitable for their particular job. If this were just going down the list and having to take the person with the most seniority, that would be removed. They'd have to take the top person who met those broad qualifications.

CHAIRPERSON CALARCO:

So if they were looking to hire someone in the Department of Economic Development, and they were looking for somebody who had the college degree because they're looking for somebody to do some planning work or some -- at least, you know, ground level work in planning-type issues, they would still have to offer the job to somebody who maybe served as an RN in the past.

MS. DiSTEFANO:

If the RN met the qualifications --

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

-- of community service, yes.

CHAIRPERSON CALARCO:

Of the Neighborhood Aide title. But the Neighborhood Aide title qualifications is simply a high school diploma and one year of college.

MS. DiSTEFANO:

Or one year of specific experience can substitute for the college.

CHAIRPERSON CALARCO:

Oh, one year of specific experience.

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

Not to say that a nurse can't do the job, because I imagine a nurse probably can, they get quite a bit of education, but I'm just saying --

MS. DiSTEFANO:

So a nurse would have the one year of college.

CHAIRPERSON CALARCO:

The nurse would have the education levels. But you wouldn't be giving the department head the ability to look for somebody who had specific background in those specific areas.

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

Because you gotta go down the list.

MS. DiSTEFANO:

Correct.

CHAIRPERSON CALARCO:

Okay. Getting to the list now, and I think you tried to get to that at the beginning, how many different preferred lists to we currently have?

MS. DiSTEFANO:

We currently have 65.

CHAIRPERSON CALARCO:

Sixty-five different lists?

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

And when do they expire?

MS. DiSTEFANO:

They expire four years from the time the person was placed on it.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

So 41 of those lists will expire June 30th.

CHAIRPERSON CALARCO:

Of this year?

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

And that will leave 24. And all of those 24 are John J. Foley people.

CHAIRPERSON CALARCO:

And when do they expire?

MS. DiSTEFANO:

They expire May 8th, 2017.

CHAIRPERSON CALARCO:

Okay. She said there's 41 lists that expire on June 30th of this year and 24 that expire --

MS. DiSTEFANO:

Twenty-four will remain.

CHAIRPERSON CALARCO:

-- on May 8th of next year.

MS. DiSTEFANO:

Right.

CHAIRPERSON CALARCO:

How many individuals are on those lists?

MS. DiSTEFANO:

Right now there are 236 active candidates. Eighty come off June 30th. And that will leave 156.

CHAIRPERSON CALARCO:

Of those individuals, do we know how many of them have regained employment in the County at some stage?

MS. DiSTEFANO:

Those are the people who have not regained.

CHAIRPERSON CALARCO:

So people who have regained employment in the County have already come off the preferred list.

MS. DiSTEFANO:

That is correct.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

I can give you numbers for those if you wish.

CHAIRPERSON CALARCO:

Sure.

MS. DiSTEFANO:

Two hundred fifty three were reinstated to the same title; eleven are working in lower titles; three got jobs in higher titles; one is in a comparable title; forty-nine declined when they were contacted; twenty did not respond when they were contacted; and 17 have already expired. They reached their four-year limit.

CHAIRPERSON CALARCO:

Have we -- have we canvassed this list to see how many people are actually even looking for employment?

MS. DiSTEFANO:

Any time a job opening occurs in a title for which there is a preferred list, those people are contacted. This is a different concept we're talking about now. We're talking about consolidating all into one in seniority date order.

CHAIRPERSON CALARCO:

Well, I guess I want -- the one list if -- these lists stay for four years.

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

Correct? So the one list is we're literally about a month away from four years of these people being not employed by the County.

MS. DiSTEFANO:

For 41 lists, yes.

CHAIRPERSON CALARCO:

Yeah, for 41 lists.

MS. DiSTEFANO:

Each title has its own list.

CHAIRPERSON CALARCO:

For about -- for about 80 -- for 80 individuals. So I guess what I'm asking is have we reconvassed these lists in any way as -- after four years or three years, I would hope, and I certainly have no guarantee, that a lot of these people have found employment of some sort some place.

MS. DiSTEFANO:

We would hope.

CHAIRPERSON CALARCO:

Now there's no guarantee of it although there were good unemployment numbers coming out today. There's always going to be people who are affected. I'm sure there are people who are probably unemployed still. Have we done any kind of canvas to assess how many of these individuals are unemployed, how many of these individuals would look to regain employment at a lower -- much lower often title and pay grade than they were at last time they were in the County.

MS. DiSTEFANO:

We have not done a general canvass. Civil Service canvasses as openings occur.

CHAIRPERSON CALARCO:

Is there anyway that we can do that? I'm trying to grapple what we're talking about. Concept here, right? So you were talking 236 individuals that every time we have a job opening come up out of the -- I don't know -- I don't know how many job openings there could be possibly because you don't know how many titles are affected, to have to go through those 236 individuals for the next month and then 156 individuals for the next year. I'm trying to grapple with how many we're actually talking about. Because if -- I would hope a large number of these people are working and maybe happy in their employment and maybe they're not. Maybe they would like to come back to the County because we offer a lot better benefits than a lot of other employers. What are we talking about numbers-wise? Because if we're only talking about 20 or 30 people, I would be very comfortable with this. If we're talking about 156 people or 236 people every time there's a job opening, and those individuals may or may not qualify and may or may not be appropriate, I mean, if you have an individual who is the former nurse at the nursing home, is she going to want to take a job as a laborer?

LEG. KENNEDY:

(Indicating yes)

CHAIRPERSON CALARCO:

I haven't had anybody ask me. But, okay. I can appreciate that. So the question is, have we tried to do that analysis to figure that out?

MS. DiSTEFANO:

We would have to know what we were offering in order to do that.

CHAIRPERSON CALARCO:

We're any noncompetitive title that exists in the County of Suffolk; that's what the policy is stating.

MS. DiSTEFANO:

No, it's been done on a list by list basis as openings occur.

CHAIRPERSON CALARCO:

Okay. I guess my question to the sponsor is can we narrow the field in terms of the titles? Can we -- can we say for these very specific titles, for these areas where we know that just about anybody would qualify and be appropriate, which is I think your intention, or at least that's the way you've put it every time we've spoken of this bill, can we narrow the list down to be more specific?

LEG. BROWNING:

Okay. Christina's here --

CHAIRPERSON CALARCO:

Because clearly Civil Service has questions about it.

LEG. BROWNING:

Okay, Christina's here from the union that I think she might be able to clarify some of the questions that you had previously. But, I mean, we just passed a resolution to approve a family member to a CSW position. Now, I just gave you the preferred list. I just gave it to you. It's to your right. To your right.

CHAIRPERSON CALARCO:

Yes, I'm sure there are probably people on this preferred list that --

LEG. BROWNING:

I can guarantee you that --

CHAIRPERSON CALARCO:

-- may be qualified and be appropriate --

LEG. BROWNING:

Many of them could have been given an opportunity to fill that position and take the Civil Service test.

CHAIRPERSON CALARCO:

Sure, sure. I'm looking at somebody who was a caseworker who --

LEG. BROWNING:

They just hired somebody.

CHAIRPERSON CALARCO:

But even these preferred lists is -- I mean I'm looking at a preferred list right now and I'm confused because I know -- I personally know of two of these individuals and I think they're both working for the County right now. So how are they on the preferred list?

LEG. BROWNING:

Because if you look at it, next to it, it has a letter or a number. The letter "A" means that they've been employed. The number is, I believe, by seniority. And it has DEC which is "declined." There's "NR" which is no response. Believe me, I've gone through this list.

CHAIRPERSON CALARCO:

Okay.

LEG. BROWNING:

And there are -- if you keep going through, I know that the Sheriff hired two of the jail cooks, which, I guess, Cynthia, that's a question, too, is when the community college or the jail, do they have to go to the preferred list or are they not required to go to that preferred list?

MS. DiSTEFANO:

The community college is not a county department so they do not.

LEG. BROWNING:

Right.

MS. DiSTEFANO:

It's a separate jurisdiction.

LEG. BROWNING:

However, I know that they have reached out to the preferred list to hire in the college.

MS. DiSTEFANO:

They have done that. They're not obligated.

CHAIRPERSON CALARCO:

They have. I guess they don't have to.

LEG. BROWNING:

And as has the jail.

MS. DiSTEFANO:

The jail is a County operation.

LEG. BROWNING:

Yeah, but for the cooks they're allowed -- they have to go to the preferred list?

MS. DiSTEFANO:

If there were cooks on the preferred list.

LEG. BROWNING:

Yes, there was. So can we just let -- can we let Christina come up, Rob? Can we let Christina come up to answer some of your questions?

CHAIRPERSON CALARCO:

Sure, come on up, Christina.

MS. DiSTEFANO:

Before I leave I would just like to make one point because we're speaking of Community Service Workers; that is a competitive title.

CHAIRPERSON CALARCO:

Oh, that's right. That's a tested title.

LEG. BROWNING:

I looked at them on line. And it says NC.

MS. DiSTEFANO:

There are some part-time positions that are noncompetitive but full time is competitive.

LEG. BROWNING:

Okay. So if it was a part-time CSW, then we could go to the preferred list.

MS. DiSTEFANO:

It wouldn't benefit them benefit-wise or --

LEG. BROWNING:

Well, if they're unemployed it would benefit.

MS. DiSTEFANO:

You're not dealing with --

CHAIRPERSON CALARCO:

All right, we're not going to have that debate right now. The point is taken that that is a title that would have to be tested. We hire the person provisionally.

LEG. BROWNING:

Right.

CHAIRPERSON CALARCO:

But she's got to pass a test and score in the top three.

LEG. BROWNING:

Right, right.

CHAIRPERSON CALARCO:

Not to say that there aren't individuals on this list who could do that job.

LEG. BROWNING:

Right.

CHAIRPERSON CALARCO:

All right. I'll let -- don't go too far because I'm sure there are going to be more questions for you. Christina, come on up. Actually before we get to you, Christina, I just want to -- because this is the first time I got to see some of these lists. If there's a number next to the name, that means the person's employed?

LEG. BROWNING:

I think if there's a number -- no, the letter A, I believe, means they're employed. Correct, Cynthia? Letter A means --

CHAIRPERSON CALARCO:

Come back up. Hold on. I'm sorry, Christina.

MS. DiSTEFANO:

If there's a number, they're still active on the list for that particular title.

LEG. BROWNING:

Right.

CHAIRPERSON CALARCO:

For that particular title.

MS. DiSTEFANO:

Unless they're reinstated in that exact title, they remain on the list even though they're working somewhere --

CHAIRPERSON CALARCO:

So they may have come back.

MS. DiSTEFANO:

In a different title.

CHAIRPERSON CALARCO:

In a job at a lower title or a higher title.

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

But they still remain on the preferred list.

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

So when you said there were 11 individuals at a lower title, three at a higher title or one at a competitive title, those all -- all those people stay on this list.

MS. DiSTEFANO:

They do. One would presume the higher-title people wouldn't be interested, but the lower ones certainly would.

LEG. BROWNING:

If you go through you'll see --

CHAIRPERSON CALARCO:

And if there's a -- if there's a "1", it means they're on the list; if there's an "A" it means --

MS. DiSTEFANO:

They have been appointed; reinstated.

CHAIRPERSON CALARCO:

They're reinstated in that title. Okay. If there's a "DEC" it means they declined?

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

How often do they get to decline before they're --

MS. DiSTEFANO:

Once.

CHAIRPERSON CALARCO:

Once. Okay, so now those -- all those individuals would be offered a job one more time and then they'd get taken off of the list.

MS. DiSTEFANO:

They're offered the job once.

CHAIRPERSON CALARCO:

And if they decline, they come off the list?

MS. DiSTEFANO:

Come off.

CHAIRPERSON CALARCO:

Okay.

MS. DiSTEFANO:

They're told that.

CHAIRPERSON CALARCO:

So now I see a "NR". That means not response.

MS. DiSTEFANO:

No response.

CHAIRPERSON CALARCO:

No response. And do they come off the list for no response as well?

MS. DiSTEFANO:

Yes.

CHAIRPERSON CALARCO:

Okay. Is there any other -- I'm looking -- I'm not seeing any other -- so I guess what I can do is go -- all right.

LEG. BROWNING:

Rob, if you go to Certified Nursing Assistants, there's about 74 of them. And there are no other -- there are no CNA positions in the County.

MS. DiSTEFANO:

Nurse's Aide.

LEG. BROWNING:

It's a Nurse's Aide.

CHAIRPERSON CALARCO:

Nurse's Aide. Because I'm saying I'm looking at the Clerk Typist title.

LEG. BROWNING:

And LPN, there's --

CHAIRPERSON CALARCO:

It looks like -- it looks like all the Clerk Typists have either taken a job --

LEG. BROWNING:

Right.

CHAIRPERSON CALARCO:

-- back in the County or have decided to go elsewhere. They've come off the list.

LEG. BROWNING:

If you look at the LPN list, it's a pretty extensive LPN list also.

CHAIRPERSON CALARCO:

Sure, because the problem is, is we don't really have many LPNs left working for the County. So they come back into that title.

LEG. BROWNING:

Except for the jail.

CHAIRPERSON CALARCO:

But I -- see, this is a title where I actually think it would be extremely important for us to canvass that list before we start saying we want to try to reemploy those people in very lesser jobs, because these are all LPNs. These are nurses that -- it's one of the very few fields that are out there in the private sector that you can still get a job at, that there's demand and it actually pays halfway decently.

LEG. BROWNING:

However, I have an LPN who lives in North Bellport. And she -- I seen her --

CHAIRPERSON CALARCO:

I'm not --

LEG. BROWNING:

-- a little under a year ago and she's not working. And she was six months short to be able to get a good retirement.

CHAIRPERSON CALARCO:

Sure.

LEG. BROWNING:

And would love to come back to the County and work at the jail or wherever.

CHAIRPERSON CALARCO:

Yeah, I guess what I'm saying is there's -- there's always an exception to the rule, right? But at the end of the day LPNs and RNs make -- have availability of jobs in this market and honestly the unemployment report just came out and --

LEG. BROWNING:

Yeah, but if you've worked here --

CHAIRPERSON CALARCO:

Suffolk County's at 4.1% unemployment. We don't have high unemployment in these days right now. It's not like it's hard -- they go out there and find a job clearly even though they may not be the best jobs. But LPNs still have the jobs out there and halfway decent paying jobs. You can make 90,000 being an --

LEG. BROWNING:

But you have to understand it's the retirement system. It's the retirement --

CHAIRPERSON CALARCO:

No, I understand.

LEG. BROWNING:

-- that they have spent all their years working in.

CHAIRPERSON CALARCO:

Okay.

LEG. BROWNING:

And I think that's -- that's what's important to many of them.

CHAIRPERSON CALARCO:

No, I can appreciate that. If you got -- especially, as you said, an individual who's --

LEG. BROWNING:

Six months.

CHAIRPERSON CALARCO:

-- six months short, and if we can get her back into the system just for six months to get her to a point where she can get her pension, that is a very good thing absolutely.

LEG. BROWNING:

So Christine, if --

CHAIRPERSON CALARCO:

Come on up, Christina.

MS. MAHER:

Christina Maher, AME, First Vice President. We'd like to go on the record as stating that we are in full support of this bill and we would like all of your support as well.

CHAIRPERSON CALARCO:

Okay. Thank you, Christina. Christina, come back up. The union's full support, which is good. I'm glad the union is fighting for their members.

MS. MAHER:

AME is in full support of the bill.

CHAIRPERSON CALARCO:

Christina, do you have an idea of what titles we would be talking about?

MS. MAHER:

On the preferred list?

CHAIRPERSON CALARCO:

No, no, I have the preferred list titles. I mean the titles that we would be talking about that people would have to be offered the job for.

MS. MAHER:

No, I don't.

CHAIRPERSON CALARCO:

No, you don't.

MS. MAHER:

No.

CHAIRPERSON CALARCO:

Okay. I guess that's, like, my hang-up there. I don't know -- we're going to set a policy for something that I don't understand what we're setting the policy for. And I know you keep mentioning certain titles, but Civil Service isn't even in agreement with you that those titles qualify under your definition. And that's my hang-up. I don't understand -- I can't wrap my head around what we're looking to do if I can't understand what we're looking to do.

LEG. BROWNING:

Okay, we want to hire laborer, okay. And one of the people on the preferred list or 20 of the people on the preferred list, applied for that position. Well, whatever the requirements are for the job, they have to have the requirements. So they don't have to take a test for the position, but they do have to have certain requirements. They may have to have a CDL license. So if you don't have a CDL, you're not getting the job. But if you want to apply to be a custodian -- and I think my concern is if we whittle it down to specific titles and then a couple months from now we'll go "darn it, you know, there's one that --

CHAIRPERSON CALARCO:

No, I guess --

LEG. BROWNING:

-- should have been in there."

CHAIRPERSON CALARCO:

I can appreciate that. But I guess my problem is, is you keep saying laborer and Civil Service just specifically stated that laborer in their opinion is not a noncompetitive title. So you're not even accomplishing your goal.

LEG. BROWNING:

We're talking about positions that do not require the Civil Service test.

CHAIRPERSON CALARCO:

No, no. What you are saying in terms of that and what Civil Service just testified on the record is not the same. And that's where we need to reconcile the issue.

LEG. BROWNING:

Okay. Well, where I see is noncompetitive is not requiring to take a test for the job.

CHAIRPERSON CALARCO:

That's your definition but that's not Civil Service's definition. And I think that's what we need to clarify. You shrug, Legislator Browning, but the problem is is they're going to follow the law as they understand it. And if they understand the law to say that a laborer position is a not a noncompetitive title, then they're not going to use the laborer position as a title that somebody could come into. And I'm not even sure that an LPN would want to come back as a laborer position, but I mean maybe they would. All right. I've monopolized the debate and there's a lot of other Legislators who have questions. Legislator Kennedy?

LEG. KENNEDY:

Could I bring Cynthia back? Is she still here? Good morning.

MS. DiSTEFANO:

Good morning.

LEG. KENNEDY:

I'm just going to bring us back to John J. Foley workers. So we have RNs; we have LPNs and we have Nurse's Aides, CNAs. According to Industrial -- I think it was Industrial Magazine, one of the industrial, had a study in there that working as a nurse or a nurse's aide is more damaging to your body physically than working as a construction worker. So I -- I'm having difficulty not seeing why in Civil Service a laborer -- none of those positions would fit of labor?

MS. DiSTEFANO:

I'm talking about nomenclature. It would just be a better description to talk of other than competitive rather than limiting to noncompetitive, which is a jurisdictional class in Civil Service.

LEG. KENNEDY:

Okay. My feelings on this is that whatever job they're qualified for, whether it is or it isn't, and I understand you're saying that that's again Civil Service Law, they should be entitled to at least, if they're qualified, be offered at this point in time -- I've had three call me and beg when they heard that the janitor's position was open. LPNs are not being hired. I would say maybe there's up to four LPNs and one RN in each of the nursing homes that are around. And they are snapped up instantly.

I can tell you why LPNs refuse the jail. They refuse the jail because it is the jail and they are fearful of what's in there. The job is risky enough taking care of other human beings. Some people can't handle the fact that they are also in other dangers in a jail. So they're bumped off the list because they were terrified.

MS. DiSTEFANO:

They're not bumped off the list. They were offered jail medical attendants. It's a different title so they're still on the list for Nurse's Aide but we know that that's not going to be --

LEG. KENNEDY:

Not necessarily. If nurses and nurse's aides are asking for the job of janitor because there's nothing out there, and I realize the unemployment numbers show something different than what I see everyday out there, but people want to work; people would like to have some kind of retirement. And they wouldn't -- if they only have six months left, I can guarantee you that even as a janitor they'd stay just so that they can eat, because some of these are younger people. My question is the LPN, you said they have to have one year of college.

MS. DiSTEFANO:

No, we were speaking a register of nurses. And I did not interpret that as LPN. They don't need college at all. They can, I suppose, but they don't need it.

LEG. KENNEDY:

Correct. So that would disqualify them from any position that requires the one year of college in there --

MS. DiSTEFANO:

It requires specific experience. Whether they would meet that, I don't know. They'd have to be evaluated.

LEG. KENNEDY:

They would have to be individually evaluated. Okay. That's all I need to know. Thank you.

CHAIRPERSON CALARCO:

Legislator Lindsay.

LEG. LINDSAY:

Hi, Cynthia.

MS. DiSTEFANO:

Hi.

LEG. LINDSAY:

My question would be could this have a rippling effect on other areas throughout the County and other job titles or in the police test? Or is there any unattended consequences of this -- if this legislation were past?

MS. DiSTEFANO:

Well, the police test is a test. There's always a list so they would --

LEG. LINDSAY:

I understand that. We never had layoffs in the police department, but at some point, since this in perpetuity, and we have to look at this as not just what's going on today but what could happen in the future, at some point in the future, just using the police department as an example, if we laid people off from the police department, could this particular issue have overreaching effects and go into other areas than what were intended for with the current state that we're at now?

MS. DiSTEFANO:

I can't see any impact on laid off police officers. They'd be on a preferred list and they'd be called back first.

LEG. LINDSAY:

Okay. Thank you.

CHAIRPERSON CALARCO:

Any other -- anybody?

LEG. BROWNING:

Okay, a laborer, it said noncompetitive. And it says minimum qualifications. There are no minimum education or experience requirements for this position.

MS. DiSTEFANO:

Where are you looking at laborers saying noncompetitive? Labor class.

LEG. BROWNING:

Labor class.

CHAIRPERSON CALARCO:

Kate, you gotta get your mike on.

LEG. BROWNING:

Sorry. It gives it distinguished features, typical work activities, ability to understand and follow oral and written instructions, ability to use hand tools, ability to learn to operate simple machinery, sufficient physical strength, agility and freedom from disabling defects to do heavy labor, occasionally under adverse weather conditions. Minimum qualifications: There are no minimum education or experience requirements for this position necessary; special requirement: Depending on the nature of the assignment at the time of appointment during employment in this title, candidates may be required to possess a valid New York State driver's license.

MS. DiSTEFANO:

I think we're getting hung up on terminology here. I'm just asking that if this resolution goes through --

LEG. BROWNING:

Yeah, I think we are.

MS. DiSTEFANO:

-- that noncompetitive --

LEG. BROWNING:

But I'm thinking -- I'm looking at what the qualifications are required for a laborer. I think we're getting too hung up on a laborer.

MS. DiSTEFANO:

We're getting too hung up on the category of a laborer. If we just refer to "other than competitive positions", that would be clear; "other than competitive titles", rather than noncompetitive titles. That was my entire point.

LEG. BROWNING:

Again, it's -- the fact there's noncompetitive positions that require a high school diploma. This one doesn't even require that.

MS. DiSTEFANO:

I understand that. That's why it's in the labor class.

LEG. BROWNING:

So a CNA or an LPN who says I want to be a laborer or a cook that used to work at the Foley building who has a high school diploma and is very capable of doing any of this work is eligible for the job; correct?

MS. DiSTEFANO:

I know that's your intent. I'm just asking for clarification in the resolution.

LEG. McCAFFREY:

Rob.

CHAIRPERSON CALARCO:

Legislator Hahn was next.

LEG. HAHN:

I'm in full support of the intent of this legislation. I would ask that we table it a cycle so that she can change those words to meet the request of Civil Service. But in that time I'd also like to see a full list unfortunately with descriptions of titles that fall into the "other than competitive category" because this -- we were just talking about laborers and custodians and, you know, maybe couriers, you know, I'd be voting for this today, but I don't know what we're talking about. And I just think that we need to do our due diligence and have the full list of the titles that fall into the "other than competitive category."

MS. DiSTEFANO:

Are we still speaking of entry level? Because that is addressed in here also. I would hope so.

LEG. HAHN:

That's a question to the sponsor: Are we speaking about all "other than competitive" or only entry level "other than competitive"?

LEG. BROWNING:

I believe -- didn't we put entry level in there?

MS. DiSTEFANO:

You did.

MR. NOLAN:

Yes.

MS. DiSTEFANO:

I'm just clarifying.

LEG. HAHN:

Yes, then, whatever will apply. So then entry level -- I'm sorry, I apologize. Entry level "other than competitive" as is applicable to this. Thank you.

CHAIRPERSON CALARCO:

Okay, is that a motion to table, Legislator Hahn?

LEG. HAHN:

Yes, that is.

CHAIRPERSON CALARCO:

Okay. So I have a motion to table by Legislator Hahn. Legislator McCaffrey.

LEG. McCAFFREY:

Yes. Cynthia, if you could just help me with the competitive and noncompetitive portion of this, why would one be excluded and not the other? I'm just trying to -- I thought I understood it, but then I heard some other stuff that may have confused me. So what makes that different in terms of Civil Service how you would look at this?

MS. DiSTEFANO:

Competitive are all requiring tests and eligible lists.

LEG. McCAFFREY:

Okay, so let me just stop you for a second. So what if there's nobody on that list and we could, like, in the case that we have here before us in the previous resolution where there's nobody on that list and they could be provisionally appointed and then have the ability to take that test, are we -- if we made it noncompetitive only, would that exclude those people for being -- for being able to fill that position?

MS. DiSTEFANO:

It wouldn't be directed at those people. It wouldn't be directed at provisional appointments.

LEG. McCAFFREY:

So it would exclude those people, then, too.

MS. DiSTEFANO:

But then we're getting into the minimum qualifications. And that creates difficulties --

LEG. McCAFFREY:

And so your problem is when we get into minimal qualifications, okay, all right, I understand your position, then. All right. Thank you.

LEG. BROWNING:

This is the last bill, right? Actually Stan Levler, the president, he just sent me a text he was on his

way. And I know he -- he understands the DPW stuff more than any of us. So, I mean, again, I think there's an awful lot caught up on the laborer issue where it's a labor classification. So I guess, you know, Cynthia, my question for you is, is I want to include them so --

MS. DiSTEFANO:

Just refer to "other than competitive".

LEG. BROWNING:

So how should the resolution reflect the laborer classification?

MS. DiSTEFANO:

It should refer to "other than competitive entry level positions."

CHAIRPERSON CALARCO:

I see George jotting down but that's -- that's actually going to -- would that -- would that narrow the list of titles affected or would that enlarge the list of the titles affected?

MS. DiSTEFANO:

That would include custodial workers and laborers.

CHAIRPERSON CALARCO:

But is it going to result in a much larger grouping of titles that would be affected by this provision or would it make it --

MS. DiSTEFANO:

It should enlarge.

CHAIRPERSON CALARCO:

It would enlarge, okay.

LEG. McCaffrey:

Can I just follow up? Because I thought --

CHAIRPERSON CALARCO:

Yep, go ahead, Legislator McCaffrey.

LEG. McCaffrey:

Okay. So if we put "other than competitive", then just the example we gave before about the previous resolution, that would have been excluded; correct?

MS. DiSTEFANO:

Yes, correct.

LEG. McCaffrey:

But if you put something in and said "other than competitive unless there is not an existing Civil Service list," then that would open it up to these people to be able to be a provisional appointments as long as they meet the minimal qualifications; correct?

MS. DiSTEFANO:

It could.

CHAIRPERSON CALARCO:

Legislator Kennedy.

LEG. KENNEDY:

Cynthia, aren't most our Civil Service positions competitive?

MS. DiSTEFANO:

Yes, definitely.

LEG. KENNEDY:

So how would taking competitive positions out of the bill increase the number of positions available?

MS. DiSTEFANO:

I was just looking at it as a comparison of labor and noncompetitive.

LEG. KENNEDY:

Okay. Thanks.

CHAIRPERSON CALARCO:

Okay. Anybody else? So I will second Legislator Hahn's motion to table and I definitely appreciate and can understand the sponsor's intention here. And I'm looking at these groups of preferred lists and these different titles that are involved in it. And some of these folks absolutely I can see wanting to come back in just about in any title that we could possibly get them back into the system. Some of these folks I'm actually surprised we haven't been able to bring back in some capacity because, you know, you're talking folks who are Computer Operator II. And I know IT has hired folks in the past. So some of these titles look like we should be able to bring people back into it.

LEG. BROWNING:

There are some of the -- some of the employees have gone to work in school districts and have --

CHAIRPERSON CALARCO:

Sure, which is -- which is why I -- and some of these I actually am surprised because there's folks in the Sheriff's Office. There's a Correction Officer on here. And I don't remember us ever laying off correction officers in any way whatsoever. In fact, we're constantly hiring correction officers because they're short-staffed there. So I am actually puzzled by a correction officer title being on this list.

LEG. BROWNING:

So --

CHAIRPERSON CALARCO:

But my --

LEG. BROWNING:

Can I ask a question about it? Because if I'm going to amend it, because clearly we have the Community Service Worker, there is no test right now.

CHAIRPERSON CALARCO:

Correct.

LEG. BROWNING:

So certainly I would encourage each and everyone of the people on the preferred list to go take that test.

CHAIRPERSON CALARCO:

I would encourage anyone to take any test they can qualify for.

LEG. BROWNING:

Actually the person we approve the employment could potentially wind up losing the job to one of those people who took the test.

CHAIRPERSON CALARCO:

Opportunity.

LEG. BROWNING:

But my question is, is if the opportunity comes around, if there's Community Service Worker position that does require test but we do not have a test list, does this Committee agree to adding them?

CHAIRPERSON CALARCO:

All provisionals?

LEG. BROWNING:

As provisionals.

CHAIRPERSON CALARCO:

Here's what I was going to say: I feel like this resolution is using a sledgehammer to try to kill a fly. I think there's a problem and I think you've properly identified that there are certain things that we'd like to accomplish, namely trying to get anybody who is not in the County employment anymore who would like to come back to the County employment; or are just short of being able to reach their years in pension service in order to get a full retirement pension from the state, to be able to come back into our employ for a period of time.

And I think that there are probably methods to try to achieve some of that without having to enact a resolution. And I am also unsure exactly the scope of the problem. Because as you just said, some of these individuals work for a school district; or maybe work for one of the towns. And quite honestly as good as the County benefits are, we're not as good as other places. My wife wishes she had -- she was still in her town's employ because she liked their healthcare benefits a lot better than the County's, but that is what it is.

So some of these individuals, I think, are ever going to want to come back to our employment, at least not in the near future. And I guess that's part of my question as well, is exactly how many people are we talking about? And I'd rather take the time to go through these hundred and -- because really there's -- we're not getting -- just to affect the 80 people who are going to come off of the list at the end of June, to take the time to go through the 156 individuals and find out where they are in life, what is their goal, what is it that they'd like to accomplish, would they like to come back to the County --

LEG. BROWNING:

And the clock is ticking.

CHAIRPERSON CALARCO:

-- if a decent thing qualifies for them -- yeah, we have about a year to do this with those 156 individuals. And just find out how big their number is and see what we can do to help individuals that are in specific circumstances that we can try to bring them back. But I'm not sure this resolution is going to accomplish the goal in an effective manner and not --

LEG. BROWNING:

It's not going to guarantee that they will get a job. If you look at the Nursing Assistants, there's over 70 Nursing Assistants. There are no jobs in the County for Nursing Assistants.

CHAIRPERSON CALARCO:

That's correct.

LEG. BROWNING:

However, considering what they've done, many of them have said *I can -- I can clean floors and toilets. I used to wipe behinds. I can do it.* So they're more than happy to come back to be custodians or anything.

CHAIRPERSON CALARCO:

And some of them may. And I think actually a lot of large number of them, which is why I think this is using a sledgehammer, probably may not because they are in fields that are hiring. There is no shortage of jobs in the healthcare industry. There has been -- that has been one of the only fields that has been hiring consistently; even during the worst of the recession, they were hiring in those fields. Not to say that they're the best paying jobs in the world. Of course they weren't the best paying job when they were working for the County either, I'm sure. We probably -- but we gave them decent benefits and they were in the pension system. And I can appreciate that.

So some of these people may have landed in a good hospital network that is paying decent benefits and they'd like to stay there. And some of these people probably haven't. And I think we would be better served if we take the time to go through who these 156 individuals are and find out where they are and find out who needs to be helped and who doesn't and what titles are going to be the appropriate titles for them. Because somebody who's a nursing assistant may not want to come back or may not even necessarily be appropriate to come back to work in the laborer's title.

LEG. BROWNING:

All I'm saying is, is if we approve this, and I understand that there's a need for some language change; so I'm okay to table it for one cycle to make the changes in the language, but I think that there -- again, there is no guarantee that the County Exec is going to sign SCINs for any of -- for any new custodians. We are desperately short.

CHAIRPERSON CALARCO:

He's been asking them too but he hasn't yet I don't think.

LEG. BROWNING:

Well, he has no issue with bloated salaries on the 12th floor, I'll tell you that. But needless to say we have some lower -- lower paid positions. We are desperately short custodians. We are desperately short DPW workers. I met up with a few the other day, there's 12 DPW workers covering one-third of the County. So when I go down William Floyd Parkway and I see the grass is two feet high, now I know why, because we don't have enough.

CHAIRPERSON CALARCO:

I would not dispute that we are short in probably just about every single department in this County. There is very few places where we don't need people. In fact, I know the administration just signed a bunch of SCINs for the engineering department in Highways so that they can start doing more of their work in-house, which we have asked them to do for some time and that is a good thing.

LEG. BROWNING:

And the basic quality of life issues --

CHAIRPERSON CALARCO:

There is not a single title, there's not a single place in this County where we couldn't use some extra bodies.

LEG. BROWNING:

And what's embarrassing is, is when the basic quality of life issues, when my constituents are driving home and calling because the condition of the roadway, that it's never been swept; I don't know the last time they had a street sweeper out, and the grass is two feet tall and say when are they ever going to cut the grass; and when we have tourists who are coming down to go to Smith Point Beach and our roads look horrendous with the litter and the long grass, those are the lowest paying. So how many positions have been hired over the past four years with high salaries? And these low-salary people are not getting hired? And we can talk about well, we cut the staff by 1100, but what's our -- what's our budget in payroll? It's not dropped.

CHAIRPERSON CALARCO:

Okay. I won't get into a debate over the 12th floor. We set their budget every year. We have a motion and a second to table. All those in favor? Opposed? Abstentions? **IR 1476 is tabled.**
(VOTE: 5-0-0-0)

I have no other items on the agenda this morning. Seeing none, we are adjourned. Thank you.

**THE MEETING CONCLUDED AT 11:02 AM
{ } DENOTES SPELLED PHONETICALLY**