

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

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 June 16, 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:

Legislator Kate M. Browning, Third 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
Robert Braun, Deputy Bureau Chief/County Attorney's Office
Katie Horst, County Executive's Office
Alan Schneider, Director/Civil Service
Jen McNamara, Director/Labor Relations
William Shilling, Aide to Leg. Calarco
Zachary Baum, Aide to Leg. Hahn
Ali Nazir, Aide to Leg. Kennedy
Nanci Dallaire
Linda Ogno
And all other interested parties

MINUTES TAKEN BY:

Diana Flesher, Court Stenographer

MINUTES TRANSCRIBED BY:

Denise Weaver, Legislative Aide

THE MEETING WAS CALLED TO ORDER AT 10:03 AM

CHAIRPERSON CALARCO:

Okay, good morning and welcome to the County Government Operations, Personnel, Housing and Information Technology Committee. If we could all please rise for the Pledge of Allegiance to be led by Legislator Kennedy.

SALUTATION

CHAIRPERSON CALARCO:

Okay, thank you everyone. We have no correspondence so we're going to move into the public portion. I do have a couple of cards. The first speaker is Linda Ogno.

PUBLIC PORTION

MS. OGNO:

Good morning. I'm here to speak in favor of resolution number 1476 introduced by Legislator Browning. I think this is a fair resolution for the County employees that have been laid off from this County.

I, as a former employee of John J. Foley Skilled Nursing Facility, that was a tragedy that happened here in Suffolk County. Many of my friends and family are still unemployed. And as I am still a County employee, which one of the lucky ones, I've seen many people hired over the years since this closing, many who have had connections to certain public officials and have gotten their jobs while these poor hard working people that have dedicated, sometimes decades, to the County and have been laid off and have lost valuable time with the County. This is still a sore spot for me as I watch that incredible building sit there empty and deteriorating. This is one of the many mistakes made by our County government.

This is a fair and just resolution for the people that have lost their jobs. The County would be privileged to have these hard workers that I've seen over the years. They would have been dedicated County employees to stay within the workforce. What else could I say? I know life's not always fair, my father always said it, but this is a fair bill and these people should be put back to work at these positions. I know of one position that a girl took for HEAP worker and they loved her and wanted her back. She was a kitchen worker. She did the same job I'm doing now, but couldn't sit for the test because she didn't have enough time. How is that fair? A lot of things should be looked into the County, but this is one that should pass, at least go in front of the Leg. Thank you.

CHAIRPERSON CALARCO:

Thank you, Linda. Next speaker is Nanci Dallaire.

MS. DALLAIRE:

Good morning. Thank you. I'm here today interested to learn more about the IR 1476, establishing the County policy to hire former County employees on preferred lists introduced by Legislator Browning.

And as a former employee of the former John J. Foley Skilled Nursing Facility, I will be forever grateful for all the efforts made by Legislator Browning and the Kennedys who tried to protect the residents as well as the employees of John J. Foley.

Unfortunately, I have watched as my County disregarded laws and waived rules that were established to protect us. I've seen how there are always ways around policies. It's been three years since Foley was abolished and those employees were put on a list, but now our opportunity to return to a County position has expired. As new positions are being created, who has the

opportunity to fill these positions? Not former County employees on a preferred list. And I'm still disappointed with decisions made by the Legislature; and after three years I still struggle to see what this County has gained by our loss. Our County lost good people committed to this County, hard workers who were dedicated employees. We lost our jobs, our incomes, our benefits, for what? What's been accomplished? How much has the County saved? Are we better off today? Was it worth it? I know that policies, like rules and laws, are only effective when they're enforced. Thank you.

CHAIRPERSON CALARCO:

Thank you, Nanci. I have no other cards. Is there anybody else in the audience who'd like to address the Committee this morning? Anyone? Okay, we're going to move on. I have no presentation this morning so we're going to go right into our agenda.

TABLED RESOLUTIONS

IR 1439 - To develop and maintain an online affordable housing directory in Suffolk County. (Cilmi) Motion to approve by Legislator Kennedy. I know that the sponsor was working with the administration to refine the language. Did they reach -- was there an amendment made to this --

MR. NOLAN:

No.

CHAIRPERSON CALARCO:

-- or was there an understanding that was achieved?

LEG. McCAFFREY:

What's that?

CHAIRPERSON CALARCO:

We had tabled this last cycle because the sponsor had asked to table it, he was working on clarifying, I think, the language. I don't know if that was ever accomplished.

MS. HORST:

Director Schneider is on his way over. I'm not sure they reached an exact understanding. I don't think they're -- I don't think they've come to an agreement yet.

CHAIRPERSON CALARCO:

On the afford -- this is the affordable housing bill.

MS. HORST:

Oh, I'm sorry. No, they have not. We are still working on amendments for the sponsor.

CHAIRPERSON CALARCO:

Okay.

MS. HORST:

So he -- I spoke to him earlier this week; he said that he would be okay tabling for one cycle.

CHAIRPERSON CALARCO:

Okay. So I will. Do you think that's right, Legislator McCaffrey?

LEG. McCAFFREY:

Yes.

CHAIRPERSON CALARCO:

Okay. So I will make a motion to table; second by Legislator McCaffrey. All those in favor? Opposed? Abstentions? **IR 1439 is tabled. (VOTE: 5-0-0-0)**

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

LEG. McCAFFREY:

Make a motion to approve.

CHAIRPERSON CALARCO:

Motion to approve by Legislator McCaffrey; second by Legislator Kennedy. I'll make a motion to table for the purpose of discussion; second by Legislator Lindsay. On the issue, Legislator Hahn, did I see you reaching for the microphone?

LEG. HAHN:

Just getting ready to talk.

CHAIRPERSON CALARCO:

Okay. Legislator McCaffrey, are you --

LEG. McCAFFREY:

Yeah, well, you ready? You want to gather your thoughts or I'll go?

LEG. HAHN:

Go ahead.

LEG. McCAFFREY:

Okay. I just think that this is a good bill. I mean, I wasn't here when we went through all those layoffs, but I've heard so many of the stories about what's happened and -- and I just believe that if we've got qualified people, we've got the openings and they're qualified to do the work, the first people that we should consider is -- and do everything we can to extend that preference to them, we should be doing; because these are hard working County employees, many of them just have time that they need whether it be to qualify for their medical or for their pensions and -- and if they're qualified to do the work, which that is one of the prerequisites here, I believe that we should do everything we can to make sure that they've got the first preference on this.

CHAIRPERSON CALARCO:

Okay. I see Commissioner Schneider walk in. Alan, if you could come in. We are addressing the preferred list resolution. And, Alan, I'm sure you could -- you're here because you had thoughts that you wanted to add. Is that correct or not correct? Are you here simply to answers questions?

DIRECTOR SCHNEIDER:

Good morning. Actually, I'm here to answer questions.

CHAIRPERSON CALARCO:

Okay.

DIRECTOR SCHNEIDER:

Good morning, everyone.

CHAIRPERSON CALARCO:

Good morning. Okay, does anybody -- Legislator Lindsay.

LEG. LINDSAY:

Good morning, Commissioner.

DIRECTOR SCHNEIDER:

Good morning.

LEG. LINDSAY:

If you could walk us through how it would work, you know, if this resolution was passed so a position would open up and then there would be this preferred list; and just kind of explain how the process would work if this measure were passed.

DIRECTOR SCHNEIDER:

Okay. Let me start out by saying that if the resolution would pass, that it would not be a preferred list. It would -- what we would refer to this as is a callback list. Because a preferred list can only be used for competitive and noncompetitive labor class jobs where jobs have been abolished and people are on the list to go back to the same job that they have been laid off from. And with that, they have rights under Civil Service law to go -- when they go back, that they also have rights that they have to go back to.

This is an entirely different situation. These are jobs that would, in effect, be new jobs for them so they do not get those automatic rights, they don't go into those jobs without probationary periods, so we would not refer to it as a preferred list. What we have right now are -- I just refer to the numbers here: There are currently 65 different preferred lists; however, 45 of them are going to expire on June 30th as a result of the 2012 layoffs. That is going to leave us with 24 preferred lists, which resulted from the John J. Foley layoffs. And those lists -- those preferred lists will remain in existence through May of 2017. So if this resolution were to pass, we will take those 24 preferred lists, we will take all the names of the individuals that are on there, put them into seniority order, put them on what we will refer to as a callback list and then use that to fill positions as positions open up depending on what you, the Legislative body, eventually passes in the wording of this resolution.

LEG. LINDSAY:

So if -- off of this list if a position opens that one of these people could be slotted into, they would have to hire someone off of that list?

DIRECTOR SCHNEIDER:

Depending on the wording of the resolution.

LEG. LINDSAY:

Okay. Okay.

DIRECTOR SCHNEIDER:

In other words -- in other words --

LEG. LINDSAY:

But if they meet the minimum qualifications, they'd have to hire them? And is there --

DIRECTOR SCHNEIDER:

Again, the way we originally got this were the positions that were going to be used would not have any minimum qualifications. So that everybody on the callback list would be qualified for all of the

positions. If there were going to be minimum qualifications, that is going to complicate the issue because now you're going to have 156 people, some of whom may be qualified for positions, some of whom may not. This creates a completely different scenario.

CHAIRPERSON CALARCO:

Perhaps I'll jump in here. Alan, so my understanding of this, I have the amended version of the resolution before me. Before it had certain language, I know Civil Service had suggested using language that referred to *other than competitive* civil service positions; and using that particular language, there was, I think, you guys identified around ten or so titles that that would affect. Does that sound about right?

DIRECTOR SCHNEIDER:

Yeah, I believe the Director of Classification, Cynthia DiStefano, had met with Legislator Browning and gone through titles that would not have any requirements, that everybody that would remain on the 24 preferred list, the 154 people, would all qualify.

CHAIRPERSON CALARCO:

So I'm looking at that list, I think that -- that Cynthia produced and there's -- it's 14 titles: Custodial Aide, Custodial Worker I, Laborer, Lock Tender, Labor Crew Leader -- Assistant Labor Crew Leader, excuse me, Bridge Operator, Community Service Aide, Detention Attendant, Driver Messenger, Guard, Morgue Ambulance Driver, Morgue Assistant, Senior Citizen Aide and Wastewater Treatment Plant Helper. I guess those are all titles that are entry level. We don't maintain lists for any of those titles, those are -- we hire based on people would fill out an application; and as long as they're eligible to work for the County, they are eligible to fill one of those titles.

DIRECTOR SCHNEIDER:

Right.

CHAIRPERSON CALARCO:

Okay. So, but they're -- the amended version of the resolution doesn't make reference in the language, I believe, to that language you use of "other than noncompetitive" or the "other than competitive". And it has a few extra titles in addition to those: Assistant Jail Head Cook, Cook, Jail Cook, Jail Head Cook, Senior Cook and Neighborhood Aide. So those titles all require some minimum qualifications in order to qualify; is that what you're informing us?

DIRECTOR SCHNEIDER:

Yes.

CHAIRPERSON CALARCO:

So then if this was to be approved in this fashion, those titles would -- you would need to canvas through all the individuals on the preferred list in creating your callback list and go through those people each time one of these titles opened up to make -- to see if any of them qualified; is that what -- your understanding?

DIRECTOR SCHNEIDER:

Yeah, because, I mean, if you just take the title of Neighborhood Aide, I mean -- let's go back to the cooks. There are individuals who served in the role of cook, assistant cook, at the John J. Foley. We have similar titles in the jail. So can the people that worked at the Foley do that job in the jail? Sure they can. And I believe that the sheriff already has hired one or two of those individuals who had been laid off.

So to me those are special cases. And if the -- there are future openings in the next 11 months before these preferred lists expire, the sheriff, if he -- if he has a source of possible candidates, that

he can go to and bring in and interview, and possibly select to fill those vacant positions; as opposed to having their names on this resolution where we would be mandated to go through 154 people to see if they have a background in cooking and qualifications to be cooks other than their work in the County.

CHAIRPERSON CALARCO:

So all of those titles have some sort of qualifications, somebody had to be in food service of some sort in the past --

DIRECTOR SCHNEIDER:

That's correct.

CHAIRPERSON CALARCO:

-- in order to serve in those roles.

DIRECTOR SCHNEIDER:

That's correct. And the title of Neighborhood Aide has an experience title that you can't even canvas all 154 people today and determine whether -- or to see how many or who would be qualified to do Neighborhood Aide work because it is the kind of title where people can subsequently gain that experience.

CHAIRPERSON CALARCO:

So --

DIRECTOR SCHNEIDER:

During the course of the next 11 months, people can become eligible for that title depending on what they are doing today.

CHAIRPERSON CALARCO:

Well, that was the title that actually created the most questions for me. I know Neighborhood Aide is a title that is kind of a varied title throughout the County. People who serve in that title are doing various types of jobs in a multitude of our departments. Is that accurate?

DIRECTOR SCHNEIDER:

Yes, depending -- yeah, depending on the different departments, they're working in very specific areas.

CHAIRPERSON CALARCO:

So I know I used to serve as a Neighborhood Aide when I worked in the County's Office for the Aging. I went by the title of Senior Advocate on my business card, but my official title was Neighborhood Aide.

DIRECTOR SCHNEIDER:

You shouldn't have done that.

CHAIRPERSON CALARCO:

You guys printed me the card. But by that same -- same token I know there was testimony here before when we were debating whether or not to create new titles in the Planning Department, that Planning and Economic Development were hiring folks to do planning work under the Neighborhood Aide title because they really didn't have an appropriate title to handle -- to hire those folks under. And so that's why I have a question on that title because it's such a flexible title and using so many different aspects, that there are certain times where you're looking for specific skill sets and you need to have flexibility in hiring, which is what I imagine that title isn't a -- a, you know, a tested

title that creates a list. Sound about accurate?

DIRECTOR SCHNEIDER:

Well, it's a noncompetitive title so, I mean, there's no exam, there's no list, but it does require the experience in the performance of community or social service work. And it's limited. I mean, it's one year of experience.

CHAIRPERSON CALARCO:

Yeah, but I guess what I'm saying is for the various departments that use that title, they're looking for various actual backgrounds or experiences; and that may vary depending on which department you're in and what performance -- what functions that department's going to use the title for.

DIRECTOR SCHNEIDER:

That is correct.

CHAIRPERSON CALARCO:

Okay. So that really creates a whole 'nother ball game in terms of determining whether or not folks are -- you know, anybody on the preferred list would fit those particular skill sets, they're looking in those particular titles.

DIRECTOR SCHNEIDER:

Correct.

CHAIRPERSON CALARCO:

So, I mean, I certainly appreciate and understand and can -- want to help further the goal that is being sought here by this resolution. I think Civil Service actually sent some language over that I felt very comfortable with and I thought would create a situation where it wouldn't be too difficult for the County to implement and at the same time offer people on these preferred lists a chance to come back. And I think if we worked within those confines, I'd be comfortable with this.

Is there anybody else who would like to comment on this resolution? On the record, I know there's a debate, a side debate, going on. My on the record debate wasn't very riveting so we have a side-bar going. Is there anybody else who'd like to comment? Legislator Browning, I know it is your bill, go ahead.

LEG. BROWNING:

Okay, okay. So these positions that are listed do not require a test. I remember under the last administration when there was talks about closing John J. Foley and I know that some of the Foley people that are here will remember that, that their union leadership at that time told them, *well, you know, there's comparable jobs that we can move you into*. That would be custodians and laborers and those types of titles.

As you know there's about 75 CNAs who are currently -- have been laid off. There are no CNA positions in the County other than what was in John J. Foley.

So I looked at a list of positions that have been hired. Neighborhood Aides, since the vote to layoff, and I'll tell you, that's the most regrettable vote I ever took because if I had known what was going to happen after I did that, there was almost 400 people laid off. Since then, in the Neighborhood Aide title, it's a minimum qualification. Take a look at what it says, what you're required to do. I have no doubt in my mind that the John J. Foley workers, many of them, would be more than qualified to be a Neighborhood Aide. So since we voted to lay people off, there are a total of 13 Neighborhood Aides who have been hired by the County Executive and eight of them are in the Labor Department. Now, they're not high-paying jobs; they're not extremely skilled. And I know who some of them are.

So when he's talking about fiscal problems and the need to, you know, cut back on staffing and how many less people we have working, I can give you a small example. Places where we desperately need people working: Public Works, we are less 126 workers since four years ago; in Parks, we're less 70; IT we are up 30 -- sorry, Labor Department we're up 30; IT we're plus 21; Economic Development, plus 28. And I'm assuming that the merger between Economic Development and Planning went from 50 something -- 51 to 79.

So do we really need to bloat those departments? I got a newspaper article right here. Tell me that this is necessary when we want to talk about fiscal problems, about a secretary being moved over to the Police Department with a 68% increase in salary. So we have a moral obligation to the County workers that got laid off. And granted there are a number of them that got to come back; through attrition many of them got to come back. Some of them got to come back or stay and be bumped down to a lower position. They are very happy to be where they are because at least they're still in the system. But we have a number of workers who are still not in the County system, who are so short of being able to collect that County retirement, not having the health benefits, that we have a moral obligation to say, we have one year left, one year left and let's give them an opportunity to come back to the County.

How many of you have had in the past a custodian clean your office and don't have one anymore? I'm vacuuming the floors in my office. I'm taking out my garbage and so is my staff. We used to have a custodian; we don't have one anymore. I got a complaint from a precinct that the police officers are cleaning their bathrooms because they don't have custodians. And as far as I'm concerned, I think the union should be filing a grievance, both unions should be filing grievances. One, because someone else is doing their work and the other one, because they're doing the work that's not in their job title. So we're paying police officers \$100,000 a year to clean a bathroom when they should be out on the street? I think that's ridiculous.

I take a look at -- I was over by the Dennison Building and some County workers working on remodeling on the 12th floor or wherever; they should be out cutting the grass. We are so short. We're 126 employees short in Public Works. The majority of them are in the labor titles and the custodian titles. Now I can tell you, there's plenty CNAs who'd probably be more than happy to be come back as a custodian, a laborer or do something and be able to get back into the system to retire. I think we're only -- I'm just trying to do the right thing. I'm the one, and I can tell because I know these Foley workers, that gets the phone calls, hears from them on Facebook, gets e-mails about their situations.

I had one came to me when she got laid off. Sorry. One that came to me when she got laid off. And she had a two-year old daughter who needed surgery, now she's lost her benefits, she's on Medicaid. So she's gone back to school. And when you want to talk about the cook position, she has gone back to school for catering. She's at Suffolk County Community College. So who's to say that if a head cook position comes about or a cook position, that she wouldn't be entitled to take that position? And I know the Sheriff did call me when he needed those positions. In fact, I believe he needed one position filled and you wind up interviewing the two people that you interviewed and they were so well liked that they decided to take two of them. Now there's still a couple more people who were cooks that are still unemployed that are still out.

So there is absolutely no reason why any of those titles should stay in place. I'm asking you to support this. This was something, I asked the union when I decided to come up with this and this was based on the many phones calls and conversations I've had with the County workers who are still not in a job and mostly CNAs. And that's why I decided to do this. And I did reach out to the union and I said, *look, if we pass this, would you be willing to help to canvas through the membership to see who wants to come back?* And I believe he will.

I don't want to put any pressure on AME, but I think we have a moral obligation. When I look at how many people are getting hired left, right and center, and when I look at how many of these titles, newly created titles, and people being hired provisionally, come on, we know what that is, they're all political, they're all political appointments. And all these pay raises, we have a deputy to the County Executive who used to be here, she's not here anymore, she got a nice big jump in her paycheck. Well, you know how many custodians we could pay for that with that money?

So, you know, let's do the moral thing, let's do what's right by these County workers. Pass this bill and now put the pressure on the County Exec's Office to get some custodians and get some laborers so that you're not embarrassed when you're driving down a County road and you see the grass is two-feet tall and they can't get to it because they're working on the Dennison Building making their offices look all pretty. And when you go into a County office and you walk in there, when you go into a public building and there's such a mess and it's not to the fault of the worker; it's because there are none. So you want to hire the high paid people, that's great, but we don't have that money. Let's use that money to hire the lower paid money who actually make our County look good.

CHAIRPERSON CALARCO:

Legislator Hahn.

LEG. HAHN:

I agree with most of what everything Kate said, if not everything, and I'm inclined to support this type of resolution. I just have a couple of questions for you. Driver Messenger, there's no requirement other than having a driver's license. So what if we got to somebody who didn't have a driver's license on the callback list? What if we got to someone who had a history of speeding 100 miles-an-hour who got, you know, who got -- and, I mean, recurring, over and over and over again, you know, maybe not 100, you know, whatever, what if they don't have a good driver's history? Are we allowed to say move onto the next one?

DIRECTOR SCHNEIDER:

Yes.

LEG. HAHN:

Okay.

DIRECTOR SCHNEIDER:

Yes, we are. We have --

LEG. HAHN:

But there's no requirements. So I just don't --

DIRECTOR SCHNEIDER:

What do you mean there's no requirements?

LEG. HAHN:

You said that there's no -- and none of these -- there's no requirements for any of these positions.

DIRECTOR SCHNEIDER:

Well, there's no work experience requirement. To be a Driver Messenger, there's a necessary special requirement that you must have a driver's license.

LEG. HAHN:

Right.

DIRECTOR SCHNEIDER:

Which, I mean, it's just -- goes with the title, common sense, you're going to be a Driver Messenger, you have to have a driver's license.

LEG. HAHN:

Right.

DIRECTOR SCHNEIDER:

So if you don't, you can't be.

LEG. HAHN:

But each one of these, let's say, they need a Senior Citizen Aide or a Neighborhood Aide for a particular specialty. We've heard how the neighbor --

DIRECTOR SCHNEIDER:

Neighborhood Aide -- Neighborhood Aide is different than a laborer or a custodian or a Driver Messenger. There are no requirements. Every one of the 154 people that were laid off from the Foley are all qualified for all of those titles. If they don't have a driver's license when we get to that name, they would be asked that question and asked to show their driver's license. If they don't have one, then we would move to the next name.

LEG. HAHN:

So --

DIRECTOR SCHNEIDER:

We assume that living on Long Island -

LEG. HAHN:

Most people --

DIRECTOR SCHNEIDER:

-- 99% of the people have a --

LEG. HAHN:

And I bet you, I bet you every single person --

DIRECTOR SCHNEIDER:

-- driver's license unless they lost it because of --

LEG. HAHN:

Right, so I bet you every single person on that preferred list has a driver's license. But to the point, there may be things that are -- are necessary for a position that maybe aren't spelled out; a good driver's license, a driver's license where you don't -- you might have five red light running camera tickets, it doesn't necessarily disqualify you. Would that?

DIRECTOR SCHNEIDER:

We would know about that because we have a program that we are --

LEG. HAHN:

But does it specifically say in -- for Driver Messenger under qualifications, does it delineate what a clean driver record is?

DIRECTOR SCHNEIDER:

You mean under the requirements?

LEG. HAHN:

Yes.

DIRECTOR SCHNEIDER:

No, it does not.

LEG. HAHN:

So there's discretion.

DIRECTOR SCHNEIDER:

It says must maintain --

LEG. HAHN:

Is there some sort of discretion in hiring a driver messenger in wanting someone with a clean driver's record?

DIRECTOR SCHNEIDER:

Normally, if a department head were going to hire a Driver Messenger, they would be able to have a license check run to determine if they have a clean record.

LEG. HAHN:

So what I'm trying to get at is I just would rather -- I'd rather see there be a little discretion within the list. There might be someone who was a cook previously, but they're lower down on the list. There might be somebody who went and got their chef's, whatever, degree, they're lower down on the list.

DIRECTOR SCHNEIDER:

Okay.

LEG. HAHN:

But you're saying that they're going to create a callback list in order of seniority and number one gets called and number one might not have that --

DIRECTOR SCHNEIDER:

What's the alternative?

LEG. HAHN:

It's experience. Can we -- can they bring in a number of them from the list and review, you know, from within the list?

DIRECTOR SCHNEIDER:

Well, you're talking about in -- in the best of Legislator Browning's world, if all of a sudden Public Works and Parks and the Police Department had laborers and custodial jobs to fill, and we had this callback list, we are looking to do it in the same way that we do preferred list and that is give the preference to the most senior people, the people that spent the most time in the County, the first crack.

LEG. HAHN:

But that's -- but that's title specific. A preferred -- but the nature of a preferred list is they've done the job before and the seniority in that title matters. Right?

DIRECTOR SCHNEIDER:

Yes, that's -- that is in the law. The law specifies how a preferred list works for competitive people. In the layoff in Suffolk County we have extended preferred list rights during the layoff to the AME employees who are in noncompetitive and labor class positions. They don't get this automatically. We extended the preferred list rights to all the employees who are laid off. So this is completely different. This is not going to be a -- we can't call it a preferred list so we're calling it a callback list. But you have to have some semblance of how you're going to do it. And the entire conversation with Legislator Browning back to 2015 when she first spoke to me about this, was to do this by seniority.

LEG. HAHN:

So would there be any way to canvas the list one time with a list of these titles and say, you know, because of what I'm afraid is going to happen to you, is, you know, there might be some titles that come up and you have to call the most senior person on the list and they -- if they keep decline -- declining every time and we don't want them to -- one decline means that they're off the list, like I think that would be too harsh if they, you know, happen to not want to be a janitor or custodian, whatever the --

DIRECTOR SCHNEIDER:

Well, that's how it works with -- - that's how it works, Legislator Hahn, with preferred lists.

LEG. HAHN:

But that's for their own title. Right?

DIRECTOR SCHNEIDER:

Yes, it is.

LEG. HAHN:

A preferred list is for their own title.

DIRECTOR SCHNEIDER:

Yes.

LEG. HAHN:

The job they've, you know, they've built their life around, their career.

DIRECTOR SCHNEIDER:

Right.

LEG. HAHN:

That's the job that they want to do. This is, we're saying, we're going to ask you one time if you want to be a custodian. And if you say no we shouldn't say, *oh, forget it, you don't have a chance to come back*, like it just so happens that job -- am I getting it --

DIRECTOR SCHNEIDER:

You know, well, I don't understand what the point is because Legislator Browning is making the point that they're unemployed, they have no benefits, some of these people need time, they're looking for a job. And if a job is offered to them, why would they not take it and come back to the County? And if they don't take it, you have -- now if one person doesn't take it, now you have 153 other people that have the opportunity to move up on the list and have an opportunity to take it. Why do you go back to the same person all the time and keep asking that same person?

LEG. HAHN:

I don't know, where does the morgue person have to -- what if somebody lives, you know, Montauk and they have to drive to the morgue every day and they don't want to -- they can't do that because they got to pick up child at a certain time.

DIRECTOR SCHNEIDER:

Well, I think that --

LEG. HAHN:

They say no to the morgue because they don't want to come into Hauppauge. I mean, there may be -- there may be many reasons why somebody might turn down a job that wasn't their preferred list job. And I would feel like they shouldn't be off the -- keep looking at -- they shouldn't be off the list completely because they turned down some other job that they never signed up for.

DIRECTOR SCHNEIDER:

I think a mitigating -- I think a mitigating reason of somebody who lives out East would -- would make a difference, but for somebody to say, no, I don't want to be a custodian --

LEG. HAHN:

Right. But my point is every single person on that list has -- may have some mitigating factor to one of the jobs on the list that might come up first. And so anyway, I don't know if we need to belabor this point, but there just -- it feels like there are technical -- we could work through some of these technical -- if you canvas the list and -- and asked which positions people on the list might be interested in, it might make it easier for you, you know, so that they say, well, I couldn't do this one because I'd have to be, wherever, or, you know, like they would -- it just might make it easier for you in the long haul instead of having to go through each and every time everybody.

DIRECTOR SCHNEIDER:

You mean doing a one-time canvas. Is that what you're saying?

LEG. HAHN:

Right, in the beginning.

DIRECTOR SCHNEIDER:

Well, again, that can be done. I never said that can't be done. So what you're proposing is do a one-time canvas of all 154 people.

LEG. HAHN:

With this list and saying, you know, would you be interested in any position, would you -- you know, are there certain positions you couldn't do, I don't know, physical reason or something or, you know, whatever reason like I just -- like I just mentioned. Or -- and then -- and then as they come up, you might have some that you wouldn't have to call for a certain job, you know, there might be a way to make this a little more manageable. But I also believe -- do believe that there may be instances, you know, where the supervisor -- you should get to interview, you know, several people from the list to find a good fit if it's -- if it's a job that -- that might require --

DIRECTOR SCHNEIDER:

How many people?

LEG. HAHN:

I don't know, I think this is something we can talk about. I'm not saying we need to decide it today.

DIRECTOR SCHNEIDER:

Well --

LEG. HAHN:

But, you know, we don't --

DIRECTOR SCHNEIDER:

You know, we're three years into this list and we're first talking about bringing people back. In the fourth year of the preferred list we're now talking about a callback list. And you're saying we can talk about it.

You want to make my job easier, spell out in the resolution exactly how you want me to handle this and that's how it would be handled. Because we're in unchartered waters here. There's no law that addresses this. It's never been done before. I respect Legislator Browning's intent and where the Legislative body goes with this is where we will go with it. What I am saying here, the original discussions were for positions that had no requirements. Once we add positions that have requirements, it makes it very difficult and it becomes not a one-time canvas because people can obtain those requirements during the remaining period of the preferred list's life. And we can't continue to go back whenever an opening occurs that has a requirement and recanvas the people to see if they've gained it. Maybe somebody has six months of experience, and maybe they'll have that six -- that experience six months later, maybe they won't; we're not going to know this, so.

LEG. HAHN:

So one more time, which positions on this list fall into that category?

DIRECTOR SCHNEIDER:

Well, I don't have the new positions.

CHAIRPERSON CALARCO:

The first 14 --

DIRECTOR SCHNEIDER:

I just have the original resolution here.

CHAIRPERSON CALARCO:

The first 14 on the amended resolution. Go ahead, Legislator Browning.

LEG. BROWNING:

So we have the preferred list, okay. If there's someone currently on the preferred list who has not come back, they do have to offer that position. So if it's a laborer who's -- and a labor job opens, they have to go to the preferred list. If it's a custodian and there's a custodian who's been laid off, they have to go to that laid off custodian.

What I'm saying is there are certain people and specifically 74, 75 CNAs who are probably more than qualified. If you've ever been to the John J. Foley Nursing Home and saw what they did, they would be more than qualified to do many of these jobs. They could be custodians, they could be neighborhood aides, many of them. Working in Social Services, police. Have you ever -- if you ever have been there and you've seen how they work with the -- the seniors and the young people at John J. Foley and the things that they have to do, it's not just about wiping behinds, as I said the last time, but they're like social workers to these people. So they would be more than qualified to work at Social Services. Some of them are taking tests. Some of them have taken Civil Service tests to get back to the County.

Well, I'm just saying is if -- if we have exhausted those positions in that Civil Service title, and the only people left are CNAs, then why shouldn't they be given first preference over some stranger off the street to come back to the County, to come to the County and come back to work? I just think it's morally the right thing to do is to give them first crack rather than saying, oh, I have a friend and give them a job when you know that you've 70-something people who would like to come back, but your bypassing them. I think that's the right thing to do.

CHAIRPERSON CALARCO:

Okay. Anybody else? So I would just say this: Alan, you said Cynthia met with Legislator Browning? Legislator Browning, is that accurate that you had a conversation or a meeting?

LEG. BROWNING:

We didn't actually meet, we've been back and forth e-mails.

CHAIRPERSON CALARCO:

Back and forth e-mails. Okay. And they offered you some language?

LEG. BROWNING:

She did offer some language.

CHAIRPERSON CALARCO:

That they felt they could work within --

LEG. BROWNING:

And she -- the last meeting we got, and I believe we did accommodate most of her language. Correct, George?

MR. NOLAN:

Right, she was concerned about the, you know, noncompetitive language in the body of the resolution. We removed that. So I really think the issue now is really the titles that are listed on the exhibit.

LEG. BROWNING:

But that's what everybody asked for at the last Committee meeting was provide the list of those noncompetitive positions, which is the labor class and the noncompetitive so that is all --

CHAIRPERSON CALARCO:

Well, I don't -- I don't think that's -- I don't think that's accurate. And I think that's the issue that's at hand. So the language -- Civil Service shared the language with me as well of noncompetitive -- other than competitive Civil Service positions for which there are no minimum qualifications. And they are telling us that under that language the first 14 titles on your exhibit are the 14 titles that fall under that category, if I'm understanding testimony this morning from the Director; and that the other titles all do not fall under that language and, therefore, are being added in in addition to.

LEG. BROWNING:

Okay. And the First Resolved does say that *to offer such positions to former County employees on existing preferred lists who meet the minimum qualifications for such positions*. So, in the First Resolved, it does say that they have to meet the minimum qualifications. I mean, how many people apply for a job, even in the private sector, that they're not necessary qualified for. People will still apply.

CHAIRPERSON CALARCO:

I think Civil Service's position isn't that there's -- that people have to apply, they're being told and

directed that they must canvas through 154 individuals for each one of those titles to see if they do qualify.

LEG. BROWNING:

And that's why I reached out to the union to say could you guys help out with this.

CHAIRPERSON CALARCO:

But I think -- I think Civil Service has given you language that says here is language that creates 14 titles that we feel -- ones that you often repeat, you know, laborer titles and custodial titles that we can do this; we think we can handle this without much of problem; it will give all these people an opportunity to come back.

We are comfortable with it. I certainly have told the union that I'm comfortable with that language from Civil Service and the list that it produces. And I'd be more than willing to vote for it under that provision. So we can either continue to debate this about the Neighborhood Aide title, which really what it all boils down to --

LEG. BROWNING:

-- and let's be honest --

CHAIRPERSON CALARCO:

And, no, no, I have the floor, Legislator Browning, and it's -- your own statements about the County Executive hiring these people and the County Executive's hiring those people --

LEG. BROWNING:

And I do, too.

CHAIRPERSON CALARCO:

-- and these people working on the -- the 12th floor doing renovations and all those other things shows that this isn't really necessarily about the employees that we want to bring back, but about the County Executive. And I'm not looking to make this about them. I want to make it about bringing the employees back.

So I would support the resolution with the language that's been offered by Civil Service. And if you don't want to make that amendment, I would offer putting forward that resolution myself so the colleagues here can have the opportunity to vote on the language per what Civil Service is recommending that they think they can handle that would accommodate this -- the goal, which is to give these employees an opportunity to come back to the County.

LEG. BROWNING:

And when you want to exclude Neighborhood Aides, we all know what Neighborhood Aides are. And at this point in time since -- four years ago, there are 92 people who have been hired who did not come in on a Civil Service test: 92. That's really an astounding number. And neighborhood aides, there are enough people who've worked in the County who would be more than qualified. There are 13 Neighborhood Aides. And, yeah, you want to make it about the County Exec, yeah, it's *do what I say, not what I do*. That's what he's been doing. And I'm sorry, but a Neighborhood Aide, if you look at the title, there is no real major qualifications other than a high school diploma and obviously --

DIRECTOR SCHNEIDER:

Excuse me.

LEG. BROWNING:

-- there's a title, it does require a high school diploma. And it does say that depending on the position what the requirements would be. But who's to say of the preferred list employees that there is no one eligible to take any of those positions. We all know what Neighborhood Aides are. There's one that's there since 1979 and still working here as a Neighborhood Aide. We have a number of them. Since '69. I'm sorry, it's -- I think you're being unfair. This is one year left. And if we can give at least half-a-dozen of them an opportunity to come back, I don't know why you cannot accommodate that. But when you want to start eliminating Neighborhood Aides, I know what's going to happen. Any time there's a position needing to be filled, a friend of somebody's going to get a job, it's gonna get filled through a Neighborhood Aide position because it's not on this bill.

DIRECTOR SCHNEIDER:

Okay, I have to address what Legislator Browning just stated. Number one, if there is a Neighborhood Aide who came in in 1979 and is still working as a Neighborhood Aide in 2016, well, there's nothing wrong with that.

LEG. BROWNING:

No.

DIRECTOR SCHNEIDER:

No different than anybody coming in in an entry level position in 1979 and still being in an entry level position in 2016. Because it meant that that person that was hired in 1979 met the qualifications and has stayed in that job and is doing that job to the satisfaction of the department head in whatever department that person is working in.

Number two, the qualifications for Neighborhood Aide are a high school diploma and one year of experience in a performance of community or social service work. Now, in the Department of Civil Service, we do not just approve requests that come in for Neighborhood Aide work, because we have to make sure that people who are going to go into Neighborhood Aide work are doing work that involves dealing with the public and are not in a job as a substitute for being in a competitive job to avoid taking a Civil Service exam.

So when you look at the number of Neighborhood Aide people in the County, there aren't that many Neighborhood Aide titles in this County. And we take a very hard look at every request. And if you ask the County Executive how many times we have said no, that is not a Neighborhood Aide position, they will tell you that we are a pain in the butt when it comes to Neighborhood Aide --

LEG. BROWNING:

Can you tell me for one minute that those people on that preferred list now, that there's -- none of them would be eligible to be a Neighborhood Aide?

DIRECTOR SCHNEIDER:

Legislator Browning, I don't know the people on that list. But I will tell you that working as a Nurse's Aide is not qualifying experience to be a Neighborhood Aide. If somebody came in from the outside and presented an application to us for a Neighborhood Aide position and had 20 years of experience as a Nurse's Aide and no experience working in the performance of community or social service work, we would not accept them as qualified for Neighborhood Aide work. So for the 74 Nurse's Aides, maybe there are people who do have that experience but we would not know about it; and we would have to go through everyone to determine who is qualified and who isn't.

LEG. BROWNING:

You know what, Alan, I'm really sorry --

DIRECTOR SCHNEIDER:

And that is not what we had talked about originally when you and I spoke about this whole concept.

LEG. BROWNING:

And since we last spoke the list has gotten much smaller. So I'm really sorry that I have to ask you to work a little harder to try and get some County workers back. And that's why --

DIRECTOR SCHNEIDER:

This is not a matter of me working harder --

LEG. BROWNING:

That's why -- and that's why when I spoke --

DIRECTOR SCHNEIDER:

-- and you know me better than --

LEG. BROWNING:

-- that's why when I knew that that was an issue for you, and that's why I reached out to the union and I said "would you help canvas these members." It's just some of them may not want to come back.

DIRECTOR SCHNEIDER:

First of all, it is not the union's business to be involved in the hiring procedure in the County.

LEG. BROWNING:

No, all I'm asking is that they could consider canvassing their former members to see if they have an interest in coming back. Plain and simple. And that could help whittle down the number. It's making it -- it's just trying to do the right thing by some people who want to come back, okay?

DIRECTOR SCHNEIDER:

And I have no problem with that part.

LEG. BROWNING:

It seems to be there's going to be a constant excuse why it can't be done.

CHAIRPERSON CALARCO:

Okay. Legislator Kennedy wanted to say something. She hasn't spoken yet this morning.

LEG. KENNEDY:

Good morning, Alan. First of all, I take offense to the fact what you stated was a criteria for a Nurse's Aide. If you do not think that a Nurse's Aide does more than social service work and particularly in a nursing home -- is that a Civil Service statement that they don't -- a Nurse's Aide doesn't do any kind of social service work?

DIRECTOR SCHNEIDER:

A Nurse's Aide does Nurse's Aide work.

LEG. KENNEDY:

A Nurse's Aide in a nursing home does far more than just nurse's --

DIRECTOR SCHNEIDER:

I understand what a Nurse's Aide does, Legislator Kennedy. But if on an application somebody presents that they have been a Nurse's Aide for the past 20 years, that does not qualify them to be

a Neighborhood Aide.

LEG. KENNEDY:

This is according to Civil Service Law.

DIRECTOR SCHNEIDER:

No, it's not according to Civil Service Law. It's according to Civil Service job spec requirements. And what this job -- what this requirement is requiring is work in the community, working with people in the community, assisting people in the community, people in aging, people in social services, agencies, any kind of work outside in the community. Not working as a Nurse's Aide; that is their main job.

LEG. KENNEDY:

Alan, the nursing homes are part of our communities. Hospitals are part of our communities. It's semantics. I will leave it that I differ strongly. Nurse's Aides, particularly in a nursing home, connect patients and patients' families all the time.

DIRECTOR SCHNEIDER:

Believe me, I know what --

LEG. KENNEDY:

You have the one social worker or two social workers for huge facilities. They do more work when it comes to connecting families, connecting services. They arrange for transportation. I could name a 100 things they do. I think they're perfectly qualified.

Let me just move onto the Neighborhood Aide. And you know I'm pretty blunt when I speak. It's always been a political position. A Neighborhood Aide, I don't know the exact criteria, but you have to be able to answer phone calls, go out and do what you're told. I think anyone who has worked in a hospital, in a nursing home, knows how to do what they're told and what should be done. I -- they can all read, they can all write and they can all comprehend very well as evidenced by them arguing and fighting during the nursing home sale. I don't see any reason why anyone would not want one of these people in the Neighborhood Aide position. So, I'm just going to leave it at that.

CHAIRPERSON CALARCO:

Are you done, Legislator Kennedy?

LEG. KENNEDY:

I am done.

CHAIRPERSON CALARCO:

Okay. Legislator McCaffrey.

LEG. McCAFFREY:

Thank you. Commissioner, can I ask about this -- the qual -- because I hear, you know, I don't really know the specifics about what, you know, the nursing assistant does. But you mentioned some sort of criteria that's set, you know, to determine whether or not that title would -- that experience in that title would qualify for the experience in Neighborhood Aide. Where does that come from? Is it -- is it like a global thing or is it just understood or -- I mean, what's the criteria if I could ask.

DIRECTOR SCHNEIDER:

Where does the -- I'm not sure that I'm understanding what --

LEG. McCAFFREY:

Well, you pretty affirmatively said that if you worked as a neighborhood -- as a nursing assistant for 20 years --

DIRECTOR SCHNEIDER:

Nurse's Aide, yeah.

LEG. McCAFFREY:

Yeah, a nursing assistant for 20 years you would not qualify for that one year of experience needed for Neighborhood Aide. Where does that -- that come from? I'm not questioning your judgement; I just want to know what the source of it is.

DIRECTOR SCHNEIDER:

The job description. The job requirements on the job description page.

LEG. McCAFFREY:

So any one of those job descriptions that they had would have to say that, you know, would have to meet specifically --

DIRECTOR SCHNEIDER:

If you read the job description --

LEG. McCAFFREY:

Yeah.

DIRECTOR SCHNEIDER:

-- for a Nurse's Aide, it will describe fully everything that a Nurses Aide does.

LEG. McCAFFREY:

Right.

DIRECTOR SCHNEIDER:

It does not say anything about working in the community.

LEG. McCAFFREY:

It says in the performance of community or social service work.

DIRECTOR SCHNEIDER:

Or social services work outside in the community.

LEG. McCAFFREY:

It says in the performance of community or social service work.

DIRECTOR SCHNEIDER:

Correct.

LEG. McCAFFREY:

That specifically would exclude people who worked in -- in there because they weren't doing it outside in the community? They were doing it inside the --

DIRECTOR SCHNEIDER:

Worked in senior citizen centers; they worked in social services agencies. That was their job. That's what they did. That was their qualifying experience.

LEG. McCAFFREY:

And besides that one year of beyond high school, education beyond high school in a federally authorized accreditation or registration by New York State may be substituted for the required experience, so.

DIRECTOR SCHNEIDER:

Correct.

LEG. McCAFFREY:

So we could have somebody that was 20 years as a Neighborhood Aide -- I mean as a nursing assistant, but somewhere along the line they -- they went back and they got a year's worth of postgraduate credit, that would also qualify them for that.

DIRECTOR SCHNEIDER:

Correct.

LEG. McCAFFREY:

So -- so the thing is we may have those people out there that may have been 20 years --

DIRECTOR SCHNEIDER:

That's correct.

LEG. McCAFFREY:

-- as a nursing assistant. So why -- I mean, we're getting caught up in the nursing assistants. Why don't we just call these people, you're ready, willing and able to do it, why don't we just call them? If they're qualified, they're qualified; it's easy. I mean, if they're not qualified then they can't have it and we move on and -- but this is, you know, peoples' livelihood we're talking about. We're talking about hundreds of people. We're down to the last 154 people and it's just a matter of saying let's call. *Are you qualified, do you have* -- maybe they got four-year degrees, two years or one-year. And maybe they had other experience somewhere along the line. Why not give them a shot? These are our employees that we had to let go. I'm not addressing this to you; really more to my colleagues.

I mean, it's clear that, you know, the Commissioner says we could get around all these details. It's just a matter of sending out additional letters whenever these numbers come up. Go through the preferred list first, then if not we go to the callback list. If someone's qualified on the callback list, let's give them a shot. I mean, it sounds fair to me. There's no -- there's no issue here that we can't work through unless we don't want to.

DIRECTOR SCHNEIDER:

Well, in answer to that, are you saying that we do this as a one-time thing and that's it? At the beginning? Because what if an individual says, *well, I don't have the experience right now or I don't have that one year of college but I will in a couple of months. I'm going to get there in -- I've been working in a job and in a couple of months I'll have the experience or I'll have that one year in -- at the end of December.* We then have to keep going back and determining who's qualified.

LEG. McCAFFREY:

I think anybody at that time when you're offering the job, the way I read the legislation here is, you need to offer that job to those people that -- and if they're qualified at that time, they're offered the job. And if another job opens up six months later when they've now gotten that one year of experience, then I think we need to offer that job to them again when it comes back. And it's 154 people.

DIRECTOR SCHNEIDER:

You know what I'm going to say, Legislator McCaffrey, you guys put in this resolution what you want me to do and I will do it. But for me to stand here and argue with you about what should be done, how it should be done, about Neighborhood Aides, we can probably stand here and do this all day.

LEG. McCAFFREY:

Yeah, no, I don't want to argue with you about Civil Service because you know much more about it than I do. All I'm just saying is --

DIRECTOR SCHNEIDER:

All I'm saying is this resolution has changed numerous times since it was first brought to my attention. I've -- I had -- I've had discussions with Legislator Browning going back to the fall of 2015 about this. And here we are today in June of 2016 and we have a resolution that still does not have a plan attached to it. So what I'm saying is come up with a plan, put it in the resolution, give it to me and I will follow whatever plan you lay out for me.

LEG. McCAFFREY:

Are you saying, then, that the -- that the resolution as it sits now is lacking, say, this callback list language or is that something that you could --

DIRECTOR SCHNEIDER:

I don't even know which resolution I'm dealing with because I thought I was dealing with 16 titles until I saw the new resolution yesterday. Unfortunately, Cynthia DiStefano, who's been working with Legislator Browning and her staff is off on vacation right now so I've inherited everything that she has been working on. And --

LEG. McCAFFREY:

So your issue as it sits now is that you can't call it a preferred list that you would have to call --

DIRECTOR SCHNEIDER:

No, we can't call it a preferred list.

LEG. McCAFFREY:

You would need two lists: You would need a preferred list and then a callback list.

DIRECTOR SCHNEIDER:

No, we have a preferred list. The preferred list is there. The preferred list is separate.

LEG. McCAFFREY:

Okay.

DIRECTOR SCHNEIDER:

All the people that are on the preferred list are going to remain on the preferred list for their own titles. The problem is the Nurse's Aides that worked in the Foley, unfortunately, that is the only place that the title exists or existed. So for those 74 individuals, unfortunately, you got a preferred list, but you got no place for them to go.

LEG. McCAFFREY:

Okay. That's what we're trying to fix. We're trying to say that, you know, let's find a place --

DIRECTOR SCHNEIDER:

So can they -- can they do laborer work? Yes. Can they do custodian work? Yes. Can they do the work of the other titles that don't have any requirements of the 14 titles that Cynthia worked out?

Yes, they can.

LEG. McCAFFREY:

Including Neighborhood Aide.

DIRECTOR SCHNEIDER:

Are they qualified for titles that have requirements? I don't know.

LEG. McCAFFREY:

Yeah, but we don't know.

DIRECTOR SCHNEIDER:

I don't know.

LEG. McCAFFREY:

I mean, they may be qualified. Right.

DIRECTOR SCHNEIDER:

What I am saying is they are not automatically qualified to be Neighborhood Aides because they were Nurse's Aides.

LEG. McCAFFREY:

And I don't think we're asking to make that determination as we're here to say, *hey, we want nursing assistants to be in -- automatically considered for Neighborhood Aide positions*. Every one of them, as you stated before, stands on its own merits. And you were quite judicious about determining whether or not they meet their qualifications. And I'm not asking and I don't think the sponsor's asking for you to do anything differently than you did in the past, but just simply we should be giving them some sort of preference before we hire somebody from the outside, that if we've got somebody qualified that used to work for the County, whether it be as a CNA or anything else and they're currently not working, we should offer them the positions first if they meet those minimal qualifications.

And it sounds like you're, as I said before, ready, willing and able to do that, you know, and, you know, and so I would like to see this get done and work through whatever hurdles that we have. And I'm sure that -- that your department and yourself would be able to manage this resolution, as you said before, with some direction.

CHAIRPERSON CALARCO:

I have a request from Legislator Hahn that we take a five-minute recess. We'll recess for five minutes.

[*A RECESS WAS HELD FROM 11:18 A.M. UNTIL 11:28 A.M.*]

CHAIRPERSON CALARCO:

Okay. Can I have all the Legislators back to the horseshoe that's on the Committee, please. Okay. We are back in session.

I have a motion and a second to table and a motion and second to approve on IR 1476. If there is no other debate, the tabling motion goes first. All those in favor? Opposed? Abstentions? **IR 1476 is tabled. (VOTE: 3-2-0-0. Opposed: Legislator Kennedy and Legislator McCaffrey)**

INTRODUCTORY RESOLUTION

Introductory Resolutions. **IR 1516 - Amending the Suffolk County Classification and Salary Plan in connection with a new position title in the Sheriff's Office: Employee Relations Director (Sheriff's Office). (Co. Exec.)** I have a motion to approve by Legislator Kennedy; second by Legislator Lindsay. Anybody on the motion? Bob, you want to stay in your seat. All those in favor? Opposed? Abstentions? **IR 1516 is approved. (VOTE: 5-0-0-0)**
I have no other items on the agenda this morning. Seeing no other issues, we are recessed -- or adjourned. Thank you.

**THE MEETING CONCLUDED AT 11:29 AM
{ } DENOTES SPELLED PHONETICALLY**