

**GOVERNMENT OPERATIONS, PERSONNEL, HOUSING &
CONSUMER PROTECTION COMMITTEE**

OF THE

SUFFOLK COUNTY LEGISLATURE

MINUTES

A regular meeting of the Government Operations, Personnel, Housing & Consumer Protection 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 10, 2015.

MEMBERS PRESENT:

Leg. Robert Calarco, Chairperson
Leg. William J. Lindsay, III, Vice-Chair
Leg. Jay Schneiderman, Deputy Presiding Officer
Leg. Thomas Cilmi
Leg. Kevin J. McCaffrey

ALSO IN ATTENDANCE:

Thomas Muratore, 4th Legislative District
George M. Nolan, Counsel to the Legislature
Sarah Simpson, Assistant Counsel/Legislature
Jason Richberg, Chief Deputy Clerk/Legislature
Robert Lipp, Director/Budget Review Office
Benny Pernice, Budget Review Office
John Ortiz, Budget Review Office
Katie Horst, County Executive's Office
Charles Gardner, Chair of the Government Relations Committee/Kings Park Chamber of Commerce
Gil Anderson, Commissioner/Department of Public Works
Jen McNamara, Director/Labor Relations
Lou Viscusi, President/Correction Officers Association
Arty Sanchez, Secretary/Deputy Sheriffs Police Benevolent Association
Lou Tuttone, 1st Vice-President/Suffolk County PBA
Mike Sharkey, Chief Deputy Sheriff/Suffolk County Sheriff's Office
Rick Brand, Newsday
Pamela Green, Appointee/Pet Advisory Board
Donald Sterling, Appointee/Pet Advisory Board
All Other Interested Parties

MINUTES TAKEN BY:

Diana Flesher, Court Stenographer

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(*The meeting was called to order at 10:06 AM*)

CHAIRPERSON CALARCO:

Good morning. Welcome to the Government Operations, Personnel, Housing and Consumer Protection Committee. We're going to get started. All please rise for the Pledge of Allegiance led by Legislator Lindsay.

SALUTATION

Okay. Welcome, everyone. We're going to move into our agenda here. I have no correspondence and I have no cards. Is there anybody in the audience who would like to address the committee this morning? Anybody? Going once, going twice. Okay, we're going to close the Public Portion and move right into the agenda.

What I'm going to do is make a couple of -- take a couple of resolutions out of order, as we have a few members -- a few people being appointed to boards here.

So I'd like to make a motion to take IR 11 -- **1448-15**, excuse me, out of order, **To Appoint member to the Suffolk County Animal and Pet Advisory Board (Pamela Green) (Spencer)**.

LEG. LINDSAY:

Second.

CHAIRPERSON CALARCO:

Second by Legislator Lindsay. All those in favor? Opposed? Abstentions? IR 1448 is before us.

Ms. Green, if you would like to please come forward. Good morning, Ms. Green. How are you today?

MS. GREEN:

Good morning. I'm well. And yourself?

CHAIRPERSON CALARCO:

I'm doing very well. Perhaps -- welcome to the committee. Perhaps maybe you could tell us a little bit about yourself and your interest in serving on this particular board.

MS. GREEN:

I'm Executive Director of the Kent Animal Shelter in Calverton. I've been in the animal welfare field for 30 years. And I'd like to serve on the board, the Pet Advisory Board, to help out in any way that I can with all the knowledge and experience that I've gained over the years and to work with the Department of Consumer Affairs to hopefully enforce the bill that was passed last year by -- or introduced by Legislator Schneiderman and cosponsored by Legislator Spencer, and to see that there is some enforcement of that legislation.

CHAIRPERSON CALARCO:

Okay, great. Does anybody have -- Legislator Schneiderman has a question.

D.P.O. SCHNEIDERMAN:

A couple of things. First, Pam, thank you for your interest. I had the pleasure of working with Pam over the course of many months and many hearings on that pet bill, the puppy mill bill, and Pam was really instrumental in helping bring the two sides together and come up with a consensus and putting the pieces together for that bill. This board really is largely to enforce that bill. So to have somebody who is familiar with both sides of the issue, I think it would be great to have you on the

board, personally.

Can I ask you just one question, too? Last time we had spoken, I know you were having an issue with Kent Animal Shelter and trying to expand that facility. There was a question about the Pine Barrens. Did you ever get through that process?

MS. GREEN:

No, not exactly.

D.P.O. SCHNEIDERMAN:

Oh, you're still --

MS. GREEN:

We have another hearing on the 17th of this month to hopefully overcome the obstacle with that project which is -- as you know, the shelter is already there in the Pine Barrens, and what we want to do is put up a new building to replace a 45-year old building and one that's much more environmentally friendly, and it would be a win/win for the environment and for the shelter, so. You know, there's an obstacle in the way and we have -- we have another hearing and we hope to make some progress on that.

D.P.O. SCHNEIDERMAN:

I remember I wrote a letter in support of that.

MS. GREEN:

Yes, I appreciate that. Thank you.

D.P.O. SCHNEIDERMAN:

Okay. But thank you for your willingness to serve, you certainly have my support.

MS. GREEN:

Absolutely. Thank you.

CHAIRPERSON CALARCO:

Okay, thank you. Does anybody else have any questions for Ms. Green? All right, seeing none --

D.P.O. SCHNEIDERMAN:

Motion to approve.

CHAIRPERSON CALARCO:

I have a motion by Legislator Schneiderman, second by Legislator Lindsay. All those in favor? Opposed? Abstentions? ***IR 1448 is approved (VOTE: 5-0-0-0)***. Congratulations, Ms. Green. And you do not need to come on Tuesday.

MS. GREEN:

Okay. Thank you for considering me and thank you for the appointment.

CHAIRPERSON CALARCO:

Thank you very much for your willingness to serve.

Okay, I have one other appointment I would like to take out of order, ***IR 1449-15 - Appoint member to the Suffolk County Animal and Pet Advisory Board (Donald Sterling) (Spencer)***. Mr. Sterling, are you here?

MR. STERLING:

Yes.

CHAIRPERSON CALARCO:

That's it, Ms. Green. You can go. Thank you very much. We really appreciate your willingness to serve.

MR. STERLING:

Good morning, Folks.

CHAIRPERSON CALARCO:

Good morning. How are you today?

MR. STERLING:

Very well.

CHAIRPERSON CALARCO:

Good. Perhaps you can give us a little bit of your background and why you would like to serve on the board.

MR. STERLING:

I'd rather be on the board to help formulate the rules than not be on the board and complain about them.

CHAIRPERSON CALARCO:

(Laughter) That's a great answer. What's your background, Sir?

MR. STERLING:

Twenty years with the Suffolk County Police K-9 Unit. I've been operating my own dog kennel for 40 years. I've been involved with animals from training guide dogs back in 1962 to the present time.

CHAIRPERSON CALARCO:

Okay, very good. Does anybody have any questions for Mr. Sterling?

D.P.O. SCHNEIDERMAN:

Maybe it's really a question for Counsel. So this board, Advisory Board, is composed of a number of individuals representing certain interests to keep it balanced. I think there are some pet store or pet industry individuals. Sir, were you chosen on a particular -- because of that background, do you represent kennels, is that one of the seats, or is it the pet industry?

MR. STERLING:

I was on the previous board that was on the pet inspection and I guess they picked up my name and asked me to be on this board.

D.P.O. SCHNEIDERMAN:

Okay.

MR. STERLING:

And I'd rather be here than not be here.

D.P.O. SCHNEIDERMAN:

All right. So your feelings in terms of the pet stores, are you -- do you have a relationship? Do you talk with any of the owners? You know, I think it's important to have seats at the table from

both -- from both sides of this issue. So those that are selling animals for a living that may be buying from reputable breeders, we want to make sure they continue to purchase from reputable breeders, not from -- not puppy mills and places that don't humanely treat these animals.

MR. STERLING:

I recognize the need for some legislation. The previous pet board, which basically unfortunately didn't do much because it was a voluntary situation, and we contacted all the pet stores in the County. Two volunteered, the rest did not, and when made appointments to see those two pet stores, they both backed out. So without law enforcement behind you, you have -- we couldn't do anything.

And yes, I do look at it from a businessman's point of view. But like I said, I've been involved with animals almost all my life and I adhere to the fact that they have to be well cared for. But a lot of the puppy mills, as far as I know, come from the Midwest. We don't have any jurisdiction over that. So how they're going to implement this is what we're going to sit down and see.

D.P.O. SCHNEIDERMAN:

Right. So from my perspective, it's really important that the County work with our small business owners, that we're not seen as adversarial, that we're trying to make sure that they comply with these laws. We are not trying to put them out of business, I said that in the early stages of development of this puppy law bill, puppy mill law.

So I think it's important to have people on this advisory committee who see that small business perspective and is willing to work with them to get compliance rather than try to just go after them for non-compliance.

MR. STERLING:

I agree, absolutely.

D.P.O. SCHNEIDERMAN:

Okay. Thank you.

CHAIRPERSON CALARCO:

Okay.

D.P.O. SCHNEIDERMAN:

George, did you have any -- were you able to find that?

MR. NOLAN:

Yeah, there's supposed to be somebody who has knowledge of the pet industry, and that's the slot this individual is filling.

CHAIRPERSON CALARCO:

Okay. Any other questions for Mr. Sterling? Seeing none, I'll make a motion to approve. Second by --

MR. RICHBERG:

Mr. Chair, we didn't have a motion to take out of order.

CHAIRPERSON CALARCO:

I didn't make -- okay. I thought I made that motion.

MR. RICHBURG:

But we didn't have a second, we did not have a vote.

CHAIRPERSON CALARCO:

Okay.

D.P.O. SCHNEIDERMAN:

Second to take it out of order.

CHAIRPERSON CALARCO:

Second by Legislator Schneiderman. All those in favor? Opposed? Abstentions? IR 1449 is before us. I'll make a motion to approve. Second by Legislator Schneiderman. All those in favor? Opposed? Abstentions? ***IR 1449 approved (VOTE: 5-0-0-0)***. Congratulations, Mr. Sterling. Thank you for your willingness to serve.

MR. STERLING:

Thank you. I appreciate the opportunity.

D.P.O. SCHNEIDERMAN:

Just --

CHAIRPERSON CALARCO:

And like Ms. Green, you won't need to come on Tuesday.

D.P.O. SCHNEIDERMAN:

Just one more time, I want to reiterate that since there's -- it sounds like there's one seat that's reserved for the pet industry and you're filling it. I just would like you to reach out to some of the pet store owners so that they feel that they have a voice in you.

MR. STERLING:

I'd be more than happy to, with the assistance of the rest of the board, that we have some official backing, that I just don't walk in there, they don't know who the hell I am.

D.P.O. SCHNEIDERMAN:

Right. I could -- my office can put you in touch with some of those people who were involved with the development of the law, representing those pet stores, and maybe you can reach out.

MR. STERLING:

That would be very helpful.

D.P.O. SCHNEIDERMAN:

Okay. Thank you, Sir.

MR. STERLING:

Thank you, Gentlemen.

CHAIRPERSON CALARCO:

Thank you. Okay, we are going to move now back to the beginning of the agenda, to the **Tabled Resolutions:**

IR 1118-15 - Adopting Local Law No. -2015, A Local Law amending Chapter 563 of the Suffolk County Code to modify the laws relating to home furnishings and dealers in secondhand articles (County Executive). I believe we need to table this, right? I'll make a

motion to table for a public hearing. Second by Legislator Schneiderman. All those in favor?
Opposed? Abstentions? **IR 1118 is tabled (VOTE: 5-0-0-0).**

IR 1124-15 - Adopting Local Law No. -2015, A Charter Law to expedite the consolidation of financial management functions in the County Department of Audit and Control. (McCaffrey) .

LEG. McCAFFREY:

Motion to approve

CHAIRPERSON CALARCO:

Motion to approve. We already did this last week. This is your bill on the merger; we just did a merger two weeks ago.

LEG. McCAFFREY:

Okay. Yes, this is the one that --

CHAIRPERSON CALARCO:

Are you going to withdraw it, or would you like to table it?

LEG. McCAFFREY:

Withdraw.

CHAIRPERSON CALARCO:

Okay.

LEG. McCAFFREY:

Yes, please, that is withdrawn.

CHAIRPERSON CALARCO:

Okay. As per Legislator McCaffrey, this resolution is being withdrawn. **IR 1260-15 - Adopting Local Law No. -2014, A Local Law to regulate "board up" businesses in Suffolk County (Browning).** I'd like to make a motion to approve.

LEG. LINDSAY:

Second.

CHAIRPERSON BROWNING:

Second by Legislator Lindsay. Anyone on the motion? Okay, all those in favor? Opposed? Abstentions? **IR 1260 is approved (VOTE: 5-0-0-0).**

IR 1384-15 - Adopting Local Law No. -2015, A Charter Law amending and clarifying the procedure of filling County Treasurer vacancies. (McCaffrey). Legislator McCaffrey, would you be withdrawing this one as well?

LEG. McCAFFREY:

Yes, I will.

CHAIRPERSON CALARCO:

Okay. Please make the note, Mr. Clerk, that Legislator McCaffrey has made the motion to withdraw. **IR 1384 is no longer before us.**

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Introductory Resolutions

IR 1447-15 - Adopting Local Law No. -2015, A Local Law amending Chapter 101 of the Suffolk County Code. (Hahn) This needs to be tabled for public hearing. I'll make the motion.

D.P.O. SCHNEIDERMAN:

Second.

CHAIRPERSON CALARCO:

Second by Legislator Schneiderman. All those in favor? Opposed? Abstentions? ***IR 1447 is tabled (VOTE: 5-0-0-0).***

We did 1448 and 1449.

1457-15 - Amending the Suffolk County Classification and Salary Planning in connection with a new position title in the Department of Civil Service/Human Resources: Chief Personnel Analyst (Classification) (County Executive). I'll make a motion to approve. Second by Legislator Lindsay. I do see Mr. Schneiderman here. Alan, could you come forward and give us a little rundown?

D.P.O. SCHNEIDERMAN:

I'm Schneiderman, he's Schneider.

CHAIRPERSON CALARCO:

Schneider. That's what I said, right?

MR. NOLAN:

One Schneiderman.

CHAIRPERSON CALARCO:

One Schneiderman is certainly enough.

(*Laughter*)

At some point she may come in your shoes, but we'll have some patience there.

DIRECTOR SCHNEIDER:

Would the Legislators like a copy of what I'm going to speak to?

CHAIRPERSON CALARCO:

Sure. Bill will get it from you and hand it out. If you could just give us a quick, brief summary of what this resolution is doing.

DIRECTOR SCHNEIDER:

Basically, virtually all the title series in the County go up to the title of Chief. As you'll see on the second page of the handout that you have in front of you, on the top left corner is the Personnel Analyst Series; that title series only goes up to the title of Principal. We've never had a title of Chief in the title series, never really needed to have a title series until this year.

We have reorganized our Classification Division. We have in the Classification division the Personnel Analyst, Senior Personnel Analyst and Principal Personnel Analyst. I currently have five Principal Personnel Analysts, including the individual that I would like to put into this new title if it is approved by the Legislature, and improve the supervision of the entire Classification Division.

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We currently have approximately 20 analysts in classification that service 44,000 employees in government positions; not only in the County, but in all the towns, schools, villages, libraries, fire districts and all other jurisdictions throughout the County. And the reporting requirements coming up through all the principals has become unwieldy in the Classification Division. By establishing this title and creating just one position, which is going to cost -- through a raise for the one individual that I would like to promote, it's going to be a 3% raise which is going to be approximately \$4,000. He will then take over the supervision of everybody coming up through him and will even out the entire supervision. The work flow will improve and that is the ultimate goal that I hope to achieve through the creation of this title. It's basically as simple as that.

This is something that I have thought about for quite a while and it's reached the point where I have lost a couple of Senior Principal people to retirement in the last year, people that have been with me for over 25 years, and now the staff at the higher level positions have gotten a little bit younger. Phil has been with me for 28 years, he's been in the Principal title since the year 2000. He's the most experienced person that I have in this title, in the title series in my classification unit and he is very, very capable of taking on these responsibilities and, in effect, has been working above the Principal level for quite a while.

CHAIRPERSON CALARCO:

Okay. Does anybody have any questions? Legislator Schneiderman.

D.P.O. SCHNEIDERMAN:

So right now you have five individuals as Principal planning -- Principal Personnel --

DIRECTOR SCHNEIDER:

Principal Personnel Analyst.

D.P.O. SCHNEIDERMAN:

And he's already in a supervisory capacity?

DIRECTOR SCHNEIDER:

Yes.

D.P.O. SCHNEIDERMAN:

So he's kind of that team leader.

DIRECTOR SCHNEIDER:

Yes.

D.P.O. SCHNEIDERMAN:

But he's at the top of the pay scale? His step -- there's no more steps, no more -- he can't go up anymore now, right?

DIRECTOR SCHNEIDER:

Yeah, most of my people are in that same situation.

D.P.O. SCHNEIDERMAN:

And there's no other title -- Civil Service --

DIRECTOR SCHNEIDER:

It's not a --

D.P.O. SCHNEIDERMAN:

No other Civil Service title above this in that chain?

DIRECTOR SCHNEIDER:

That is correct.

D.P.O. SCHNEIDERMAN:

Okay. So --

DIRECTOR SCHNEIDER:

If you see the chart on the second page, Legislator Schneiderman, all the title series in the County do have the title of Principal, most of which are at Grade 31. The titles in the Civil Service Department stop, at the Principal level, at Grade 28. Most -- almost all of the title series in the County do have a Chief at the title -- at the grade of Grade 31. It's not a matter of giving Phil a raise, it's a matter of getting this title in, giving him these responsibilities, smoothing out the supervisory responsibilities in the operation. And yes, as a result of this, he will get a raise; it's not the intent.

D.P.O. SCHNEIDERMAN:

He reports to you?

DIRECTOR SCHNEIDER:

He reports to Cynthia DiStefano who's the Director of Classification.

D.P.O. SCHNEIDERMAN:

Okay. And could there have been a Deputy Director; is that not an appropriate position?

DIRECTOR SCHNEIDER:

I don't have a Deputy.

D.P.O. SCHNEIDERMAN:

Okay.

DIRECTOR SCHNEIDER:

Never have.

D.P.O. SCHNEIDERMAN:

Is there a classification, a Deputy for that -- for Cynthia's position? Is there something I'm --

DIRECTOR SCHNEIDER:

No, every position in the Civil Service Department is competitive. There is no Deputy.

D.P.O. SCHNEIDERMAN:

Okay.

DIRECTOR SCHNEIDER:

So, in effect, if you want to look at it as a Deputy to Cynthia, once you get into the word Deputy, it's out of the competitive class.

D.P.O. SCHNEIDERMAN:

Well, I would like --

DIRECTOR SCHNEIDER:

If you want to look at this as a Deputy to Cynthia; yeah, in effect, it's a Deputy to Cynthia.

D.P.O. SCHNEIDERMAN:

Right. I actually prefer it to be Civil Service than exempt, so let's -- I like this approach. Can you talk to me, though, a little bit about how you create a new Civil Service title? Because I know, you know, in the past we always try to find the title, and I don't know how aware I was that you can just simply create a new title, though I've seen some of these before. So how do you do that? How do you set the salary? Is there a review process?

DIRECTOR SCHNEIDER:

Yes, there is.

D.P.O. SCHNEIDERMAN:

And where does the State come in? Because these are Civil Service titles, so they're really under the State system.

DIRECTOR SCHNEIDER:

Well, it's got nothing to do with the State system. However, whenever -- our job, our mandate under the responsibilities we have to administer Civil Service Law, is to guarantee to the State that everyone in Suffolk County -- and that's the entire universe of almost 44,000 employees -- are all working in the appropriate Civil Service title. So naturally we get called out to do desk audits on a regular basis and we review titles on a regular basis and payrolls on a regular basis to make sure that everybody is appropriately classified in the correct position, is being paid appropriately in that title.

When we do a desk audit, there are times where people are going to get reclassified to a higher title because their jobs have evolved into a different title as a result of new duties that they have taken on or have been given to them. But there are also times where the responsibilities, especially in the times we've been in for the last five years where everybody has been in cut back -- cut back management. So many jurisdictions, like the County, have gone through layoffs and people are doing their own jobs and doing the jobs of other people who are no longer here, where they have taken on additional responsibilities. That there are not titles in the Master List in the County or in the outside jurisdictions where there are no titles that are appropriate to put people in. In that situation, our mandate under Civil Service Law is to come up with a title that would be appropriate, write a job spec, come up with the job requirements for it, call for an examination for that title and create a new title. In the outside jurisdictions we are free to do that on our own and create that new title. In the County, we are also free to do that on our own and create a new title; however, in the County Charter it says that all new titles will be created by the County Legislature.

So, in effect, we have looked at what Phil has been doing for me over the last six months and we have, in effect, said Phil's really working considerably above the level of a Principal Personnel Analyst. We don't have a title above that and we should really create the Chief Personnel Analyst. So we've been kicking this around. We've written a job spec, we presented it to the County Exec's Office and our requirement is to bring it to the Legislature --

D.P.O. SCHNEIDERMAN:

And I am --

DIRECTOR SCHNEIDER:

-- for approval to get it into the Master List into the County payroll system.

D.P.O. SCHNEIDERMAN:

Yeah, I do see in the backup there is a full description of the work activities.

DIRECTOR SCHNEIDER:

Yes.

D.P.O. SCHNEIDERMAN:

So that is helpful. And will there at some point be a test?

DIRECTOR SCHNEIDER:

Yes, there will.

D.P.O. SCHNEIDERMAN:

Okay. So you'll have to write that, too (*laughter*).

DIRECTOR SCHNEIDER:

No, we won't have to write it.

D.P.O. SCHNEIDERMAN:

The State?

DIRECTOR SCHNEIDER:

The State will do that, yes. And incidentally, Legislator Schneiderman, every time we create a new title, we have to notify New York State of our reasons for doing so and a justification for that.

D.P.O. SCHNEIDERMAN:

Alan, how often do we do this?

DIRECTOR SCHNEIDER:

It's not a regular thing. We try -- we try --

D.P.O. SCHNEIDERMAN:

When was the last title we created?

DIRECTOR SCHNEIDER:

You know, it's a funny thing that you ask me that, Legislator Schneiderman, because our -- the philosophy of Civil Service has always been to try to shoehorn people into existing titles. Because we have lists out there that people are on that have taken exams in good faith, paid money to do so and are sitting there waiting, hopefully, to be called for interviews for jobs. Things have kind of changed as a result of the recession and the layoffs. I mean, the County is down so many positions, school districts that have gone through layoffs, towns that have gone through layoffs, villages that have gone through layoffs. I deal with School Superintendents, I deal with Mayors, I deal with the unions that represent the employees in those villages, in those school districts. Everybody's crying for help and yet there's no money for people to fill those positions.

So what happens? Everybody expects the employees to pick up the pieces and do their jobs and do everyone else's job that's not there. So their jobs have changed, their jobs have evolved. So our philosophy has had to evolve as well, and it becomes more and more difficult to shoehorn people who are doing not only their job, but a different job as well into existing titles. So more and more, we have been looking at new titles and we're trying to get the State to understand that because they don't like sitting up there, because they have had their own reductions and they have fewer people up there to write exams, and now they're being placed in the position, *Well, we have an exam for this title. Why don't you use it*, and we've got to tell them, *Well, that title's not really*

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appropriate anymore. We've got a new title, and they're put in a position where they've got to write a brand new exam.

D.P.O. SCHNEIDERMAN:

Alan, so Phil Cohen, Mr. Cohen, he'll be a provisional appointee and then he'll have to wait till the test and then he becomes--

DIRECTOR SCHNEIDER:

To be permanent, but he's still permanent in his --

D.P.O. SCHNEIDERMAN:

And then will other people be able to take that test as well?

DIRECTOR SCHNEIDER:

Well, the only people who would be able to take that test -- because it will be promotional.

D.P.O. SCHNEIDERMAN:

Right

DIRECTOR SCHNEIDER:

So the only people who will be able to take it will be the other Principal Personnel Officers, that's all that will be --

D.P.O. SCHNEIDERMAN:

Okay.

DIRECTOR SCHNEIDER:

The Principal Personnel Analysts, that's all he would be competing with.

D.P.O. SCHNEIDERMAN:

Okay.

DIRECTOR SCHNEIDER:

So I'm confident that Mr. Cohen will do well enough on his exam to do well. I'm not concerned about how he would do on a Civil Service exam.

D.P.O. SCHNEIDERMAN:

Okay.

DIRECTOR SCHNEIDER:

He's done extremely well throughout his career moving up to the level that he's at right now.

D.P.O. SCHNEIDERMAN:

I have no further questions. Thank you.

CHAIRPERSON CALARCO:

Okay, thank you. Legislator McCaffrey has some questions.

LEG. McCAFFREY:

Thank you. Commissioner, always a pleasure to see you.

DIRECTOR SCHNEIDER:

Likewise. Happy Birthday.

LEG. McCAFFREY:

Thank you very much. Thank you for remembering me. I got his e-mail early this morning.

CHAIRPERSON CALARCO:

Happy Birthday, Legislator McCaffrey.

LEG. McCAFFREY:

Thank you. If you were doing an outside audit of this position, a desk audit from a village or a town, would it be fair to say that Phil would be working out of title and that you would require that they create another position such as this Chief; is that fair to say?

DIRECTOR SCHNEIDER:

Yeah. If Phil were working in the Town of Brookhaven in their personnel office or in the Town of Babylon or Islip, one of the large towns where they have a full-fledged personnel operation and we came in there and the circumstances were the same, we would reclassify Phil to that appropriate title, yes.

LEG. McCAFFREY:

Great. Thank you.

CHAIRPERSON CALARCO:

Okay. Any other questions? Legislator Cilmi.

LEG. CILMI:

Good morning, Alan.

DIRECTOR SCHNEIDER:

Good morning.

LEG. CILMI:

So I know you run your department very frugally, or in a thrifty way, let's say. I just want to make sure, you're not planning on filling this fellow's current position once you create the new position for him, right? Or are you?

DIRECTOR SCHNEIDER:

I'm not, because it's not going to create a vacancy. This is the same position. He's in this position as a Principal and the same position will now, with the hopeful approval of this committee, become a Chief. It won't create a vacancy.

LEG. CILMI:

Oh, I see. So the Principal position will basically cease to exist and the Chief will replace it.

DIRECTOR SCHNEIDER:

It's going to be the same position with a different name on it.

LEG. CILMI:

Gotcha.

DIRECTOR SCHNEIDER:

There won't be any vacancy. It won't increase the number of Personnel Analysts that I have in department.

LEG. CILMI:

Right.

DIRECTOR SCHNEIDER:

So there's not going to be any kind of backfill.

LEG. CILMI:

All right, great.

DIRECTOR SCHNEIDER:

The only additional cost will be a 3% raise for Mr. Cohen. I don't even think it's \$4,000, so.

LEG. CILMI:

Okay. Thanks.

CHAIRPERSON CALARCO:

Okay. Any other questions?

D.P.O. SCHNEIDERMAN:

No.

CHAIRPERSON CALARCO:

Okay. Do I have a motion, Mr. Clerk?

MR. RICHBERG:

Yes, you do.

CHAIRPERSON CALARCO:

Okay, I have a motion and a second. All those in favor? Opposed? Abstentions? ***IR 1457 is approved (VOTE: 5-0-0-0).***

DIRECTOR SCHNEIDER:

Thank you all very much.

D.P.O. SCHNEIDERMAN:

Thank you, Alan.

CHAIRPERSON CALARCO:

Okay. ***IR 1458-15 - Amending the Suffolk County Temporary Classification and Salary Plan for temporary personnel in the Department of Public Works (County Executive).***

I'll make a motion to approve.

LEG. LINDSAY:

Second.

CHAIRPERSON CALARCO:

Second by Legislator Lindsay. Does anybody have any questions on this motion? Gil, did you want to talk about this?

COMMISSIONER ANDERSON:

Good morning. Yeah, just a little brief background on this. We have four bascule bridges, those are the drawer bridges; Smith Point, West Bay, Quoque, and there's one more that I can't think of. But between May 1st and September 30th, we're mandated by the Coast Guard to man those between 6

AM and 10 PM. And given staffing, we, during this period, use temporary staffing on a regular basis. Those temporary staff, temporary bridge operators haven't had an increase in salary since 1999. Currently we're trying to get them, recruit them -- excuse me -- at \$9 an hour and we're having no luck.

So the request here is to increase the salary rate for these temporary employees from \$9 an hour to \$15.01 for regular pay and \$16.68 for rotating and night shifts.

CHAIRPERSON CALARCO:

Any questions? Legislator Cilmi, I think I know where you're going with this but I'm going to --

D.P.O. SCHNEIDERMAN:

Yeah, I think we're all going to say the same thing. I mean --

LEG. CILMI:

What's the --

LEG. HAHN:

It's like duh! (*Laughter*). How can you get somebody to work, particularly some of that -- those are East End jobs, they can't afford to live anywhere near those areas.

CHAIRPERSON CALARCO:

I gave the motion to Legislator Cilmi.

D.P.O. SCHNEIDERMAN:

Oh, I'm sorry.

CHAIRPERSON CALARCO:

Legislator Cilmi, go ahead.

LEG. CILMI:

(*Laughter*). So could you just explain what the qualifications are for a bridge operator? What do you do?

COMMISSIONER ANDERSON:

Generally you're on standby. There's the --

LEG. CILMI:

Are you kind of sitting in that little hut or something?

COMMISSIONER ANDERSON:

Well, actually you're on the bridge itself. If you look at them, there's usually, on top of one of the --

LEG. CILMI:

Right.

COMMISSIONER ANDERSON:

There's an office with windows.

LEG. CILMI:

Right.

COMMISSIONER ANDERSON:

Generally -- normally you have to reserve the bridge to be open, but in some cases, somebody shows up, they have to be able to adjust. So between those periods, that's why the Coast Guard mandates that we have to have somebody there. So we use the temporary staff to really minimize overtime that would have to be done by regular staff, and also it's during the summer and a lot of the regular operators, you know, they have vacations and stuff that they want to go on, so.

LEG. CILMI:

Right, but are they -- I mean, is it a difficult job, or is it a matter of pushing a button and the bridge goes up and pushing a button and the bridge goes down? I mean, how --

COMMISSIONER ANDERSON:

I would envision that it's pretty well automated.

LEG. LINDSAY:

Gil, if I could jump in for a second, because I've had to utilize this. What happens typically is you pull up with a boat, your boat's too big to fit under the bridge.

LEG. CILMI:

No, I understand that.

LEG. LINDSAY:

But you have to --

LEG. CILMI:

But have you been in the booth?

LEG. LINDSAY:

I've been on the bridge where they have to stop pedestrian traffic and they have to stop cars before the bridge starts to go up.

LEG. CILMI:

Is that what the bridge operator does, they stop -- physically, they walk out of their booth and stop cars?

COMMISSIONER ANDERSON:

Most of it's automated and -- but yeah, in a lot of cases they have to interact with both the boat traffic as well as vehicle and pedestrian traffic. Those bridges are all in the areas, trying to get over to --

LEG. LINDSAY:

And they're also making sure that when they're about to raise the bridge, someone's not trying to jump across or --

CHAIRPERSON CALARCO:

Drive a car cross.

LEG. LINDSAY:

-- drive a car across.

LEG. CILMI:

Right. I'm just trying to get a sense of what type of person are you hiring for that position? I mean, is it -- do you have to have, you know, an Associate's Degree in bridge raising? I mean, what's --

(laughter). Or is it, you know, an unskilled person who's just sitting in there kind of, you know, aware?

COMMISSIONER ANDERSON:

In most cases, there is -- and I would have to defer to Civil Service, I don't know the requirements of the job spec itself, unless I happen to be looking at the habit here, which I'm not. But it's basically an awareness. You have to be able to stay awake. I mean, we look at retired guys, you know (laughter).

CHAIRPERSON CALARCO:

I would assume --

COMMISSIONER ANDERSON:

But it's a problem --

CHAIRPERSON CALARCO:

I would assume that while it's not an extremely technical job, that it's one that's going to demand something a little higher than minimum wage to get somebody to do it.

COMMISSIONER ANDERSON:

And there is a responsibility factor here because you are not only responsible for people's safety, you're also responsible for a great deal of infrastructure.

LEG. CILMI:

So it's mostly retired folks that you have doing this, or --

COMMISSIONER ANDERSON:

We look --

LEG. CILMI:

-- college kids?

COMMISSIONER ANDERSON:

A little bit of everything.

LEG. CILMI:

Okay.

COMMISSIONER ANDERSON:

Yeah, that's it.

LEG. CILMI:

Okay.

CHAIRPERSON CALARCO:

Okay. Legislator Schneiderman?

LEG. CILMI:

Part-time?

D.P.O. SCHNEIDERMAN:

Clearly it's a responsible job. I mean, there's a lot you need to pay attention to and a lot of problems could occur if you didn't have a responsible person there, if the bridge came down at the

6/10/15

wrong time or went up at the wrong time or if traffic wasn't stopped.

COMMISSIONER ANDERSON:

Right.

D.P.O. SCHNEIDERMAN:

So, I mean, we've talked even about fast food workers making a minimum of \$15 an hour. Here you have somebody operating a mechanical bridge. We want to get a decent person, a responsible person to be in these jobs. And I was saying -- trying to say before, on the East End where the cost of housing is so high, I don't know how anybody making \$9, even \$15 an hour is going to be hard to find somebody out there. But it's not an unreasonable request at all to ask for \$15 as a minimum salary.

COMMISSIONER ANDERSON:

Yes.

CHAIRPERSON CALARCO:

Are you done, Legislator Schneiderman?

D.P.O. SCHNEIDERMAN:

I'm done.

CHAIRPERSON CALARCO:

I had one question before you go; 15.01?

*(*Laughter*)*

D.P.O. SCHNEIDERMAN:

Every penny matters.

CHAIRPERSON CALARCO:

Where does that penny come from?

COMMISSIONER ANDERSON:

I like that, every penny counts.

CHAIRPERSON CALARCO:

It might break the budget, Gil.

*(*Laughter*)*

All right, thank you very much, Gil. Does anybody else have any questions for Commissioner Anderson? Seeing none, I think we do have a motion and a second. All those in favor? Opposed? Abstentions? ***IR 1458 is approved (VOTE: 5-0-0-0).***

COMMISSIONER ANDERSON:

Thank you.

CHAIRPERSON CALARCO:

Okay. We are onto IR 14 -- ***1514-15 - Authorizing the County Executive to execute an agreement with the Suffolk County Correction Officers Association Inc. Covering the terms and conditions of employment for employees covered under the Bargaining Unit No. 10 for the period January 1, 2011 through December 31, 2018 (County Executive).*** We do have

our Director of Labor Relations, Jen McNamara and the President of the Correction Officers Association, Lou Viscusi here. If you two would like to come up. I apologize for your wait, I thought we were going to get through the agenda slightly quicker than we did. But do you want to have a seat at the front table here?

I know we haven't quite yet received Budget Review's review of the contract, I know they are working diligently on it. And Chief Sharkey is here as well from the Sheriff's Office; I apologize, Chief, leaving you out of the mix there.

Perhaps one of the three of you, or the three of you together would like to just kind of give us a brief rundown of what we're looking at and the terms of the contract and to have this -- this has already gone before your members; is that correct, Lou? And your members have ratified the contract?

MR. VISCUSI:

Yes, it was approved by our membership last Friday.

CHAIRPERSON CALARCO:

Okay. So maybe, Jen, you can give us a rundown of what we're looking at.

MS. McNAMARA:

Sure. Good morning, everyone. This is an 8-year term, it's consistent with all the previously ratified contracts. All current employees will receive raises added to their top step. There are raises of 0% provided four in 2011 and '12; there are 2013 raises, which are going to be deferred to '14; there are raises also in '14 and '15 deferred to '16.

New hires are going to have a new salary schedule. They're going to have a schedule of 24 steps over 12 years, that is different than the last contract which was six steps over five years, providing for substantial savings. New hires will also have a lower starting salary and will end up with a reduced top step. At the end of this contract, new hires top step will be approximately 19% less than the current officers.

There are many other similar provisions to, again, the previously ratified contracts; it includes a no layoff provision; there is a similar line of duty provision, as was in the PBA and many of the other contracts; there are various provisions for management rights. There are some longevity raises; most notably, there is a new year 30 added to the scale for longevity.

And that's kind of it in a nut shell.

D.P.O. SCHNEIDERMAN:

Can you give some detail on the no-layoff clause? There's a no-layoff provision in this. Is it an 8-year no-layoff, or is it just a one-year?

MS. McNAMARA:

No, it's an 8-year.

D.P.O. SCHNEIDERMAN:

Okay.

MS. McNAMARA:

Isn't it? I mean, it doesn't -- there's no sunset. There's no sunset on it, so it would be for the course of the contract. But also remember that there are mandated staffing levels for Correction Officers.

CHAIRPERSON CALARCO:

Yeah, it looks like the -- the no-layoff clause is for the length of the contract; correct?

MR. VISCUSI:

Yes.

D.P.O. SCHNEIDERMAN:

That's not how -- it's different from the AME contract, right, which is a one-year no layoff; is that correct?

CHAIRPERSON CALARCO:

No, the AME contract was the length of the contract as well, but the AME contract expires in '16.

D.P.O. SCHNEIDERMAN:

Okay. But this would be eight years no layoffs for Correction Officers, without cause.

CHAIRPERSON CALARCO:

And remember, this goes back I think about four years.

MR. VISCUSI:

Eight years would be inclusive of 2011, '12, '13, '14 and '15 that have already passed, and most of our positions are mandated by the State.

D.P.O. SCHNEIDERMAN:

Okay.

CHAIRPERSON CALARCO:

Okay. Does anybody else have any questions for any of the --

LEG. CILMI:

(Raised hand).

CHAIRPERSON CALARCO:

Sure, Legislator Cilmi.

LEG. CILMI:

So Jen, are you prepared to speak at all -- or maybe Lou, you could speak at all -- or Chief, whichever one of you -- about the fiscal, you know, structure of this contract and the implications of it?

I mean, one of the things that jumped out at me right away was the starting salary is, in my view, ridiculously low, but I understand there are other components to it that make the job more attractive in terms of the steps and all of that other stuff. So could anybody kind of speak to those issues?

MR. VISCUSI:

Chief Sharkey is going to say something first.

CHIEF SHARKEY:

Let me just start off by saying this final product, this contract is a result of a lot of work over a very long time by the Office of Labor Relations, the County Sheriff's Office and the union. And the Correction Officers have been without a contract for -- they're into their fifth year, and so the Sheriff's Office is asking for your support of this agreement.

That being said, in answer to your question, it would be remiss of me not to say that I do have concerns that I will be back to you some time in the future telling you that I have issues with recruitment based on the new salary chart.

LEG. CILMI:

So, Chief, are you prepared to go into some detail about the changes relative to compensation?

CHIEF SHARKEY:

Well, I think BRO did an analysis, comparisons of the --

LEG. CILMI:

No, that's the problem, we don't have an analysis yet from BRO. And we're being asked to approve this today without any fiscal analysis whatsoever, so that's why I'm asking the questions.

MR. LIPP:

That's correct, we haven't quite finished the memo, which we will and it will be done before the General Meeting. That being said, if you -- just as a suggestion; if you have problems approving it without that information, you could always discharge it and we will speak to that at the meeting and we'll get the memo out before that meeting. That being said, the County Executive staff did do their fiscal impact.

LEG. CILMI:

They did.

MR. LIPP:

Correct.

CHAIRPERSON CALARCO:

Yeah, perhaps --

LEG. CILMI:

Where is -- do we have the County Executive's Office here? Maybe I could ask, through the Chair, if they could come up and talk to us a little bit about --

CHAIRPERSON CALARCO:

If we can make some room for them at the table, please, Mr. Clerk.

MS. RUBINO:

Hi. Stephanie Rubino, County Executive Budget Office. I did do an analysis on it. There is significant savings. They do end up at the top step with over \$77,000. Also, remember that there is a lot of overtime, which is very attractive. The starting salary is little bit low, but they do step every six months, so it does continue to grow.

LEG. CILMI:

So Stephanie, starting salary is 30,000. We have now 24 steps over a 12-year period to get to top step which is how much? Without overtime, straight-away.

MS. RUBINO:

Seventy-seven thousand four thirty-nine.

LEG. CILMI:

Seventy-seven thousand dollars?

MS. RUBINO:

Uh-huh.

LEG. CILMI:

And in comparison, what is the starting salary today?

MR. VISCUSI:

Thirty-four seven eighty-one.

LEG. CILMI:

Thirty-four.

MR. VISCUSI:

Right.

LEG. CILMI:

And today they reach their next step after how long?

MS. RUBINO:

One year.

LEG. CILMI:

After one year. And what's the next step today in terms of salary?

MR. VISCUSI:

Approximately a \$9,000 increase per step.

LEG. CILMI:

Okay, so roughly \$43,000. So now what we're saying is that we're going to start them at 30, and after a year how much would they -- how much would you be up to?

MR. VISCUSI:

Two thousand seven hundred fifty dollars more. It's 1375 for the first nine steps and about 25 -- and they're every six months.

LEG. CILMI:

Right.

MR. VISCUSI:

It's about 2500 a step after that.

LEG. CILMI:

Okay. And what about top step; has that changed at all from its current --

MR. VISCUSI:

Current officers, as is consistent with the other law enforcement contracts, will make less money -- I mean the current officers will make more money than the new hires will at top step. There is a difference, just like with the PBA, the DA Investigators, the Detectives and the SOA.

LEG. CILMI:

So the new top step is less with this proposed -- in this proposed contract than what it was --

MR. VISCUSI:

For new hires, correct.

LEG. CILMI:

-- previously for new hires.

MR. VISCUSI:

Yes.

LEG. CILMI:

Are there any other sort of nuggets in here that may not have been in the previous contract that are in here now that we should know about?

MR. VISCUSI:

No, I believe the Labor Director touched on most of it. I mean, we do have, you know, other things in our contract. Like most of the new hires, they have to work holidays and stuff; they do get additional pay for a holiday. And of course we would love to have -- you know, we perform a very dangerous function in the County, we would love to have a higher pay scale for our new hires, but we're faced with being compared to other law enforcement agencies --

LEG. CILMI:

Right.

MR. VISCUSI:

-- that have 12 years to top step now, and we're normally compared to the Deputies that already have a \$30,000 starting salary.

LEG. CILMI:

Right.

MR. VISCUSI:

So faced with the alternative of going to arbitration, I believe that some of those were a realistic outcome anyway.

LEG. CILMI:

Sure.

MR. VISCUSI:

And we put it out to the membership, the membership approved it and we'd like your support.

LEG. CILMI:

Well, congratulations on that? The -- so from the County's perspective, Stephanie, this is a good contract, an affordable contract?

MS. RUBINO:

Yes, it is. We had 6.8 million anticipated in expenses through 2015, it's going to come in under two million, we anticipate about a \$5 million savings.

LEG. CILMI:

Uh-huh.

MS. RUBINO:

And going forward, we believe it puts us in a better position than arbitration would.

LEG. CILMI:

Okay. And what are we planning in terms of new employees, a new class, and what are our needs as far as that goes, Chief?

CHIEF SHARKEY:

Well, we have been planning on a class this year, and based on our status with our Personnel Investigation Section, we're anticipating hiring towards the end of July and looking -- we'll be asking for a class in the range of 50 officers.

LEG. CILMI:

Okay. How many officers do we have now?

MR. VISCUSI:

About 892.

LEG. CILMI:

Give or take one (*laughter*).

MR. VISCUSI:

One of them out of retirement.

LEG. CILMI:

Eight hundred ninety-two now, and you're asking for a class of 50. What about retirements; are we expecting --

CHIEF SHARKEY:

Well, we would address --

LEG. CILMI:

How many do we get normally every year; is there an average?

CHIEF SHARKEY:

Yeah, that's been the average.

LEG. CILMI:

How many?

CHIEF SHARKEY:

Thirty to 40 has been the average.

LEG. CILMI:

Thirty to 40? Okay. All right, thank you. And thanks for the good work.

CHAIRPERSON CALARCO:

Okay, Legislator Lindsay is next and then Legislator McCaffrey.

LEG. LINDSAY:

Good morning, Lou. Do you have any demographic information on the age of your population in terms of how close they are to retirement age? Do you have large groups that are -- could be in there? Do you do any demographic studies?

MR. VISCUSI:

We do have -- correct me if I'm wrong, Chief. I believe there's about 160 that will be eligible to retire by the end of this year. I believe with 25 years or more, at the end of this December there will be about 160 that will be eligible to retire, but traditionally not all of them retire, obviously.

LEG. LINDSAY:

What's your average term of service for your retirees once they retire?

MR. VISCUSI:

You know, 25 years is the minimum that you could retire, but we usually average about 30 to 40 a year.

LEG. LINDSAY:

Okay.

MR. VISCUSI:

So --

LEG. LINDSAY:

So you would think that population is within five years of retiring.

MR. VISCUSI:

I would think the majority of those would be within five years, yes.

LEG. LINDSAY:

So it would be safe to say over the next two to three years we would not need to ramp up our hiring for the new classes in preparation for those that are going to step down and retire.

CHIEF SHARKEY:

I would say that we would be able to cover our retirements with an annual class of, you know, roughly 40.

LEG. LINDSAY:

Okay.

CHIEF SHARKEY:

And, you know, we'd watch -- we're not going to request more than what we need, but if we had an unusually high year, we're going to ask to, you know, backfill our retirements.

LEG. LINDSAY:

How much lead time to you get, though, for them requesting or putting in their papers to retire as opposed -- and then when they actually step down; is there a time limit?

CHIEF SHARKEY:

The current requirement in New York, they only have to give two weeks.

LEG. LINDSAY:

Okay.

CHIEF SHARKEY:

But we obviously, we have to plan ahead for classes to run an academy, and we can run an academy roughly twice a year by the time you -- you know, if we needed to. By the time you get a certified list from Civil Service, complete your background investigations and sit a class.

LEG. LINDSAY:

Do you see anything in this contract that would lead you to believe that there would be a rush to retirement for any of your senior folks?

CHIEF SHARKEY:

No. I mean, every time a contract is settled you will see a little bit of a bump, just because some people have been waiting to see what's going to happen. But I don't see a mass exodus.

LEG. LINDSAY:

Okay. All right, thank you.

CHAIRPERSON CALARCO:

Okay, Legislator McCaffrey.

LEG. McCAFFREY:

Thank you. And congratulations to both parties on reaching what I think is a fair, fair settlement here. And based on the ratification votes, I think it was enough to say that not everybody was happy with it, and if someone's involved in contract negotiations, that's probably usually the sweet spot you want to be at, you know.

But I do want to ask a question about the proposed savings which were similar to what the PBA contract was, which the expectation was they were going to hire more people and the savings would be on reductions in overtime, especially if we're in a situation where we've got more people retiring and the need for overtime. And Lou, I don't have to tell you, you know, mandatory overtime is mandatory overtime in the jail, they lock you in if they have to. So -- and it's -- you know, that can happen. And the expectation is that -- I hope the expectation is that we're going to hire more than just the retirements so that we can benefit from the savings of this. You know, just -- you know, the Police contract, I just wish we would be hiring more new Police Officers to get some of those savings instead of paying the overtime, and I just hope that we're going to be doing that in the corrections to be able to stay ahead and get some realized savings in this. So I'm just hoping we can all push in that direction.

MR. VISCUSI:

The savings estimates by the County were based on 40 new hires per year, which is a pretty accurate rendition of it. We've actually averaged about 52 per year over the last eight years.

LEG. McCAFFREY:

Very good. Thank you. Thanks again.

CHAIRPERSON CALARCO:

Okay, Legislator Muratore.

LEG. MURATORE:

Thank you, Mr. Chairman. Well, good job, I guess, on both sides, Labor Management and the union. But my concern is -- and I think the Chief brought it up; are you going to be able to hire new COs? I mean, we're looking -- we just approved a salary of \$16.68 for a bridge tender, and yet we're paying a Correction Officer to work in the jail 26 cents per hour less. So what are we going to be up against? Are we going to be able to hire? Are they going to want to come and work in Suffolk County? For years we've always stressed the fact that we pay good, therefore we get quality people. Are we going to get a diminishment in the type of people that are going to be taking the test, that you're going to have to hire? So, I don't know that we're going to get what we really -- you know, what we deserve in this County.

CHIEF SHARKEY:

Well, I think you're definitely going to see a different demographic coming in. I mean, you're going to attract more young people as opposed to, you know, young family, you know, mid-30s that already have a family. You're going to be attracting the younger people, you're going to be attracting 21, 22, 23-year olds. I mean, I'll report back to you. I mean, I can tell you that this is going to be the first class we're going to hire -- well, presumably, if this contract passes, this will be the first class we'll hire under the new salary plan. I have roughly 100 candidates ready and investigated. Normally, to get a class of 50, I might go through 55. So, you know, this is going to be the first experience to see if, you know, a hundred candidates is going to cover the class.

LEG. MURATORE:

When these people took the test, did they know about the new contract? Did they know about the new starting salary, or did they take it with the -- under the thought that, *Well, I'm going to be making X number of dollars*, and now they're making less than X.

CHIEF SHARKEY:

I will be having these hundred candidates in for an informational meeting prior to this class so they know upfront what they are being hired for. These people all took this test -- obviously this is a new contract, so this was not thought of when this test was originally given.

LEG. MURATORE:

Yeah, because I know Legislator Schneiderman said, you know, it's difficult to live here at \$16 an hour, so what are we really going to be getting? I mean, I'll support the contract because both sides agreed; I mean, the union's okay with it, the County's okay with it, so I'll be supporting. I just had some questions on starting salaries and making sure that our COs -- we get the right kind of COs to do the right job. Thank you again.

MR. VISCUSI:

Thank you, Legislator.

CHAIRPERSON CALARCO:

Okay. I think that's all the questions I have. Thank you very much, gentlemen, for coming. You know, I appreciate the concerns that some of the members have about the salary schedule. Unfortunately what we have heard time and time again about County government is that we have to find ways of becoming more cost effective for the taxpayers. We keep getting told that we need to reduce our spending, we need to reduce our cost, we need to find ways of doing things, you know, keeping our costs under control and making Suffolk more affordable. And I think as many of our unions have done, they've recognized that they need to help work with us on that. The Correction Officers, like many of the other labor organizations that came before them, have put together a contract that I think is fair and certainly helps the County in our struggles as well. And yes, that 5,000 for the starting salary may have some effect, but, you know, it's certainly something that I think they're trying to work with us on, and over the course of the future, we will see how those things pan out.

What I would like to do, though, is make a motion to discharge this without a recommendation, simply because we didn't get Budget Review's report yet. I don't suspect that there's going to be much problems. In fact, I've heard their preliminary numbers may actually show a little bit less costly than the County Executive's numbers have shown. So I think there should be support, but I just want to make that motion to discharge pending the Budget Review report, which we should be getting within days; correct, Robert?

MR. LIPP:

Correct.

LEG. McCAFFREY:

I'll second that motion.

CHAIRPERSON CALARCO:

Okay. And a second by Legislator McCaffrey. All those in favor? Opposed? Abstentions?

IR 1514 is discharged without recommendation (VOTE: 5-0-0-0).

Thank you again for all the hard work. We are glad to see the Correction Officers, after five long, tedious years, get current with their contracts.

MS. McNAMARA:

Thank you.

CHAIRPERSON CALARCO:

Thank you very much.

Okay. One more resolution to take up, ***IR 1523-15 - Approving the appointment of a relative of an Acting County Court Judge in the Suffolk County Parks Department (Noah Ford) (County Executive)***. This is a young gentleman who's, I think, 17-years old and is taking a job in the -- a summer job in the Parks Department, his father is an Acting County Court Judge. I'd like to make the motion to approve.

LEG. McCAFFREY:

Second.

CHAIRPERSON CALARCO:

Second by Legislator McCaffrey. All those in favor? Opposed? Abstentions? ***IR 1523 is approved (VOTE: 5-0-0-0).***

I have no other resolutions or items before us. If nobody has anything they'd like to bring up, I'd like to make a motion. Excuse me?

MR. NOLAN:

Motion to adjourn.

CHAIRPERSON CALARCO:

Make a motion to adjourn. We are adjourned. Thanks, everyone.

(*THE MEETING CONCLUDED AT 11:05 AM*)