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**STATE OF RHODE ISLAND
DEPARTMENT OF ADMINISTRATION**

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PROCEEDINGS AT HEARING :

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IN RE: :

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CONTRACTED EMPLOYEE SERVICES :

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DATE: NOVEMBER 10, 2008

11

TIME: 9:00 A.M.

PLACE: ONE CAPITOL HILL

12

PROVIDENCE, RHODE ISLAND

13

14 **BEFORE: ANTHONY BUCCI, HEARING OFFICER**

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23 **RHODE ISLAND COURT REPORTING**

747 NORTH MAIN STREET

24 **PROVIDENCE, RI 02904**

(401) 437-3366

1 (COMMENCED AT 9:00 A.M.)

2 THE HEARING OFFICER: Good

3 morning, everyone. My name is Anthony Bucci. I

4 work for the Department of Administration and I am

5 the State Personnel Administrator. To my right is

6 Thomas Mullane, he is the Deputy State Budget

7 Officer and in his capacity today, he is acting as

8 the designee of the State Budget Officer, Rosemary

9 Gallogly.

10 We're here today to conduct a public

11 hearing on behalf of Jerome F. Williams, the

12 Director of the Department of Administration,

**13 involving contracted employee services working
14 under state employee supervisors.**

**15 This hearing is being conducted in
16 accordance with the provisions for the Fiscal Year
17 2009 Appropriations Act within the 2008 Public
18 Laws, Chapter 100, Article 1, Section 11.**

**19 For the record, today is Monday,
20 November 10, 2008 and it is 9:05 a.m. Notice and
21 the attached agenda for the public hearing was
22 posted Wednesday, November 5th on each of the five
23 floors of the Department of Administration, at the
24 State House Library, and filed electronically with**

1 the Secretary of State.

2 Further, on Thursday, November 6th, as a
3 courtesy, the notice and agenda were
4 electronically forwarded to labor union officials,
5 state agency management, and the physical offices
6 of the House and Senate. Specific proposals are
7 contained in Public Hearing Agenda No. 0003.

8 It's important to note that the purpose
9 of this hearing is to specifically allow for
10 public comments with the primary focus on the
11 state's utilization for contract employee services
12 working under state employee supervisors.

13 **So as I walk through the agenda, I will**
14 **stop at intervals and open up the floor for those**
15 **wanting to make public comment on the record.**

16 **Now, there are two categories of service**
17 **within the body of this agenda. First is contract**
18 **worker services which have been approved during**
19 **public hearings occurring this past year on**
20 **November 7, 2007 and February 5, 2008, and these**
21 **will be extended through FY 2009.**

22 **In a second category including contract**
23 **worker services identified by agencies as**
24 **necessary, new services for FY 2009 which have**

1 **been on hold, subject to review, through this**
2 **public hearing process today.**

3 **If is also important to note that within**
4 **these two broad categories, the line item entries**
5 **representing each contract employee services**
6 **further are defined by the five groupings on the**
7 **cover page of the agenda. These categories**
8 **include 100 percent federal funding, specialized**
9 **services, on-call/intermittents, those under**
10 **review for future reduction, full-time capacity,**
11 **and under review for further reduction part-time**
12 **capacity.**

13 **In terms of process, it's important to**
14 **note that all comments will be recorded and this**
15 **record shall be reviewed by the Director of the**
16 **Department of Administration, the State Budget**
17 **Office, and the State Personnel Administrator.**

18 **Subsequently, a final decision will be**
19 **made on the proposed items by the Director of**
20 **Administration after the expiration of a**
21 **15-calendar day waiting period required by statute**
22 **and then that decision will be implemented.**

23 **If you wish to make a comment on the**
24 **proposed agenda items, I ask that you be seated**

1 here at the front of the room at this front table.
2 Please identify yourself and spell your last name,
3 and if you are representing an organization,
4 please identify that organization. And finally,
5 if you have any written comments, I'll be glad to
6 accept those today.

7 Okay. Please turn to page 1 of the
8 agenda. I'm going to try to make this as painless
9 as I can by not going through each line item, so
10 I'll be referencing broad categories by agency.
11 First agency is the Arts Council. There are two
12 proposals; assistant to education programmer,

13 **assistant to individual artistic public art**

14 **programs.**

15 **The second set of proposals are from the**

16 **Attorney General's Office. There are two**

17 **proposals; two data entry operators. The**

18 **following agency involves the Department of**

19 **Business Regulation, Office of Health Insurance**

20 **Commissioner. There are four proposals. Are**

21 **there any comments? Mr. Lombardi.**

22 **MR. LOMBARDI: My name is**

23 **Salvatore Lombardi, President of AFSCME Local 284.**

24 **I'd like to make a comment to the entire package**

1 so I don't have to just keep getting up.

2 Number one, I'd like to first comment in

3 reference to the notification of this hearing. I

4 was notified of the first, the first hearing, and

5 then it was cancelled. I did not receive the

6 notification of the cancellation. I didn't

7 receive that until I heard from my president of

8 Council 94 Mike Downey that he informed me that

9 the meeting was cancelled.

10 And then I wasn't notified of this

11 meeting like I am usually through my e-mail. I

12 found out through Mike Downey that this meeting

13 was taking place today. So I think something has
14 to be done in reference to better notification of
15 cancellations and publications of these hearings.

16 First of all, I'm surprised that with
17 the deficit that we have and it's getting worse
18 and worse and worse in this state that we are
19 actually hiring more people to do the jobs of
20 union members.

21 Secondly, our union members were forced
22 to leave state government because of the deficit.
23 Governor announced that we had serious problems,
24 everyone is saying we're having problems, people

1 walked out the door, and that it continuously gets
2 worse and worse, but now we see that you're hiring
3 contract employees that were doing our work.

4 And it's insulting to the voters and
5 everyone in state government and everyone else
6 that this governor is talking through both sides
7 of his mouth, because that's exactly what he's
8 doing. On the one hand, he's saying that the
9 times are tough and now at the other hand, he
10 wants to hire contract employees. It just doesn't
11 make any sense at all.

12 THE HEARING OFFICER: Thank you,

13 Mr. Lombardi.

14 Anyone else? Okay. Let me continue.

15 The next grouping are 45 proposals from the

16 Department of Children, Youth and Families.

17 Primarily they involve career counselors, tutors,

18 teacher aides, substitute teachers, and clerical

19 assistants. Are there any comments on those

20 proposals from the Department of Children, Youth

21 and Families?

22 Hearing none, I will move on to the 13

23 proposals from the Department of Environmental

24 Management. These proposals are program driven in

1 the areas of fisheries, coastal training, seasonal
2 research, natural resources, marine research. Are
3 there any comments on DCYF and/or DEM's proposals?

4 Hearing none, I will move on to the
5 Department of Human Services. Department of Human
6 Services proposes 40 contract employee services.
7 They range from pharmacy services to readers for
8 the blind, constables, interpreters, nurses,
9 certified nursing assistants. Are there any
10 comments on proposals from the Department of Human
11 Services? Mr. Cenerini.

12 MR. CENERINI: Thank you, Mr. Bucci.

13 My name is Jim Cenerini. I'm representing Rhode
14 Island Council 94, American Federation of State,
15 County, and Municipal employees. We're very
16 grateful that we have the opportunity to attend
17 this hearing today because for many years, this
18 whole process was cloaked in secrecy.

19 In fact, Mike Downey, my president who
20 is sitting behind me to my right, coined the term
21 "shadow bureaucracy." Unfortunately, it looks
22 like this is slightly a little bit more outrageous
23 than the bureaucracy, we're looking at a whole
24 subsidized second subset of the state employee

1 workforce, with very little accountability still,
2 very little justification still, and I'm not sure
3 if the state really is getting their money's
4 worth.

5 Why would I say that? Well, Council 94
6 in the last round of the forced retirements, we
7 lost about 800 members. You're talking about
8 here, just from some simple multiplication and
9 estimation, put on 585 different people on a
10 temporary basis.

11 Let's not kid ourselves, many of them
12 are not temporary. Many of them have worked for

13 state government for a period of years. When we
14 look at many of the job specs, they are job specs,
15 for example, a senior clerk word typist, that
16 Council 94 has had a long rich history
17 representing members.

18 Constables, we actually have work --
19 members who are already doing that work, they're
20 called deputy sheriffs. Something that spurs
21 particular outrage in the Department of Human
22 Services is the three interpreters, Horton
23 Interpreting Service. Council 94 went through a
24 long drawn-out battle where we were told that

1 there was just not a need for many of the
2 interpreting services being provided, but yet we
3 still see three people or individuals or maybe
4 more being employed by Horton Interpreting at a
5 pretty hefty slice of change \$78,179, and there
6 are three of those contracts.

7 When you go further through the list,
8 you'll see everything from licensed practical
9 nurses. One that would actually fall underneath
10 the Department of Human Services but might not be
11 classified as Department of Veterans' Affairs is a
12 junior desk top support individual for \$78,000,

13 junior desktop support.

14 Well, I was senior desktop support at

15 American Power Conversion many years ago and I can

16 tell you I was not making \$78,000 and I was

17 responsible as being a leader on a limited product

18 line. So I'd be curious to see how much support

19 that person is doing at the Veterans' Home, which

20 is one of our areas.

21 Overall, one thing that I would like to

22 point out is we did not have time to tabulate the

23 whole list because we did not get it until late

24 Friday evening, but by our count there's at least

1 73 individuals who are going to be making above
2 \$90,000 a year, 73, when the state is supposedly
3 going through one of the biggest fiscal meltdowns
4 known to its history and you here today are going
5 to authorize 73 individuals for above \$90,000.

6 To be blunt, that is sickening. And
7 it's insulting to our members, many of whom were
8 just forced out the door for much less. You know,
9 there was an opinion editorial in the Providence
10 Journal today called the "golden kiss," I don't
11 want to characterize because we're in polite
12 company about what I would term this, but it

13 definitely would be something more than a kiss.

14 This is obscene. With that, I don't

15 think I have anything left to say that I can say

16 in polite language.

17 THE HEARING OFFICER: Thank you,

18 Mr. Cenerini. Any other comments on DHS? I'll

19 move on to the Department of Labor & Training.

20 There are 15 proposals focusing on medical

21 doctors, occupational therapists, physical

22 therapists. Are there any comments on the

23 proposals from the Department of Labor & Training?

24 Hearing none, I'll move on to the

1 Department of Administration. There are 89
2 proposals from the Department of Administration
3 primarily involving the Division of Information
4 Technology. Are there any comments on proposals?

5 MR. FOGERTY: My name is Brendan
6 Fogerty. I'm the president of Local 400, IFPTE.
7 I chose to speak because we have members of "Do
8 It" that work at DOA.

9 I haven't had a chance to really go
10 through this too much. I had it emailed to me
11 Friday afternoon. It looks to me that we're not
12 affected, but I'm not sure, but we have members in

13 Do It and we have people that can fill jobs that
14 aren't offered the opportunity to fill the jobs.

15 And we also -- I'm not sure if we're
16 affected at DEM, I just want to throw it in
17 because we're currently organizing at DEM, but our
18 attorney is looking into it.

19 I just want to say for the record that
20 we've had some bad experience with temporary
21 contract workers. In the past, Cataldo Associates
22 did temporary work. By contract, they were
23 supposed to come and be trained. They came and
24 our people had to train them because came off the

1 street untrained.

2 They were supposed to be temporary.

3 They were supposed to work June 15th to

4 December 15th and it was a three-year contract.

5 It was long before I was president of the union.

6 But they worked year round and the

7 contract not only ran the original three years,

8 but it was extended beyond that had for a few more

9 years. As a result of these contract workers,

10 Local 400 ultimately lost about 40 members because

11 the positions that were traditional Local 400

12 positions were never filled because of the use of

13 these contract workers.

14 And as Mr. Cenerini mentioned, this

15 horrible fiscal situation we find ourselves in,

16 last winter into the spring in the budget, 40

17 FTE's were eliminated at DOT and a lot of these

18 were the direct result of the use of the contract

19 workers and not filling traditional union jobs

20 with a full-time FTE. Thank you.

21 THE HEARING OFFICER: Thank you,

22 Mr. Fogerty. Any other comments on the Department

23 of Administration proposals?

24 Hearing none, I will move on to the

1 Department of Corrections. There are 82
2 proposals. The range of services include
3 teachers, substitute teachers, dentists, radiology
4 technologists, dental assistants, and dental
5 hygienists and nurses. Are there any comments on
6 proposals for the Department of Corrections?

7 Hearing none, I will move on to the
8 Department of Health. The Department of Health
9 has proposed 74 positions in a full range of
10 services involving administrative physical
11 assistants, data managers, health analysts,
12 program assistants, program specialists, senior

13 epidemiologists, health analysts, health systems

14 coordinator, as well as some clerical services.

15 Are there any comments on these proposals from the

16 Department of Health? Mr. Cenerini.

17 MR. CENERINI: Thank you,

18 Mr. Bucci. Sorry, but once you give me a

19 platform, I just find it hard to stop, as people

20 at the State House will testify to.

21 One thing that I would just to like

22 point out, the Department of Health is where the

23 whole smart staffing shebang started. It's no

24 surprise to us that this department which has been

1 cut down year after year and more of its funding
2 has been shifted over to federal funds that
3 management there has consistently relied on
4 temporary so-called workers again that have stayed
5 there year after year after year.

6 One thing I would like to point out
7 though, for the epidemiologists, they're usually a
8 very high skilled job, but just in my humble
9 opinion and not being a doctor and certainly not
10 having the expertise of Dr. Digby (Phonetic), who
11 I respect very much, that should be something that
12 is definitely on staff.

13 It should be resource for the whole
14 state of Rhode Island. It definitely should not
15 be something that you're relying on someone
16 temporary who's not vested and has in the
17 protection of career civil servant. I just find
18 it very troubling. That's all.

19 **THE HEARING OFFICER:** Thank you,
20 Mr. Cenerini. Moving on, Department of Revenue
21 has two proposals. These two proposals emulate
22 from the Lottery Division; a receptionist and
23 marketing support specialist.

24 I also have seven proposals from the

1 **Emergency Management Agency tied to domestic**
2 **preparedness. Are there any comments in those two**
3 **categories?**

4 **Hearing none, I'll move to the executive**
5 **office of Health and Human Services. There are**
6 **two proposals; program manager two, project**
7 **director grants. Are there any comments?**

8 **Hearing none, I'll move on to the**
9 **Governor's Commission on Disabilities. There is**
10 **only one proposal here for a public information**
11 **coordinator.**

12 **The next 13 proposals involve Higher**

13 Education. These particularly focus on cashiers,
14 sign language interpreter, telecommunication
15 specialist, web security expert. Are there any
16 comments on Higher Education?

17 Hearing none, I'll move on to the Mental
18 Health Retardation Hospital proposals. There are
19 a total of 136 proposals. A 127 of these are
20 medical support type functions. Are there any
21 comments on those proposals from MHRH?

22 Hearing none, I'll move on to the
23 military staff, National Guard. There are six
24 proposals. These focus on antiterrorism program

1 manager, three security guards, a fiscal
2 assistant, and a supervisor for information
3 technology systems. Are there any comments on the
4 military staff, National Guard proposals?

5 Hearing none, I'll move to the three
6 proposals put forth by the Public Defender;
7 community outreach liaison, proprietary database
8 specialist, and a social services assistant. Are
9 there any comments on the Public Defender's
10 proposals?

11 Hearing none, I'll move to the Atomic
12 Energy Commission which proposes one grant project

13 specialist. Are there any comments on that

14 proposal?

15 Hearing none, I'll move to the Rhode

16 Island Department of Education. There are 45

17 proposals focusing on various services surrounding

18 educational programs. Are there any comments on

19 those proposals?

20 MR. BOWER: Yes, sir. My name is

21 Robert Bower. I'm the president of the

22 Professional Association at Rhode Island College,

23 Local 3302 of the American Federation of Teachers.

24 I want to go on record with a concern

1 that at least some of the positions listed in the
2 hearing notice agenda as contract employees are
3 only different from regular state employees in
4 that they may not be paid with state funds and
5 they may be on appointments which are subject to
6 renewal.

7 These employees should be subject to the
8 same rules, regulations and benefits as regular
9 state employees and should be placed in the
10 appropriate employee bargaining unit.

11 I call your attention to the next to the
12 last page of the agenda, which lists seven

13 positions in RIDE, that's Rhode Island Department
14 of Education, with a vendor company as RITAP.
15 RITAP is the Rhode Island Technical Assistance
16 Project, an affiliate of the Center for Public
17 Policy at Rhode Island College and supported by
18 the RIDE Office of Special Populations. These
19 positions appear to be no different than hundreds
20 of other grant-funded positions in higher
21 education and state government.

22 For example, two members of my
23 bargaining unit are paid through the federal grant
24 that supports the Outward Bound program at Rhode

1 **Island college. The fact these positions are**
2 **under grants that are subject to renewal is not a**
3 **reason to treat them differently than other**
4 **positions in higher education and state government**
5 **which are covered by collective bargaining**
6 **agreements.**

7 **To speak directly to the purpose of this**
8 **hearing, I believe that there is an ongoing need**
9 **for the services provided by these RITAP**
10 **positions. These services include assisting state**
11 **and local agencies, institutions of higher**
12 **learning and families in the delivery of quality**

13 education and support services for children,
14 including children with disabilities.

15 But my main point, again, is to ask that
16 state officials take care to treat these and
17 other similar positions appropriately under state
18 law with regard to benefits and union affiliation.
19 Thank you for the opportunity to comment.

20 THE HEARING OFFICER: Thank you,
21 Mr. Bower.

22 MR. MULLANE: Good morning, how
23 are you? My name is Michael Mullane. Thank you
24 for allowing me the opportunity to speak.

1 I'm a field representative with the
2 Rhode Island Federation of Teachers and Health
3 Professionals. And I am the field representative
4 from the Rhode Island Federation of Teachers who
5 represents the Professional Staff Employees' Union
6 at the Rhode Island Department of Education and
7 also the Professional Staff Association at Rhode
8 Island College.

9 Mr. Bower referred to the positions that
10 are on this list under the Rhode Island Department
11 of Education who work for the state through the
12 vendor company RITAP, and I believe Mr. Bower is

13 correct in saying that the services that those
14 employees provide represent an ongoing need on the
15 part of the state, on the part of the citizens of
16 the state of Rhode Island, those positions should
17 be in a bargaining unit.

18 They're regular positions. They should
19 either be in the Professional Staff Association
20 bargaining unit or they should be in the Rhode
21 Island Department of Education bargaining unit.

22 There are other positions like that in
23 the Professional Staff Association at Rhode Island
24 unit, as Mr. Bower said, and there's also a

1 provision in the collective bargaining agreement
2 between the Professional Staff union at the
3 Department of Education and the Rhode Island
4 Department of Education that specifically provides
5 that limited-term employees shall be included in
6 the bargaining unit.

7 But if they are working under a grant
8 that is of limited term, then they will not be
9 provided bumping rights, but for the period of the
10 term of their employment, they are covered under
11 the collective bargaining agreement and have all
12 the full rights that the parties have negotiated

13 through that collective bargaining agreement.

14 There are a number of other positions on

15 this list that similarly could be and should be

16 included within the bargaining unit at the

17 Department of Education. There is a position

18 listed at the top of the list on, I believe it's

19 page 16. The program name is Drug and Violence

20 Prevention. The title of the position is program

21 coordinator/facilitator.

22 I believe that position is a position

23 that was vacated by a regular state employee in

24 the Local 2012 bargaining unit who recently

1 **retired. That is a position that does represent**
2 **an ongoing need that should be filled by a regular**
3 **state employee.**

4 **Down just below, about the half-way**
5 **point on that same page, there's a position under**
6 **the program name E-Rate. The title of the**
7 **position is program coordinator/facilitator. That**
8 **too I believe is a position that represents an**
9 **ongoing need. It's a professional position at the**
10 **Department of Education and that too should be**
11 **filled with a regular state employee and a member**
12 **of the Local 2012 bargaining unit.**

13 One of the reasons listed for the
14 justification is that there is not an FTE
15 available. If the funds are available to pay for
16 this position, then there should be an FTE
17 provided. The same holds true for two positions
18 just lower on the page, one under the program name
19 Educator Qualities, an I-Plan coordinator
20 position.

21 And the next under the program name
22 Instruction, the education specialist in
23 mathematics, both of those, part of the
24 justification listed for those is that there's no

1 FTE available. That shouldn't be a justification
2 for filling those positions on a contract basis.

3 If there is a need for positions such as
4 this, they should be filled by regular state
5 employees. Many of the positions referenced under
6 Department of Education are listed as fellows.

7 And the department has employed fellows over the
8 recent years, employees who they call fellows, who
9 they try to draw those employees from the teacher
10 ranks from school districts throughout the state.

11 But the experience of the Department of
12 Education has been that many of those employees

13 who come to the department as fellows and who are
14 supposed to be coming to the department on a
15 temporary basis; one year, two year, three-year
16 period, end up staying employed at the Department
17 of Education.

18 We think that the department, over the
19 years, has used the classification of fellow as a
20 way to get around this so-called FTE cap that
21 prevents them from filling positions like this,
22 which really represent ongoing needs of the
23 department and ongoing needs of the state.

24 So I would just conclude in saying that

1 many of the positions that are on this list from
2 the Department of Education should not be contract
3 employees, they should be regarded as regular
4 positions and they should be filled in the way
5 that regular positions are filled.

6 And where appropriate, should be
7 included within either the bargaining unit at the
8 Department of Education, or, if appropriate, the
9 bargaining unit at Rhode Island College that
10 includes professional staff.

11 THE HEARING OFFICER: We won't see
12 you two fistfighting over members, will we?

13 **MR. MULLANE: You will not. We**
14 **will resolve whatever differences we have**
15 **peacefully.**

16 **THE HEARING OFFICER: Thank you**
17 **very much, Mr. Mullane. Ms. Crowley.**

18 **MS. CROWLEY: Hi. Good morning.**
19 **My name is Diana Crowley and I am a member of**
20 **Local 2012, the professional union at the Rhode**
21 **Island Department of Education, and I have a very**
22 **brief comment I'd like you to consider.**

23 **I've been at the department, I'm in my**
24 **19th year, and over that period of time we've seen**

1 the professional members of our union decrease
2 fairly significantly. I think it's also important
3 to note that the current staffing level at the
4 department is now 107 employees, and that includes
5 the commissioner, the legal office, the budget
6 office, everybody in our entire building.

7 And I'm quite concerned that with 107
8 full-time employees to manage the entire K through
9 12 system in the state, we have an additional 45
10 temporary employees.

11 And when we look at that percentage, I
12 wouldn't go into a long lecture on the difference

13 between the value and credibility of someone who
14 is a full-time employee who works in an agency
15 over a long period of time, compared to almost,
16 what's that, another 50 percent of our workforce
17 who are there are on a temporary basis.

18 There's a vast distinction in skills and
19 knowledge levels over the course of the years.

20 And I would just like to make you aware that it's
21 a situation that I think the citizens of the state
22 should be aware of, that with the staffing
23 reductions, we've lost a number of our folks in
24 our professional union this past October 1st, by

1 this past October 1st. And many of them were very
2 highly qualified. And the brain power, we've lost
3 the experience and the knowledge base that we have
4 seen leave our agency is very, very severe. So I
5 just wanted to make that comment.

6 I wanted you to be aware of the fact
7 that the staffing reductions have a tremendous
8 impact on the capacity across the state to provide
9 our citizens with good service and to provide
10 sound educational programs and policies to
11 implement them. That's all.

12 THE HEARING OFFICER: Thank you,

13 Mrs. Crowley.

14 MS. CROWLEY: Thank you.

15 MR. BRADDOCK: I'm Jonathan

16 Braddock. I'm the state vice president of Council

17 94. Mr. Bucci, I just want to make a quick

18 comment on the entire package.

19 Just recently we've had a bunch of our

20 members, state employees laid off and forced to

21 retire basically. Now, we are in a, as the

22 governor would say, very bad fiscal crisis which

23 we all notice and recognize. And he asked that

24 everybody do his part, that we all need to do our

1 part.

2 Well, it doesn't seem like he is or the
3 state of Rhode Island are doing their part with
4 these temporary hires or one hire. I don't know
5 what the fiscal numbers are going to be, how much
6 this is going to add to the current budget, but
7 just in the short time of period, the lateness
8 that we have received this package, we're only
9 going to ask about a couple of pages.

10 The first page, you have 747,000 in
11 wages for temporary employees. The second page is
12 1,201,000. And you can go on and on and it seems

13 like it's quite a bit of money for temporary
14 workers when state employees who are currently
15 there or people who work currently there was doing
16 these jobs, a lot of these jobs, at a lesser value
17 and better for less.

18 And now they want to bring on the
19 temporary people to do less for more. And it just
20 doesn't make sense to me. I don't know how much
21 this package is going to add to the budget, I
22 didn't know if you have those numbers?

23 THE HEARING OFFICER: We do have
24 some rough numbers. Roughly, this entire package,

1 **assuming that every hour is expended and every**
2 **dollar is spent, it averages around 26 million.**

3 **MR. BRADDOCK: Around 26 million.**

4 **THE HEARING OFFICER: And that is**
5 **a combination of both federal dollars as well as**
6 **general revenue.**

7 **MR. BRADDOCK: Thank you.**

8 **THE HEARING OFFICER: Thank you,**
9 **Mr. Braddock.**

10 **I have two final proposals, one from the**
11 **Historic Preservation Society for a reconciliation**
12 **clerk and the final proposal from the Rhode Island**

13 **Municipal Police Academy for an education**
14 **coordinator. Are there any comments on those two**
15 **proposals?**

16 **Are there any more global comments that**
17 **anyone wishes to make?**

18 **MR. DOWNEY: Just, if I may,**
19 **Mr. Bucci.**

20 **THE HEARING OFFICER: Mr. Downey,**
21 **yes.**

22 **MR. DOWNEY: Thank you, Mr. Bucci.**
23 **My name is Michael Downey. I'm the president of**
24 **Council 94 and Local 528.**

1 I'm here this morning, you've probably
2 heard enough from Rhode Island Council 94, but I'm
3 here just to join my brothers this morning in
4 Council 94 as being outraged over this whole
5 proposal. We've recently gone through a contract
6 I don't want to keep bringing up, but it's very
7 difficult for state employees to grab on to the
8 idea that we had to get more like the private
9 sector.

10 So while we went out and tried to do
11 that, we're looking at these forms and all these
12 salaries this morning wanting to get really like

13 the private sector. They seem to be getting paid
14 an awful lot more. We would implore the state to
15 hold this up and think about it.

16 And give us a chance, we've recently won
17 a lawsuit, a case about outside contractors and
18 how much money they make. We know that we can do
19 this work for less money and do a better job. We
20 think this is another way to circumvent the merit
21 system rules and all the laws.

22 You've had more trouble than we want to
23 mention with outside contractors. When state
24 employees get in trouble, we deal with them pretty

1 quick in getting them out the door. Outside
2 contractors get in trouble, you can't even get rid
3 of them, no police checks. We want to have equal
4 ground. We deserve the right, we have a law that
5 protects us, to match and show that we can do the
6 work for the same money or less.

7 So this morning I speak as a union
8 leader, but more importantly, as a taxpayer. We
9 pay taxes, too and we're tired of watching outside
10 contractors running away with all the money from
11 Rhode Island. There's better checks and balances
12 in the state employees personnel rules and the

13 merit system laws. And we would ask the Carceri
14 administration to hold up on this and give us a
15 chance to do this work, work we've always done.

16 We're now down, at least in my own
17 council, 500 state employees. Seems ironic now
18 that these jobs would come along. We're going to
19 watch it very closely. But we would like to stop
20 all the court action and just sit down at the
21 table and prove not only to the governor but the
22 taxpayers of Rhode Island that state employees do
23 the job better and they do it for less money.

24 Thank you for my opportunity this

1 morning and we do hope that they will put this
2 thing on hold. Thank you.

3 THE HEARING OFFICER: Thank you,

4 Mr. Downey. Are there any other comments?

5 Hearing none, I declare this hearing closed. It's
6 now 9:40. Thank you very much.

7 (HEARING CLOSED AT 9:40 A.M.)

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C E R T I F I C A T E

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I, Claudia J. Read, Notary Public, do hereby

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certify that I reported in shorthand the foregoing

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proceedings, and that the foregoing transcript

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contains a true, accurate, and complete record of

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the proceedings at the above-entitled hearing.

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IN WITNESS WHEREOF, I have hereunto set my

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hand this 21st day of November, 2008.

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**17 CLAUDIA J. READ, NOTARY PUBLIC/CERTIFIED COURT
REPORTER**

18 MY COMMISSION EXPIRES NOVEMBER 2, 2012.

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