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Testimony on the FY 2016-17 Executive Budget Proposal

Workforce Development

Presented Before:
New York State Senate Finance Committee
Chair, Senator Catharine Young
&
New York State Assembly Ways and Means Committee
Chair, Assemblyman Herman D. Farrell, Jr.

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Albany, NY

Testimony Presented by:
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I want to start by thanking Chairwoman Young, Chairman Farrell, and members of the Senate and Assembly for allowing the Civil Service Employees Association (CSEA) the opportunity to comment on the FY 2016-17 Executive Budget proposal. CSEA proudly represents 300,000 public and private sector employees and retirees across the state.

To the average New Yorker who listened to Governor Cuomo's budget presentation, it must seem as though New York has the money to fund every program its citizens could ever want. The Governor has proposed $100 billion in roads, bridges, mass transit, airports, and other infrastructure needs. He has proposed $1 billion to freeze tolls on the Thruway, and $20 billion for investments in affordable housing to address the homeless population. There are hundreds of millions of dollars in tax credits and economic development programs. The Governor has said that his plan would be enough to "make Governor Rockefeller jealous."

The platitudes and promises are certainly impressive. Unfortunately for all New Yorkers, the Governor's actions do not match his rhetoric.

While the Governor focuses on grandiose physical infrastructure investments, the state continues to ignore New York's basic human infrastructure needs. Government is not doing its job of providing services for those that need it the most.

This budget sees the continuation of state policies that remove the state's role in caring for its most vulnerable citizens. Families caring for individuals with developmental disabilities are left out in the cold. People in need of mental health services are being told that they can either receive "treatment" in county jails or prison, or can be left to fend for themselves. The thousands of individuals who have no place to call home will supposedly be getting housing - but there has been no recognition of the underlying needs of that population.

We are here today to ask the legislature's help in ensuring that the state lives up to its basic duty and responsibility of caring for its citizens. After all, it was Governor Rockefeller himself who opined, "There is no doubt that many expensive...projects may add to our prestige... But none of them must take precedence over human needs..."

Office for People With Developmental Disabilities (OPWDD)

CSEA is fully committed to working cooperatively with all parties to create a system that will better transition OPWDD services from large residential facilities to community-based settings. We do not defend the brick and mortar of facilities as being necessary for all clients. What we do defend is the state's responsibility in caring for one of its most vulnerable populations that has no voice of its own.

Meaningful transformation must be backed by coordinated and adequate resources. There are currently more than 11,000 individuals on a waiting list seeking some kind of services from OPWDD. It is not acceptable that an individual must be in crisis to receive the services he or she needs and deserves. It is time for the state to show a true commitment to provide care for all of New York's citizens who need it and allocate the resources to make sure individuals are safe and well cared for.

The Governor's budget proposal includes $120 million in new funding to expand services to the population served by OPWDD, but the Office has provided no details into where this money will be spent. This funding should include investments in state operated services, including:

Respite Care

Throughout 2015, the OPWDD *Transforming Together Transformation Panel* held public forums throughout the state where families expressed concerns about the care, or lack thereof, that their loved ones were receiving. Through these forums, it became clear that parents of individuals with developmental disabilities desperately need additional supports.

Specifically, parents cited the severe lack of available respite services in their communities. Respite services provide temporary relief from the demands of caregiving, which helps reduce overall family stress. Respite services can be offered for a few hours, a full day, or even overnight and can be offered in a person's home or at another site. Currently there is very little state operated respite care and not-for-profit agencies are at capacity for these services.

CSEA proposes dedicating $14.5 million to allow OPWDD to expand state operated respite services. This investment will help give relief to families and will allow people with developmental disabilities to stay in the community longer by giving their family the supports that they need.

Care Pilots

CSEA worked cooperatively with OPWDD to create pilot "care" programs in 2015 that utilize the state workforce for community based care. The services provided by these pilots include community habilitation, in-home respite, pathways to employment, supported employment, and community pre-vocational. (See addendum I)These programs have been extraordinarily successful, but there are currently 40 people on a waiting list for these services and the actual demand is likely significantly higher than that.

CSEA proposes investing $12 million to cover the individuals on the waiting list as well as expand the programs to additional clients.

Individualized Residential Alternatives

While OPWDD claims that services are being brought up in the community for individuals leaving state facilities, its actions do not match the rhetoric.

An Individualized Residential Alternative (IRA) is a type of community residence for those with a developmental disability that provides room, board, and individualized service options. Similar to the Community Residence living environments, Supervised IRAs provide 24-hour staff support and supervision for up to 14 residents, whereas Supportive IRAs are limited to three or fewer individuals and provide need-based supports and services for those who are living in their own homes or apartments, but do not require 24-hour staff support and supervision.

OPWDD has closed, or stated an intention to close, 16 state operated IRAs over the past two fiscal years. (See addendum II) This is despite the fact that IRAs are operated in the community model the state is supposedly looking to move toward.

OPWDD constantly says individuals and families need to be provided with more choices. Yet, the state artificially restricts the options for individuals by reducing the state operated service footprint. If the state truly intends to meet the needs of the clients demanding OPWDD services, it cannot continue to blindly close community based residential services.

Closing of State Institutions

The closures and downsizing of state OPWDD institutions has resulted in both the dislocation of many vulnerable individuals from residences where they have lived for years as well as the loss of options available to families looking for services for their loved ones. Several additional state facilities are slated to be closed in the next two years including the Broome Developmental Center in Binghamton, and the Bernard M. Fineson Developmental Center in Queens. The Brooklyn Developmental Center closed its doors on December 31, 2015.

New York State should not proceed with any additional closures until a comprehensive plan is developed that ensures appropriate services and continuity of care for all individuals that are discharged from an institution. These steps should include consulting with parents, guardians, and family members to ensure that individuals are placed in reasonable proximity to loved ones.

During the 2015 legislative session, CSEA strongly advocated for legislation (A.7332/S.4094) that would have compelled OPWDD to show a true commitment to individuals with developmental disabilities by allowing them a list of options that would expand services in all areas of the state. After unanimously passing both houses of the legislature, CSEA collected thousands of petition signatures in support of the legislation from caregivers, parents, and concerned citizens over only a few days when the bill was delivered to the Governor.

Despite clear support from the community, Governor Cuomo vetoed the bill claiming it, "Would run counter to the *Olmstead* mandate, federal Medicaid guidance, and generally accepted practices for the care of persons with disabilities."

While the Olmstead decision established that services should be provided in the least restrictive setting, the Supreme Court clearly stated, "We emphasize that nothing in the ADA or its implementing regulations condones the termination of institutional settings for persons unable to handle or benefit from community settings."

We cannot accept the continued budget-driven misinterpretation of the Olmstead Decision that has resulted in the decimation of treatment and rehabilitation options for individuals with developmental disabilities.

The lack of available options for families waiting for services is no longer acceptable. Unless closures are pursued with a methodical approach to each individual's needs, it poses a grave risk to the well-being of the very persons it was intended to benefit. Consequently, careful planning is an essential prerequisite for closure and ensures a smoother transition for individuals, affected communities and employees.

Staffing at State Facilities

The steep reduction in staff over recent years has resulted in dangerous levels of mandatory overtime for OPWDD employees. (See addendum III)

The high instances of overtime and employees placed on administrative leave has numerous and serious negative impacts. Most importantly, it hurts the people that we care for by eroding the consistency that is essential for quality of care. Second, it burns-out remaining staff that are forced to work overtime to ensure clients receive adequate levels of care.

The only way to bring overtime down to safe levels is to hire enough staff so that excessive overtime becomes unnecessary. To its credit, OPWDD recognized the need for staffing within the agency and held "boot camps" at Developmental Disabilities Services Offices around the state in 2015. These "boot camps" provided a one-stop shop where interested candidates took the civil service test, held interviews, and completed the initial steps toward getting hired for a career at OPWDD.

Unfortunately, six years of flat budgets at state agencies have resulted in a bottleneck for these potential employees at the Department of Civil Service. At last count, there were over 3,100 candidates who passed the initial steps to get a job but are waiting to get approved by Employee Health Services (EHS) within Civil Service. (See addendum IV) Some of these candidates are waiting up to three months to clear the process. By the time the state gets to them, many of these candidates have taken jobs elsewhere.

The bottleneck at EHS must be cleared up so that the state can fill desperately needed positions in OPWDD.

Office of Mental Health (OMH)

A new paradigm of mental health care has emerged in New York State. Rather than getting individuals who need services the help that they need, the State has turned a blind eye and has closed the front door to its mental health system. Many individuals are ending up in the criminal justice system or being boarded in hospital emergency rooms.

Governor Cuomo has proposed making the problem even worse by eliminating another 400 beds within OMH, as if the cumulative effect of facility and bed closures over the past five years has not done enough damage. Furthermore, the budget proposal would ignore existing statutory requirements that mandate OMH give one year of notice before a significant reduction of services.

The Executive claims that the beds should be taken down because they are empty. Looking at the issue in a vacuum, these beds may very well be empty. But they are not empty because of lack of demand. They are empty because the front doors of OMH facilities are locked shut. In addition, it has come to our attention that some facilities currently have vacant beds only because there is not enough staff to actually provide services, resulting in beds being left vacant.

The need for additional, not fewer, mental health resources is clear. If patients were allowed in the front door of OMH facilities, there is no doubt that beds would be full. However, the census of these facilities is being intentionally run down with the goal of closing facilities.

The Executive cannot claim to care about the homeless population by establishing new housing while at the same time blatantly disregarding the underlying mental health needs for a significant subgroup of that population. It is clear that the state must expand services, open the front door, and allow people to have access to the treatments that they need.

Collective Bargaining and Retiree Health Insurance

The 2016-17 Executive Budget proposal shows a clear disrespect for the collective bargaining process.

Governor Cuomo has proposed an illegal increase in the New York State Health Insurance Program (NYSHIP) premium contributions for all people who retire from the state on or after October 1, 2016 with less than 30 years of service. This proposal is clearly an attempt to change the terms and conditions of employment of active state employees, a mandatory subject of collective bargaining. This proposal should be taken out of the budget immediately because it is a clear violation of the Taylor Law.

The Governor takes a second swing at retirees by proposing to cap the state's reimbursement of Medicare Part B premiums for NYSHIP retirees and ignoring future increases in the premium rate. The proposal would further harm retirees by completely eliminating the state's reimbursement of the Income Related Monthly Adjustment Amounts (IRMAA) for higher income retirees.

The Governor says that the changes to NYSHIP premiums for new retirees will save the state $3 million in FY 2017. This level of savings is so miniscule in the context of a $145 billion budget, it must be questioned where the Executive's priorities lie.

CSEA strongly opposes all of these proposals and the attempt to seek savings from retirees instead of other misguided spending.

Additionally, the Governor has proposed that the terms of a collective bargaining agreement for public employees be made available to the public before union members or the appropriate legislative body have a chance to ratify the contract. This provision is nothing more than an attack on public employees. It will do nothing but create animosity and hostility toward public employees. Legislation like this, whose only goal is to divide and anger the citizenry, has no place in our state.

State Operations

Years of artificial limitations on state agency spending have clearly taken their toll on the way state agencies operate. Despite clear issues, the state continues to count on exorbitant overtime and temporary employees to take on increased workloads instead of hiring new workers.

The Department of Motor Vehicles (DMV) is facing an imminent influx of customers as drivers will soon be required to visit the DMV in person to apply for a federal "Real ID" law-compliant driver's license. Despite this, the Executive Budget calls for a reduction in staff at the DMV. Despite the disturbing lack of available services within the Office for People with Developmental Disabilities (OPWDD) and the Office of Mental Health (OMH), the Budget calls for a reduction of 255 and 122 Full Time Equivalent (FTE) positions in those agencies, respectively. As the Executive continues to increase the number of tax credits, refund/rebate check programs, and tax rate changes, the Budget calls for a reduction of 92 FTEs at the Department of Taxation and Finance.

State agencies are also becoming over-reliant on temporary employees. In 2014, nearly 11% of the Department of Tax and Finance's workforce were temporary workers. At the Thruway Authority and the Office of Parks, Recreation and Historic Preservation, over 35% of the workforce is made up of temporary employees. The Executive Chamber itself lists nearly 16% of its workforce as temporary workers.

At some point, there needs to be recognition by state leaders that workers can no longer do more with less. The state has a duty to provide many essential services to its citizens and cannot continue to try to skate by with as few employees and as little investment in them as possible.

Office of Children and Family Services (OCFS)

Raise the Age

The Executive Budget proposes to raise the age of criminal responsibility from 16 to 18 years of age. CSEA supports this proposal. However, proper implementation is paramount in order for the policy to be done correctly.

Proper Probation Funding

County probation departments are already understaffed due to lack of proper state funding. Their caseloads continue to increase as the state continues to divert people from state prison to community based services. State law requires probation officers to be responsible for monitoring not only those placed on probation instead of being incarcerated, but also for monitoring sex offenders, individuals convicted of certain driving while intoxicated crimes, and youths who are placed on probation instead of being sent to an OCFS facility.

Under the "Raise the Age" proposal, county probation officers will be responsible for assessing all youths who enter the criminal justice system. Some have estimated that probation officers will have to perform an assessment on over 20,000 youths who have been arrested. When combined with their already high caseloads, this will not be sustainable with the existing workforce. It is clear that additional probation officers will have to be hired. However, due to financial limitations put on local governments, this cannot happen without adequate financial commitments from the state. While the budget says that the state will pay for the local government costs of this population, there are no guarantees that this funding will not be decreased in future years. Without guaranteeing future funding, this could simply become yet another unfunded mandate on counties.

OCFS Facilities

Under this program, 16 and 17 year olds that commit crimes that would normally put them at risk of being sent to a Department of Corrections and Community Supervision (DOCCS) facility will be placed in facilities for youths operated by OCFS. CSEA firmly believes that if a 16 or 17 year old is convicted of a crime under this program they must be sent to a secure OCFS facility that is staffed by OCFS employees. The "Close to Home" program in New York City has shown that non-OCFS facilities are not equipped to handle youths with minor criminal offenses, let alone those with severe felonies. Failure to ensure that this population is sent to facilities equipped to handle them will place the safety of communities at risk and will put this program on a path towards failure.

Child Care Subsidies

CSEA represents more than 10,000 registered, licensed group, and enrolled legally-exempt family child care providers in 57 counties outside New York City. Family child care is the most flexible and affordable child care option for working families. It is often the best and sometimes the only option for parents needing non-traditional hours and flexible care in order to work jobs with late night or irregular hours.

This budget has raised concerns due to the lack of funding appropriated to implement the recently renewed Child Care and Development Block Grant (CCDBG). The Executive proposal contains only$10 million in funding to comply with this law, while it is expected that full compliance will cost over $100 million in the first year. It is expected that the additional costs will be passed on to providers and counties.

Without additional funding, counties will have to cut available child care slots. This will cause thousands of families across New York to lose child care assistance on which they rely to look for and maintain employment. New York, like other states across the country, already serves just a fraction of the children and families eligible for child care assistance. If state funding does not increase, things will get worse. The loss of subsidy slots will cause many parents who cannot afford to pay the market price of child care to find care in the underground market, where providers do not comply with state or federal health and safety laws.

For providers, the lack of additional funding will cause severe financial problems. It is expected that the state will attempt to pass along costs to providers for certain requirements under this law. For instance, for home based providers, the new CCDBG law requires FBI background checks on providers and anyone over the age of 18 that live in their home. The cost, approximately $100 per person, could total several hundred dollars for a provider. The significant increase in operating costs will cause programs to downsize staff, close, or operate underground not subject to state or federal regulation. The supply of accessible regulated, affordable early learning and care will drop. The impact will be immediate and will have a potentially lasting effect on communities, families and children across the state.

Local Governments

Unrestricted state aid to local governments has been decreasing since 2011 and has been held flat since 2012. Furthermore, funding for the Consolidated Highway Improvement Program (CHIPS) and Marchiselli Program is held flat from last year.

When combined with a property tax cap of 0.73% for counties, towns fire districts, and many cities, and a cap of 0.12% for schools, library districts, and some villages, local governments are facing severe limitations on their ability to provide the services their communities depend on.

Instead of increasing support to local governments, this budget instead increases funding to the misguided "Upstate Revitalization Initiative" by providing $200 million to the regions that did not win the competition. While the impacts of these programs are far from certain, they certainly do not help local governments to provide services.

CSEA also opposes the plan for $70 million in funding for local governments to merge and consolidate. Voters continue to show that they like their local services by voting against consolidations. CSEA supports transferring this funding to the Aid and Incentives to Municipalities (AIM) appropriation in order to allow local governments to provide the services that their residents want.

Economic Development / Tax Credits

New York spends an incredible amount of its revenue on misguided "economic development" projects that have a questionable return at best.

While human service providers take their 0.2% COLA to the bank, private business are enjoying the windfall they are being handed through tax expenditures, "economic development" grants, and other programs sponsored by the Empire State Development Corporation.

Winners of the ill-advised $1.5 billion Upstate Hunger Games (Upstate Revitalization Initiative) will break ground on revolutionary projects that will create thousands of jobs, such as adding a spa to a private inn on a lake and adding themed guest rooms to a private hotel.

To make matters worse, Governor Cuomo has proposed spending an additional $66.5 million on advertising for the misguided and flawed START-UP NY program. With $66.5 million, the state could increase new funding for OPWDD services by 55.4%, support over 200 beds in OMH, or increase spending on addressing the heroin/opioid crisis by 47.2%. Instead, the state is spending that money advertising for out of state companies to come into New York and pay no taxes to compete with local businesses.

__Education Tax Credits__

Proponents say that the education tax credit, now called the "Education Scholarship and Program Tax Credit," will increase investment in education by encouraging more charitable donations to primary and secondary schools, both public and private. In reality, this proposal raises deep concerns about the adverse impact it would have on public schools and other public services while gearing more tax benefits to the wealthy.

By any name, this proposal would divert much needed state revenue from public schools to benefit the interest of only a privileged few, weakening the very foundation of our public education system. This credit would also draw contributions away from other charities, including those focused on reducing poverty, hunger, and homelessness, which don't provide a 75% return on the investment through a tax credit.

Individuals who want to support education entities already have the means to make charitable donations. Our state doesn't need to be spending public resources to reimburse private individuals for their contributions to education, especially considering that doing so may violate the State Constitution in many cases.

CSEA strongly opposes any attempt to divert much needed revenues away from public services to provide more tax credits for millionaires and corporations.

__Minimum Wage__

CSEA supports raising the state's minimum wage for all workers. Unfortunately, the budget proposal does not do that. Public employees working for local governments would not be eligible for an increase in the minimum wage under the Executive's budget proposal. This means that tens of thousands of employees that work in counties, towns, and villages would be left behind all other workers in our state. This is simply unacceptable and must be addressed.

Canal Corporation

If the Canal Corporation is transferred from the Thruway Authority to the Power Authority, it must be ensured that the Corporation is fully funded, all employees are transferred without a diminishment of staff and that the rights and benefits all employees are protected.

Pension Forfeiture for Public Officials

There has been much discussion on the topic of ethics reform over the past year, where the conversation inevitably lands on the topic of pension forfeiture for public officials.

New York clearly needs to look for ways to reduce corruption in public office, but CSEA continues to be concerned with the possibility of rank and file public employees being made to suffer the loss of a constitutional protection thanks to the misdeeds of elected officials. It is difficult to understand how taking away pensions from non-elected public employees will help to advance the public's trust in government.

After a year of debate on this topic, each house of the legislature has put forward a resolution that would focus a solution on the elected officials who have participated in recent scandals instead of unfairly targeting non-elected public employees. Nevertheless, the Executive and certain legislators continue to push a misguided, too-broad version of a constitutional amendment.

Opening up the state's constitution to take away a protected right from any group of people is a slippery slope. Any amendments proposed should ensure that public employees and their families aren't made to suffer the loss of a constitutional right and their financial well-being in an effort to send a message about ethics reforms to elected officials.

Conclusion

I would again like to thank the Chairs and members of the Senate Finance Committee and the Assembly Ways & Means Committee for allowing me the opportunity to speak here today.

While there is certainly a lot included in the 2016-17 Executive Budget proposal, what is more telling is what was left out.

CSEA is supportive of efforts to update and upgrade the state's crumbling roads, bridges, and other infrastructure, but the human service infrastructure needs of New York can no longer be ignored.

On behalf of 300,000 active and retired, public and private employees across New York State, I hope that you will join us to stand as a united voice for the needs of all New Yorkers, strong communities, and vital public services. Thank you.

Services currently offered in the OPWDD "Care" Pilots

Community Habilitation- provides support to individuals in the community or in their own home. This service provides skill development to address multiple habilitation needs. After the initial program planning process, individuals receiving this service or their advocates select the staff, and determine the frequency and duration of the staff support. Community Habilitation is intended for individuals during day and evening hours to support independent living and is not intended to provide 24- hour supports.

In Home Waiver Respite- provides support to an individual living at home and offers relief for the family from primary care responsibilities. In home waiver requires flexible hours to meet the needs of the individual and family at times during the day and week when assistance with daily care and supervision is needed.

Pathways to Employment- is a new waiver service that assists an individual to develop pre-employment skills needed for successful employment. Pathway is a time limited service up to one year in duration.

Supported Employment (SEMP)- is a service that helps an individual to obtain or maintain employment in the community in integrated settings where they earn at least minimum wage.

Community Pre-Vocational– OPWDD uses this program for individuals that have already been accepted into Workshop programs. It begins with reporting to a workshop location and then doing things like working as a lawn crew, cleaning crew, etc. It is more of a skill building setting done as a group rather than an individualized attempt at finding employment.

Individualized Residential Alternatives
Closures / Transfers 2014-2015

East Moriches IRA, East Moriches:	NY Senate District 1, Kenneth P. LaVelle NY Assembly District 1, Fred Thiele
Radio Avenue IRA, Miller Place:	NY Senate District 1, Kenneth P. LaVelle NY Assembly District 2, Anthony H. Palumbo
Melville Estates, Melville:	NY Senate District 2, John J. Flanagan NY Assembly District 10, Chad Lupinacci
N Washington IRA, Centereach:	NY Senate District 2, John J. Flanagan NY Assembly District 5, Al Graf
39 Sullivan Road, North Salem:	NY Senate District 40, Terrence P. Murphy NY Assembly District 93 David Buchwald
238 North Orange Street, Port Jervis:	NY Senate District 42, John J. Bonacic NY Assembly District 98, Karl Brabenec
Port Jervis IRA, Port Jervis:	NY Senate District 42, John J. Bonacic NY Assembly District 98, Karl Brabenec
Hamilton Avenue Respite, Tupper Lake:	NY Senate District 45, Betty Little NY Assembly District 115, Janet Duprey
505 M. George Street, Rome:	NY Senate District 47, Joseph A. Griffo NY Assembly District, 119 Anthony Brindisi
4806 Humaston Road, Rome:	NY Senate District 47, Joseph A. Griffo NY Assembly District 119, Anthony Brindisi
Route 7 Respite, Niskayuna:	NY Senate District 49, Hugh T. Farley NY Assembly District 110, Phil Steck
Church Avenue Respite, Ballston Spa:	NY Senate District 49, Hugh T. Farley NY Assembly District 112, James Tedisco
195 Grove Street, Middleburg:	NY Senate District 51, James L. Seward NY Assembly District 102, Peter Lopez
Middleburg IRA, Middleburg:	NY Senate District 51, James L. Seward NY Assembly District 102, Peter Lopez
Chittenango Day Hab, Chittenango:	NY Senate District 53, David J. Valesky NY Assembly District 121, William Magee
Madison County Day Hab, Oneida:	NY Senate District 53, David J. Valesky NY Assembly District 121, William Magee

Number of Employees who worked 7 or more Consecutive days at any time in PP9 thru PP14 of FY 2015/2016			
DDSO Name	Distinct Count of Employees	Average of # Consec Days Worked	Average # of Mandated Hours during total # of Consec Days
Bernard_Fineson	33	12	14
Brooklyn	40	11	6
Broome	56	11	7
Capital_District	64	11	3
Central_NY	131	11	2
Finger_Lakes	83	11	3
Hudson_Valley	77	11	7
Long_Island	120	12	5
Metro	15	11	7
Staten_Island	55	13	17
Sunmount	24	12	2
Taconic	84	13	4
Western_NY	107	12	4
Grand Total	856	12	6

Number of employees working 3 or moure double shifts in any Pay Period during PP 9 thru 14 of FY 2015/2016				
DDSO	Distinct Count of Employees	Total Hrs Worked	Total Hrs Mandated	Percent of Hrs Mandated
Bernard_Fineson	172	50,922.25	10,795.00	21%
Brooklyn	100	25,666.25	1,933.25	8%
Broome	170	41,809.00	4,233.25	10%
Capital_District	127	32,145.00	1,090.50	3%
Central_NY	299	68,842.25	1,312.00	2%
Finger_Lakes	187	37,601.00	1,708.25	5%
Hudson_Valley	358	100,926.00	6,379.00	6%
Long_Island	370	116,046.25	5,001.75	4%
Metro	149	33,562.00	8,933.00	27%
Staten_Island	187	61,273.75	7,300.75	12%
Sunmount	207	49,103.25	11,303.25	23%
Taconic	169	41,122.00	2,475.25	6%
Western_NY	276	62,635.75	3,313.25	5%
Grand Total	2,455	721,654.75	65,778.50	9%

Number of Staff working 16 or more hours at any time during Pay Period 9 thru 14 of FY 2015/2016		
DDSO	Distinct Count of Employees	Average of WORK SPAN (hrs)
Bernard_Fineson	76	17.11
Brooklyn	86	17.08
Broome	239	16.85
Capital_District	194	17.82
Central_NY	407	19.10
Finger_Lakes	433	17.23
Hudson_Valley	426	17.74
Long_Island	317	17.07
Metro	127	18.14
Staten_Island	248	16.59
Sunmount	91	17.23
Taconic	238	18.63
Western_NY	255	18.15
Grand Total	2,715	17.56

Candidates per DDSO Waiting for EHS Approval (July 1, 2015-December 17, 2015)

	Candidates Awaiting Qualification	Average # Days for Clearance
Bernard Fineson	113	67.52
Brooklyn	Closure	
Broome	229	50.57
Capital	109	64.71
Central	658	67.66
Finger Lakes	344	65.6
Hudson Valley	292	68.54
Long Island	427	73.20
Metro	201	78.59
Staten Island	140	96.71
Sunmount	236	57.37
Taconic	270	70.26
Western	154	68.98
Statewide Totals	3173	69.14