

MEETING MINUTES

PEF LABOR/MANAGEMENT MEETING

SEPTEMBER 04, 2024 ♦ THE MEETING COMMENCED AT 10:07AM

Management Attendees:

Comptroller DiNapoli; First Deputy Comptroller Pete Grannis; Chief of Staff Shawn Thompson; Counsel to the Comptroller Nelson Sheingold; Inspector General Donnal Hinds; Chief Information Officer Colin Brady; Deputy Comptroller Karim Adeen-Hasan, Deputy Comptroller Nancy Hernandez; Deputy Comptroller Rae Ellen Burke; Deputy Comptroller Robin Lois; Deputy Comptroller Andrea Goldberger; Executive Deputy Comptroller Terri Crowley; Deputy Comptroller Jason Windsor; Assistant Deputy Comptroller Julie Miller; Executive Deputy Comptroller Andrea Miller; Assistant Deputy Comptroller Jeremy Disare; Director Randy Hotaling; Director Beverly Jones; Director Courtney Bernard; Director Nancy Koller; Assistant Director Dorene Robinson; Director Adam Acquario; Executive Deputy Comptroller Colleen Gardner; Counsel Peter Sinclair; Counsel Jenika Conboy; Labor Relations Representative Rachael Clevenger; Labor Relations Representative Gillian Gersen; Labor Relations Representative Michelle Gallo; Human Resources Representative Allison Downey; Administrative Assistant Leah Boggs; Administrative Assistant Amanda Allen; Administrative Assistant Erin Bailey.

PEF Attendees:

Council Leader and L/M Co-Chair Catherine Dell 'Angelo; Assistant Council Leader Andre Brown; Assistant Council Leader (288) Brenda-Lee Persad; Field Representative Ed Bradley; Regional Coordinator Danielle Bridger; Regional Local Chair Matthew Colangelo; Steward Dan Winkler; Steward Shari Hunziker, Steward Troy Decker; Steward Kimberly Goerlich; Treasurer Kelly Nadeau; Steward Kevin Whitehead; Alternate Kellie Burke; Treasurer (288) Brian McElwain; Secretary (288) Thomas Thread.

OPENING REMARKS HIGHLIGHTS

Summary of Comptroller DiNapoli's Remarks:

Comptroller DiNapoli opened his remarks by stating the following:

Welcome to our third PEF Labor Management Meeting of 2024. I hope everyone had the chance to attend some of the OSC events held this year. He mentioned that he missed the steak roast but heard that it went well. PEF's commitment has allowed our employees to continue participating in these annual traditions. He congratulated Dani Bridger and Kelly Nadeau on their successful elections and mentioned enjoying the historic swearing in event for Wayne Spence's fourth consecutive term as President of PEF.

Congratulations to the graduates of the sixteenth class of the Leadership Development Program. A graduation ceremony was held on August 27 and there were 34 graduates; 29 graduates were in PEF positions.

The Fall 2024 Aspiring Leaders Program was announced by the Division of Human Resources with great enthusiasm. This offering of the program is the second one this year, following a successful spring session. Targeted at employees in Salary Grades 18-22, the program will take place over three full days with in-person sessions on Tuesday, September 24, October 1, and October 8 at 110 State Street. The program has been part of the Public Service Workshop Programs for state employees and has delivered outstanding outcomes over the past few years.

The NYS Comptroller's Office participates in the Great New York State Fair every year. This year, representatives from Unclaimed Funds, NYSLRS, PEF, and NY's 529 College Savings Program participated. The fair also saw the presence of our recruitment team from Human Resources and recruiters from the Division of Diversity Management and LGSA. At the fair, our Office of Unclaimed Funds continued its efforts to return lost money to hardworking New Yorkers.

The State Fiscal Year 2024-25 Enacted Budget Financial Plan shows New York's financial outlook as relatively stable, but with a persistent structural budget deficit. The projected three-year budget deficit is \$13.9 billion, an improvement from the previous year. The current economic expansion has strengthened the state's financial position, but a structural imbalance remains. It's important to strategically manage the budget to prepare for upcoming fiscal challenges and ensure long-term success.

The New York State Common Retirement Fund achieved a 1.38% investment return for the first quarter of fiscal year 2024-25, reaching an estimated value of \$267.7 billion. Despite risks from inflation and global tensions, the Fund's prudent management and long-term approach have positioned it well to continue providing retirement security to public employees. The Fund's long-term expected rate of return is 5.9%, and it paid out \$4.2 billion in retirement and death benefits during the first quarter. Employee contributions were impacted mainly due to salary increases, the increase of police and fire retirement plans, and tier 6 changes. We come out ahead of our sister retirement systems.

The state's General Fund ended June with a balance of \$49.6 billion, beating the DOB projection by \$2.1 billion and surpassing the previous year's balance by \$5.4 billion, mainly due to higher tax collections and lower spending.

In June, OSC approved 1,909 contracts for state agencies and public authorities, valued at \$7.3 billion. They also approved more than 1.8 million payments, totaling over \$14.1 billion. The office rejected 262 contracts and related transactions, valued at \$5.5 billion, as well as nearly 3,100 payments, valued at more than \$7.2 million. These rejections were primarily due to mistakes, insufficient support for charges, and improper payments.

Comptroller DiNapoli ended his remarks, expecting a heavy workload in the coming months as they reshape their workplace culture and move their business forward. He has received a lot of positive feedback while being out and about. Thanks for the partnership as they head into the last quarter of the year. Over to Julie to continue with the agenda.

Summary of PEF's Remarks:

Catherine Dell'Angelo, PEF Council Leader:

Catherine Dell 'Angelo started by expressing gratitude to Karim Adeen-Hasan and Comptroller DiNapoli for posting the EAP part-time position in NYC. She hopes it will be filled quickly.

The three-year election term has just ended. PEF Division 288 had four available positions, all of which have been filled. The Council Leader is Sonia Moulahoum, the Assistant Council Leader is Brenda-Lee Persad, the Secretary is Thomas Thread, and the Treasurer is Brian McElwain.

PEF had a busy summer as Comptroller DiNapoli mentioned that PEF attended the New York State Fair. Kelly Nadeau and Catherine also attended and got to interact with over 1,000 PEF members. They received a lot of positive feedback, especially regarding the tier 6 reform. While at the fair, they asked PEF members to sign petitions urging Gov. Hochul to sign important bills, such as the Stop Bullying in the Workplace and Expand Workers' Compensation for work-related stress.

Catherine Dell 'Angelo mentioned that she attended the steak roast, which had over 500 attendees. The weather and food were fantastic. She stated that lower attendance was due to concerns about COVID, as there had been a recent increase in infections, as well as the change of date from September to August.

Bruce Giddings, the new PEF Statewide Chair, would like to be added to upcoming PEF Labor Management meetings.

The 46th annual PEF convention is scheduled to take place from September 15 to 18, 2024, in Syracuse. PEF is eagerly anticipating Comptroller DiNapoli's speech on the opening day.

Summary of Management's Remarks:

Julie Miller, Assistant Comptroller, Human Resources:

In her opening remarks, Julie expressed her gratitude for the collaborative relationship HR shares with PEF.

We will continue to hold weekly meetings with the unions to maintain open communication. These meetings help us address issues and find solutions together.

Employee Development Week starts in late October with 60 classes offered on various topics, benefiting from our collaborative relationship with PEF.

The Stay Interview committee will be meeting with PEF later this month to discuss their proposal for moving forward before it is advanced to executive management. Julie thanked Andre Brown and Dan Winkler for serving on the committee.

STANDING ITEMS

Written Updates

Dan Winkler raised concerns about 31 resignations since the last PEF Labor Management meeting in June.

Shawn Thompson asked if the resignations were from newer employees on probation or established employees.

Julie Miller said we can obtain the data on resignations, but HR notices that more HELPS employees are leaving before their probation is up.

Randy Hotaling stated that when it comes to HELPS positions, employees can apply elsewhere and get a higher-grade position.

Catherine Dell 'Angelo mentioned that it could be a problem if we can get new employees in the door but can't keep them. Why are they not staying?

Julie Miller reiterated what Randy Hotaling said. If they received a lower-grade level at OSC and they applied for a higher level elsewhere, they end up leaving.

Andre Brown inquired whether HR could provide a breakdown of resignations, specifically indicating if they were positions under HELPS.

Courtney Bernard agreed to provide PEF with that information.

Catherine Dell 'Angelo asked if HR could explore using language that encourages employees to participate in the Exit Interview before leaving OSC. HR agreed to explore this suggestion.

FTE Report

Dan Winkler asked why LGSA's target goal decreased from 321 to 309 since the last meeting.

Shawn Thompson explained that OSC had made early progress with HELPS but quickly realized that there were financial implications to the hiring changes. As a result, OSC implemented a hiring pause, not a freeze, to ensure our budget was not exceeded. While filling positions remains a priority, we needed to evaluate our budget. OSC maintained honesty and transparency throughout the pause and has successfully hired around 300 employees through HELPS.

Workspace

Management Services is working with ERS to address their space needs, including evaluating space at 800 North Pearl and reconfiguring remaining ERS space at Riverview. We are also collaborating with multiple OSC units to optimize space and update furniture.

Civil Service:

Dani Bridger inquired if PEF could obtain a breakdown of the following positions - Auditor 1, SPE 1, ITS 1, Tax Auditor, Contract Auditor, Senior Auditor, and Internal Auditor - to determine how many appointments were through traineeships. Additionally, out of those seven positions, were any hired based on the continued recruitment exam?

PEF AGENDA ITEMS

Catherine Dell 'Angelo began the PEF Agenda by announcing that she had two Agenda items

Walking Program

Catherine has raised concerns about PEF members not being able to participate in the walking program within the Retirement Services and CIO divisions for the past four years. The union feels that whenever they bring up the issue, they receive the same excuses such as backlogs, short deadlines, being short-staffed, and having too much work to catch up on. Despite approximately 300 HELPS hires by OSC, the divisions still haven't been able to reinstate the walking program. The union is requesting data that demonstrates that less work was done during the times those divisions had the walking program. PEF suspects that it's executive management that doesn't want the walking program reinstated in those areas. PEF wishes to see the number of employees interested in the walking program within those two areas.

Andrea Brown states that during the last CIO meeting, management mentioned that the number of employees has increased and once they all learn their jobs, they will consider reinstating the walking program in that area.

Hiring Pause

Jason Windsor stated that the hiring pause has been lifted ahead of schedule. Even though we estimated it would take 6 weeks, it was completed in just 5. The Office of the State Comptroller (OSC) managed to secure general funds to create a pool of resources for all divisions to begin hiring. We carefully considered each division's current staffing levels and their desired levels to come up with a manageable number. Currently, we are having biweekly meetings with each division to monitor staffing, discuss onboarding, separations, and growth. Jason mentioned that OSC was transparent about the hiring pause and handled it well.

PEF agrees.

MANAGEMENT AGENDA ITEMS

Safety in Downtown Albany Update

Jason Windsor states that since the last meeting, there have been very few safety incidents. OGS, County officials, Albany PD, and State Police are collaborating and holding regular meetings. The State Police have been highly productive and vigilant.

Catherine Dell 'Angelo states that she recently took the Narcan training and encourages everyone to take the time to attend.

Jason Windsor announced that Narcan/Naloxone kits are now accessible at all OSC office locations. Remote training on how to administer Narcan/Naloxone is available through the Office of Addiction Services and Supports (OASAS).

110 Cafeteria

Jason Windsor provided an update on the process of selecting a vendor for the cafeteria at 110 State Street. Several potential vendors visited the kitchen and are interested in the opportunity. All vendors are required to submit their proposals by the close of business on September 6. We are looking forward to reviewing the proposals and making our decision.

Morale Issue Update

Julie and Beverly Jones will hold focus groups in late October for randomly selected managers in Retirement Services to address morale issues. They will share the results and recommendations anonymously with management. Office of Operations management also plans to address concerns in the Office of Operations with the division PEF stewards, but the format is not determined yet.

Catherine Dell 'Angelo stated that she wants to contact CIO PEF members to discuss morale in that area.

ACTION ITEMS

See Attached

THE MEETING CONCLUDED AT 11:30 AM.

<u>Catherine Dell'Angelo</u>	<u>06/12/25</u>
Catherine Dell'Angelo, PEF Co-Chair	Date
<u>Julie Miller</u>	<u>9/10/2024</u>
Julie Miller, Management Co-Chair	Date