

1 BEFORE THE NEW YORK STATE SENATE
2 BIPARTISAN TASK FORCE ON GOVERNMENT EFFICIENCY

3 New York State Senate
4 Public Forum on
5 SUNY Operations

6 Meeting Room A
7 The Legislative
8 Office Building
9 Albany, NY

10 March 11th, 2010
11 1:09 p.m.

12 PRESIDING:

13 Senator Jeffrey D. Klein
14 Chair
15 Senate Task Force on Government
16 Efficiency

17 PRESENT:

18 Senator William Stachowski
19 Senator George D. Maziarz
20 Senator Andrea Stewart-Cousins
21 Senator Craig Johnson
22 Senator Jose M. Serrano
23 Senator Darrel Aubertine
24 Senator David J. Valesky
Senator Brian X. Foley
Senator Diane J. Savino

LIST OF PARTICIPANTS

TESTIMONY

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

Monica Rimai Senior Vice Chancellor and Chief Operating Officer SUNY	08
James F. Lyman Executive Director NYS Law Enforcement Officers Union, Council 82, AFSCME, AFL-CIO	106
Peter Barry Executive Vice President NYS University Police Officers Union, Council 82, AFSCME, AFL-CIO Also Present: Terry O'Neill	117

1 CHAIRMAN KLEIN: Well, I want to
2 thank everyone for coming. I'm State
3 Senator Jeff Klein, the Deputy Majority
4 Leader and the Chair of the new Task Force
5 on Government Efficiency.

6 And I do want to recognize my
7 colleges who are with us today. Senator
8 Bill Stachowski from western New York. We
9 also have with us Senator David Valesky
10 from central New York. We have with us
11 from Nassau County, Senator Craig Johnson.
12 Senator Brian Foley from Suffix County.
13 Senator Diane Savino who represents a
14 district consisting of parts of Brooklyn
15 and Staten Island. And we have Jason who's
16 our Chief of Staff to Senator Tom Morahan,
17 who's also on our task force.

18 Before we get started, Senator
19 Morahan wanted me to read a brief
20 statement. Unfortunately, he couldn't be
21 with us today.

22 I also want to recognize Senator
23 Marco Serrano from Bronx County. Also a
24 member of our task force.

1 Senator Morahan couldn't be here
2 today, but, as I said, he wanted me to read
3 in to the record his statement. It reads
4 (Reading) "I am pleased that the Bipartisan
5 Task Force on Government Efficiency will be
6 providing hardworking taxpayers of New York
7 with a clear overview of the spending
8 practices of state agencies. It is
9 important that the public be reassured that
10 each government agency has in place formal
11 internal control of the prevent or detect
12 administrative waste. Today's hearing will
13 give the public the opportunity to learn
14 about the nature and caliber of internal
15 fiscal oversight at the State University of
16 New York. The public expects -- expects
17 that state-funded agencies maintain tight
18 fiscal controls, which are transparent and
19 available to public scrutiny.

20 Throughout the hearing process the
21 Senate Task Force is prepared to alert the
22 public should it be demonstrated than an
23 agency does not have a clear policy with
24 respect to expenses, internal auditing or

1 other procedures critical of detecting
2 unnecessary and wasteful practices."

3 I want to thank Senator Morahan.

4 Just in a way of background, I
5 thought it was important, and I also want
6 to thank Senator John Sampson, the Majority
7 Conference Leader, for putting me in charge
8 of this task force.

9 You know, clearly I think everyone
10 who's been in Albany for a while notices
11 the similarity that occurs each and every
12 year during our budget process. Everyone,
13 I think, knows the movie "Groundhog Day"
14 where the same thing happens day after day,
15 which is very similar to our budget
16 process.

17 The Governor, whoever the Governor
18 is, Democrat or Republican, unveils a
19 budget and it's always devastating cuts to
20 healthcare and education; things that
21 people understand affect their daily lives.
22 And the alternative is always two things:
23 It's cuts or it's taxes.

24 We're trying to sort of re-correct

1 that imbalance and sort of change the
2 paradigm; to take a good hard look at
3 government spending.

4 I, in the way of background, already
5 conducted two studies; one involving SUNY,
6 one involving the Department of
7 Correctional Services, where we looked for
8 instances of ways we can save money; save
9 the taxpayers money; protect the taxpayers
10 in the State of New York. And I think
11 that's something that's very, very
12 important. Because, I think, if you look
13 what's happened, the taxpayers in New York
14 State have been given a bad return in their
15 investment. And I think it's time to
16 correct the market. And I'm hopeful that
17 this task force will do that.

18 One of the things that we're going
19 to concentrate on today, which is sort of a
20 follow-up to the report, is SUNY.

21 The way we broke down the report was
22 really three areas. The first was
23 overtime. Presently New York State, every
24 year, spends close to \$500 million on

1 overtime. SUNY spends an awful lot of that
2 percentage of the total State overcome
3 budget in overtime. So, we're looking to
4 ways to reduce and sort of get a handle on
5 what is mandatory overtime and what would
6 be considered discretionary overtime.

7 The next area is consolidation. We
8 actually identified a way that we believe
9 that SUNY can save the taxpayers probably
10 about \$10 million if they consolidated the
11 SUNY police force. The way it works now is
12 as a separate police force, with a separate
13 superintendent at each individual campus in
14 the SUNY system.

15 The next, which we want to talk
16 about a little bit today, is some of the
17 very, very high doctor salary at SUNY. You
18 know, what we're seeing is very high
19 salaries, that in some cases might even
20 surpass what doctors are getting in the
21 private sector.

22 So, I'm very, very glad we have with
23 us someone who can answer a lot of our
24 questions here today.

1 But first I want to recognize, I
2 know we were joined by one of my colleagues
3 from Westchester County, Senator Andrea
4 Stewart-Cousins. And -- and also Senator
5 Darrel Aubertine. But I'd like to give my
6 committee members the opportunity, anyone
7 who would like to give some brief opening
8 statements.

9 SENATOR SAVINO: No. Let's just get
10 to the --

11 CHAIRMAN KLEIN: No?

12 SENATOR SAVINO: -- testimony.

13 CHAIRMAN KLEIN: Okay.

14 So, first I want to welcome Monica
15 Rimai who's the Senior Vice Chancellor and
16 Chief Operations (sic) Officer, the State
17 University of New York.

18 I thank you for joining us today.

19 VICE CHANCELLOR RIMAI: Thank you.
20 Good afternoon, Senator Klein and members
21 of the Task Force On Government Efficiency.
22 My name is Monica Rimai, and I am the
23 Senior Vice Chancellor and Chief Operating
24 Officer for the State University of New

1 York.

2 Before I begin my testimony I just
3 want to convey Chancellor Zimpher's regrets
4 at not being able to attend this
5 afternoon's hearing. It was her strong
6 preference to be here, but we just had a
7 number of scheduling conflicts that we --
8 we couldn't work out. But I am here. And
9 I am very pleased at this opportunity to
10 talk with you today. It is very much my
11 honor to be before this esteemed panel
12 and -- and to represent the State
13 University of New York in this matter.

14 I just want to note that I -- I know
15 some of you are aware that the Chancellor
16 and I have really enjoyed the opportunity
17 to spend time with many members of this
18 panel as we've made our rounds regarding
19 the budget process, which you noted,
20 Senator Klein. We very much appreciate
21 the -- the warm welcome, the support and
22 the great advice that we have received
23 during this process. So, thank you very
24 much for that.

1 Chancellor Zimpher and I certainly
2 do applaud the Senate for its efforts to
3 deal with today's economic challenges in a
4 bipartisan fashion and it's focus on
5 reining in state spending. I think we at
6 SUNY very much appreciate and certainly
7 endorse our responsibility and agree that
8 we have to employ constant vigilance and
9 discipline in our day-to-day operations and
10 business practices. So, we really do
11 welcome this exchange.

12 Personally I also want to take a
13 moment to express my great enthusiasm for
14 one of the recommendations in the -- in
15 Senator Klein's report regarding taking
16 more of an enterprise approach to risk
17 management.

18 I've had some experience in this
19 area. I think there's huge potential here
20 for efficiencies and -- and better service
21 to the taxpayers here in New York. So,
22 I was -- I was very pleased to see that
23 recommendation.

24 And I also want to take a moment to

1 express our tremendous appreciation for the
2 report's sensitivity and acknowledgement
3 in -- in this notion of needing to find
4 efficiencies and cost savings without
5 negatively affecting the quality of higher
6 education at SUNY and the experience of --
7 of our students.

8 Before I delve into the details of
9 Senator Klein's December, 2009 report I do
10 think it is very important to contextualize
11 this discussion with really two basic but
12 essential parameters. The first is that
13 there's absolutely no doubt that SUNY faces
14 unprecedented and severe fiscal issues.
15 Second, SUNY is not your typical state
16 agency. We are an educational entity with
17 over 1.6 million constituents and we are in
18 the business of creating opportunity for
19 people to reach their goals, improve their
20 quality of life and developing generations
21 of civically minded, contributing citizens
22 to the State of New York, indeed, the
23 world.

24 With an all funds budget approaching

1 \$11 billion, SUNY is a vast organization
2 with 64 campuses and over 87 thousand
3 employees serving the needs of over 465
4 thousand full and part-time students, as
5 well as 1.2 million continuing education
6 enrollees. By virtue of our size we have
7 been able to pursue some economies of scale
8 that have led to significant savings and
9 cost avoidance. Nonetheless, I would urge
10 you not to draw all your conclusions simply
11 based upon dollar figures and size alone.
12 The sheer size and volume of the number of
13 university transactions does not fully
14 reflect SUNY's success in protecting use of
15 taxpayer dollars. At this point, as a --
16 as a point of reference, I think it's
17 important to start with the notion that
18 only 20 percent of SUNY's budget is direct
19 state support, a number that has been
20 trending downward over the past several
21 years.

22 Since the 2008-2009 fiscal year,
23 SUNY has absorbed more than \$424 million in
24 state support reductions. While the SUNY

1 Board of Trustees did take some steps last
2 year to mitigate a small portion of those
3 reductions with a tuition increase, fully
4 80 percent of that tuition revenue a \$132
5 million was swept by the state for purposes
6 of closing a deficit in the state's general
7 fund budget.

8 And, frankly, the news is really not
9 much better for the upcoming fiscal year.
10 The Executive Budget for the 2010-11 fiscal
11 year proposes additional reductions of \$170
12 million, for a potential total cut of
13 merely 600 and million -- \$600 million in
14 just three fiscal years.

15 To manage these significant cuts and
16 to do more than our fair share of
17 responding to the state's fiscal crisis
18 SUNY campuses have measured ever dollar of
19 expenditure in an effort to save money and
20 deliver service at a lower cost. This has
21 resulted in efficiencies in delivery
22 methods, hard and soft hiring freezes, yet
23 without layoffs and retrenchments of union
24 personnel to date and the use of attrition

1 and the reallocation of work among the
2 remaining workforce. Just by way of
3 example, to date SUNY has already acted on
4 and is planning a total workforce reduction
5 of 2.3 percent. This at a time when our
6 enrollment has increased by 25 thousand
7 students.

8 I don't want to give you the
9 impression that we are trying to balance
10 our entire budgetary situation with
11 personnel service reductions alone because
12 dealing with the cumulative reductions in
13 state support the we've experienced also
14 requires aggressive search for cost savings
15 and efficiencies in purchases and
16 procurement.

17 Some examples of these cost savings
18 include that since 2004 SUNY had avoided
19 over a \$11 million in electricity costs.
20 SUNY is the leader among New York State
21 agencies in energy procurement. SUNY's
22 Energy Buying Group buys electricity
23 directly from wholesale markets where SUNY
24 is a direct customer of the New York

1 Independent System Operator. By
2 eliminating retail suppliers SUNY saves
3 \$1.4 million per year for 29 state-operated
4 and community colleges.

5 The SUNY Energy Office also manages
6 State Office of General Services direct
7 customer program reducing their overhead
8 cost by 50 percent and saving O.G.S. \$1.5
9 million per year.

10 SUNY saved nearly \$20 million in
11 university wide contracting by going
12 directly to the Oracle Corporation through
13 an R.F.P. process for software contracts
14 instead of using the New York State Office
15 of General Services' vendor contract. Our
16 savings were the result of the ability to
17 contract as a consolidated educational
18 institution versus a state entity.

19 SUNY has an estimated annual savings
20 of \$9.9 million in financial and management
21 transactions across its campuses through an
22 integrated state-of-the-art, totally
23 online, Finance and Management System
24 encompassing procurement, receivables,

1 accounts payable and management.

2 These examples that I've just listed
3 total up to about \$50 million in savings,
4 efficiencies and a cost avoidance in the
5 past five years. And, frankly, the list
6 could go on from here.

7 So, I think as you can see, SUNY
8 administration in very close cooperation
9 with its continuant campuses is pursuing its
10 day-to-day operations in a disciplined and
11 diligent manner.

12 We certainly understand and
13 appreciate this current fiscal environment
14 in which we are operating, and while we can
15 always do better and should constantly
16 strive for excellence in this area, as I
17 stated earlier, we are conscientious
18 stewards of our limited taxpayer dollars.

19 At this point I think it's
20 critically important to SUNY's future to
21 spend just a few minutes discussing a
22 serious and significant solution to the
23 challenges presented by the current
24 economic environment, particularly as it

1 relates to declining state support for
2 higher education. Moreover, given this
3 panels commitment and dedication to the
4 pursuit of efficiencies and cost savings, I
5 would think the solution would very
6 naturally find great support among some of
7 you. Of course, I am speaking about the
8 Public Higher Education Empowerment and
9 Innovation Act. This act harnesses
10 high-impact, zero-cost solutions to our
11 current financial challenges that will
12 create jobs, build a foundation for
13 tomorrow's economy and strengthen public
14 higher education.

15 With more responsibility for its own
16 finances, the State University would be
17 able to streamline its operations, raise
18 revenues and target its spending on
19 academic pursuits that will not only
20 benefit the students we serve, but also
21 create a larger union workforce and a
22 better work environment.

23 With the implementation of the
24 Empowerment and Innovation Act, SUNY

1 estimates that over the next ten years, its
2 campuses will be able to generate funding
3 to help create more than -- more than 10
4 thousand new jobs and leverage over \$8.5
5 billion in capital construction.

6 In addition to enhancing SUNY's
7 administrative tools, the Empowerment Act
8 raises the standard for accountability and
9 transparency, with unprecedented reporting
10 requirements on the use of taxpayer
11 funding, as well as tuition, fees and other
12 campus generated funding. Furthermore, the
13 act allows us to pursue public private
14 partnerships and land use opportunities in
15 a direct and upfront fashion.

16 We know fiscal times are tough, but
17 we hope the Governor and the Legislature
18 can see that higher education is New York's
19 ticket out of this economic downturn. One
20 only need look to the return on investment
21 New York State enjoys from the State
22 University of New York to know that this
23 assertion is true. For every state dollar
24 received by SUNY the university generates

1 \$8 in total spending in the state. With an
2 all-funds budget of nearly \$8 billion,
3 approximately 4 billion of which comes from
4 the general state fund, SUNY's economic
5 impact equals \$28.4 billion.

6 With all this context in place, I'd
7 like to now turn to the specific concerns
8 raised by the 2009 report. As you know,
9 the task force announcement and other
10 communications regarding today's hearing
11 speaks to waste, runaway spending practices,
12 excessive overtime costs and redundant
13 administrative practices. Although, very
14 respectfully, SUNY nevertheless strongly
15 disagrees with this characterization of our
16 great university.

17 With regard to general spending, the
18 December 2009 report claims that, quote,
19 "If SUNY had been able to find ways to cut
20 what it paid out in salary and wages during
21 fiscal year 2008-09 by just 1 percent the
22 state would have saved \$30 million", closed
23 quote. This statement compels me to say
24 again that SUNY has had to shoulder \$424

1 million in cuts to our state support in
2 just the last two fiscal years, including
3 the redirection of \$132 million in tuition.
4 In addition, I would point out that in the
5 mist of all of these state reductions the
6 state continues to pay the collective
7 bargaining increases for unionized SUNY
8 employees which total \$83.5 million in this
9 year alone. Given these facts, along with
10 the hard and soft hiring fee -- freezes and
11 the heavy reliance on attrition, it is hard
12 to imagine how we could be expected to
13 decrease the salary and wages of our
14 remaining workforce.

15 With regard to -- to overtime
16 spending, the December 2009 report
17 expresses dismay over SUNY sending \$41.6
18 million on overtime in 2008-09 compared to
19 \$29.9 million for the first half of the
20 2009-10 fiscal year. The report
21 specifically highlights the spending levels
22 at the Brooklyn and Syracuse Academic
23 Health Centers and SUNY Farmingdale.

24 To better understand SUNY's

1 personnel spending, it is critically
2 important that we all recognize that SUNY
3 is an educational institution consistently
4 operating well beyond Monday through Friday
5 from 8:30 a.m. to 5:00 p.m. SUNY operates
6 64 campuses, 3 hospitals and houses over 75
7 students -- 75 thousand students throughout
8 the year in our residence halls. As such,
9 we are a 24 hour a day 7 day a week 365 day
10 a year operation. Simply put, overtime is
11 our reality.

12 A more detailed review of the state
13 overtime data set forth in the report
14 reveals that the average cost across all
15 state agencies for overtime spending versus
16 salary and wages is 3.1 percent. SUNY's
17 average percentage, however, is only 1.4
18 percent.

19 Moreover, based upon data provided
20 by the Hospital Association of New York
21 State, SUNY spending on overtime at
22 hospitals as a percentage of total salary
23 was 2.3 percent, while the statewide
24 average for all hospitals, public and

1 private, was 4.9 percent.

2 With regard to the issues relative
3 to the three SUNY campuses noted in the
4 report, looking first to the overtime
5 expenditures at the Academic Health Centers
6 in Brooklyn and Syracuse, we must again put
7 into context the fact that each of their
8 individual operational budgets are
9 approximately \$500 million annually, thus
10 the overtime noted in the report equates to
11 only .01 percent of their operating
12 budgets. Again, as compared to the
13 statewide hospital average of 4.9 percent.

14 These expenditures were for nursing
15 care and maintenance staff. And we simply
16 cannot overstate the importance of
17 delivering quality, critical healthcare and
18 how that must be managed within the
19 scope -- within the state's nursing and
20 allied profession shortages. Frankly,
21 these shortages make overtime a necessary
22 and critical expense for all hospital
23 operating budgets.

24 As for overtime spending at SUNY --

1 at SUNY Farmingdale, the campus has been
2 dealing with reduced staffing through
3 attrition and not filling vacancies in
4 response to the state budget reductions.
5 Farmingdale has a very small grounds staff
6 of just 4 full-time physical plant staff
7 for a campus of 394 acres, 53 instructional
8 buildings and 6 residence halls. In order
9 to maintain their normal campus grounds
10 maintenance they must offer overtime based
11 upon their collective bargaining agreements
12 on a rotating basis with employees having
13 equal access to work additional hours.
14 Some employees welcome this opportunity,
15 while others prefer not.

16 Similar circumstances exist across
17 the entire State University system with the
18 health, safety and welfare of the 465
19 thousand students and 1.2 million
20 continuing education enrollees and 87
21 thousand faculty and staff are our top
22 priority.

23 While we certainly have a preference
24 for full-time employees, the reduction in

1 state support have severely limited that
2 option. The simple fact is that it costs
3 less to pay overtime to our union workers
4 under the state's Civil Service agreements
5 and regulation than to hire new employees
6 due to the combined costs of salaries and
7 fringe benefits.

8 In fact, our spending in this area
9 might really be seen as responsible given
10 the current economic realities and that we
11 have saved the state \$7.5 million by not
12 hiring new employees and exercising
13 management practices to maximize the use of
14 our depleting state resources. In
15 addition, thus far, we have avoided layoffs
16 and have used attrition, as well as soft
17 and hard hiring freezes to generate
18 operational savings. The reality is,
19 however, that if we are to continue our
20 mission and maintain proper levels of
21 services to our campus communities we must
22 utilize overtime as a cost saving tool.

23 Turning to the issues relative to
24 the State University of New York's police

1 force, I begin by saying that as a former
2 federal prosecutor, I have a great deal of
3 respect for our law enforcement officers
4 and for the remarkable work they diligently
5 perform every day in every way. To this
6 end, I am much inclined to play (sic) close
7 attention to their suggestions for cost
8 savings and efficiencies. And I also want
9 to inform you that Chancellor Zimpher is
10 examining all SUNY campus functions for
11 operational effectiveness and efficiencies,
12 including the issue of centralization of
13 the university police. Such a review will
14 take into account providing for the health,
15 safety and welfare of our more than 1.6
16 million New Yorkers who live, learn and
17 work at SUNY campuses. You most certainty
18 will be kept apprised of that review, but in
19 the meantime I would share a few
20 observations. Following the devastating
21 shooting incident at Virginia Tech
22 University in April of 2007, SUNY
23 empanelled a Task Force on Critical
24 Incident Management to review the SUNY

1 campuses state of readiness to respond to
2 emergencies including issues of training,
3 equipment, staffing levels and
4 communication. As a result of that report
5 some enhancements were made at SUNY
6 campuses as necessary. And we will
7 continue to review our standards to insure
8 campus safety.

9 Numerous campus public safety
10 organizations and studies following the
11 Virginia Tech incident have made clear that
12 campus safety is necessarily a product of
13 local conditions and experience. Boots on
14 the ground is paramount in dealing with
15 diverse campus populations. There were
16 many lessons learned from the Virginia Tech
17 incident. Indeed, the U.S. Department of
18 Justice's National Summit on Campus Public
19 Safety concluded that, quote, "Safety and
20 security cannot be managed as an add-on
21 task or unit of function removed from key
22 decision makers. Interaction at the
23 highest level between the chief executive
24 and police and security professionals is

1 imperative as new prevention and response
2 issues emerge."

3 Furthermore, there are fundamental
4 differences among functions and missions of
5 New York State's police forces. These
6 differences are based mainly on
7 jurisdiction, statewide versus local and
8 the diversity of our campus populations.
9 These factors present unique and
10 challenging opportunities for police
11 supporting an academic institution.

12 So, as we review the operations of
13 our university police in pursuit of
14 appropriate and legitimate cost savings and
15 efficiencies, we will always be mindful of
16 incidents such as the tragedies at Virginia
17 Tech University, Northern Illinois
18 University and most recently the University
19 of Alabama Huntsville.

20 In aggressively seeking savings and
21 in managing costs we will never compromise
22 the health, welfare and safety of our
23 campus communities not for the sake of
24 efficiencies, not for the sake of politics.

1 Lastly, the December 2009 report
2 raises issues relative to the mission,
3 governance and operations and spending of
4 the Research Foundation and its working
5 relationship with the State University. I
6 do think it's worth noting for the record
7 that the Research Foundation was founded in
8 1951 as a private, not-for-profit and
9 distinct corporation, duly organized under
10 federal and state law and which continues
11 to operate pursuant to an agreement
12 approved in 1977 by the State Controller --
13 Comptroller, Director of the Division of
14 Budget and the Attorney General.

15 With that said, in her short tenure
16 at SUNY, Chancellor Zimpher has received
17 numerous questions and really concerns
18 brought to her attention regarding the
19 structure, hiring practices and funding of
20 the Research Foundation. And, so, as she
21 stated at the Joint Fiscal Committee Budget
22 Hearing on January 27, 2010, she will be
23 undertaking a full review of the structure
24 and operations of the R.F. We are, in

1 fact, right now beginning the process of
2 identifying and soliciting experts in the
3 area of collegiate research foundations who
4 will independently manage this review. It
5 will be an open, iterative process and we
6 will certainly invite your input and share
7 the results.

8 In conclusion, I just want to say
9 that the SUNY family of students, faculty
10 and the residents of our host communities
11 take enormous pride in our teaching
12 mission, the contributions we make to
13 people's lives, and the fact that we are a
14 critical contributor to sustained economic
15 vitality for the State of New York. There
16 are over 2 million SUNY alumni living and
17 working in this state today and millions
18 more waiting for their chance at this
19 remarkable opportunity. We can all agree
20 that we have an obligation to provide
21 access to a high quality education that is
22 affordable to the citizens of the state and
23 to do so in an effective and efficient
24 manner. The Public Higher Education

1 Empowerment and Innovation Act will provide
2 SUNY with the tools to do an even better
3 job.

4 So, I hope you will find the
5 information that I've provided to you today
6 helpful in your task. I would be very
7 pleased to take any questions you might
8 have. And I thank you again for the
9 opportunity to provide testimony today.

10 SENATOR KLEIN: I thank you,
11 Chancellor. I thank you very much.

12 I -- I just want to -- like I said,
13 I wanted to break it up for the overtime
14 spending and then, of course, we'll talk
15 about the SUNY police force.

16 And -- and I know you did mention
17 about the overtime. But if you can just
18 take us back. I just want to first learn
19 what the process is on -- on overtime, and
20 how you distinguish between what I would
21 consider, I guess, maybe I'm not using the
22 right term, but mandatory overtime; like, I
23 guess, making sure that there's always
24 someone to watch the SUNY students as far

1 as, you know, the police force and someone
2 who would have, I guess, you know, a 9 to 5
3 job; like a -- a clerk or a typist or
4 something in that nature. Is -- is that
5 broken up between what I -- what we
6 consider mandatory versus discretionary? I
7 guess, also, what the federal government
8 would consider mandatory overtime --

9 VICE CHANCELLOR RIMAI: Well, I -- I
10 think the -- the vast majority of the
11 mandatory -- or the overtime that we've
12 experienced has really happened at the
13 hospitals. And there the issue has to do
14 with meeting standards that are set by the
15 accrediting associations. And they really
16 cut across all categories of employment.
17 So, I -- I don't have those accrediting
18 standards in front of me. We can certainly
19 get them to you. But there -- you know,
20 there has to -- there's a -- a lot of
21 complexity around the number of hours that
22 certain professionals are permitted to
23 work. Cleanliness standards, facility
24 standards. And those are the kinds of

1 things that drive the setting of overtime.

2 But I -- I will also tell you that
3 because every institution is particularly
4 different, the demands on facilities, the
5 demands on security, the demands across
6 really, frankly, even program array and
7 student support, are unique to every
8 campus. SUNY Central doesn't mandated
9 those kinds of -- of policies at our level.
10 Now, it's certainly something we might
11 consider as a -- a consequence of -- of
12 this panel. But at this juncture we are
13 really sensitive to the unique
14 circumstances.

15 And, so, for example, you mentioned
16 the -- the concept of the 9 to 5 clerk.
17 Well, in -- in some of our -- at some of
18 our campuses those clerks are providing
19 student support. And for nontraditional
20 students, they need that support not from 9
21 to 5, but from 7 to 10, when they're --

22 CHAIRMAN KLEIN: Well, I think --

23 VICE CHANCELLOR RIMAI: -- when
24 they're taking classes --

1 CHAIRMAN KLEIN: -- that's -- that's
2 what I'm getting at. I mean, you know, I
3 know this, you know, takes place at the
4 managerial level. But last year SUNY spent
5 in the fiscal 08/09 year \$41.6 million in
6 overtime. And I'm just saying, I
7 understand that. If a manager is, you
8 know, working with his team and, you know,
9 there's something that's clearly -- that
10 can be done tomorrow, you know, why have
11 someone stay 'til after 5 and derive
12 overtime. I'm trying to figure out --

13 VICE CHANCELLOR RIMAI: Sure.
14 Precisely --

15 CHAIRMAN KLEIN: -- you know, what's
16 being done at the manager level. At --
17 and, again, maybe we need somebody who
18 actually is at that level. But I was
19 hoping that you can answer on actually how
20 it works. Because, again, we have seen
21 cases, and -- and I want to do thank you
22 for responding to my report in great detail
23 in your letter, but we have found cases
24 where, you know, clearly they're not

1 doctors, they're not nurses. You know, I
2 understand the federal mandates of them
3 being there, you know, around the clock or
4 someone being there around the clock --

5 VICE CHANCELLOR RIMAI: Uh-huh.

6 CHAIRMAN KLEIN: -- but people who,
7 not in any way, you know, criticizing the
8 work they perform for SUNY, people who are
9 not -- it's not essential that they're
10 there --

11 VICE CHANCELLOR RIMAI: Uh-huh.

12 CHAIRMAN KLEIN: -- after hours --

13 VICE CHANCELLOR RIMAI: Right.

14 CHAIRMAN KLEIN: -- quite frankly.

15 VICE CHANCELLOR RIMAI: Well, I -- I
16 think, you know, maybe we disagree on -- on
17 one point, or maybe there are many points,
18 but I -- I mean, I think the notion is when
19 you look at \$41.6 million, at least in my
20 view as a -- as an operations person, I
21 want to look at compared to what. And if
22 you look at it compared to the size of our
23 budget, compared to the percentage of
24 salary and wages, in my view, just from the

1 numbers perspective, although I'd be the
2 first to say you don't want to just look at
3 it from that perspective, it's actually a
4 pretty reasonable number.

5 And I -- I also think that, you
6 know, whether something is reasonable, not
7 a function that could be put off 'til
8 tomorrow as opposed to incurring the
9 overtime expense is very much a function of
10 the local environment. The Farmingdale
11 example is a very good example. Four
12 full-time staff to deal with their physical
13 plant is -- going to necessitate overtime
14 simply because it's the only way to keep
15 up.

16 And, again, there are -- there are
17 national standards; The National
18 Association of College and University
19 Business Officers and an organization
20 called SKUF (phonetic spelling), the
21 abbreviation for what that stands for
22 escapes me at the moment, but all of them
23 have facility standards and ratios of how
24 you maintain those --

1 CHAIRMAN KLEIN: Well, I guess,
2 Chancellor --

3 VICE CHANCELLOR RIMAI: -- so --

4 CHAIRMAN KLEIN: -- I guess, let me
5 just back up for a minute. Do workers have
6 to get pre-approved from managers before
7 being able to work overtime?

8 VICE CHANCELLOR RIMAI: I would say
9 in general the answer's yes, but I wouldn't
10 want to commit to every single environment.
11 There may be blanket waivers in some
12 circumstances. We could certainly get that
13 information for you. But, in general,
14 overtime is approved --

15 CHAIRMAN KLEIN: And it is -- is it
16 decided on a campus by campus or by SUNY as
17 a whole?

18 VICE CHANCELLOR RIMAI: I think it's
19 decided campus by campus.

20 CHAIRMAN KLEIN: I -- I guess -- you
21 know, I guess the other question, does SUNY
22 have any type of internal audits to insure
23 the work is -- that the workers, if they
24 claim in overtime, is -- is actually

1 done --

2 VICE CHANCELLOR RIMAI: Yes.

3 CHAIRMAN KLEIN: And I guess I go
4 back to the example that we did raise and
5 you did respond to of the SUNY
6 Farmingdale --

7 VICE CHANCELLOR RIMAI: Uh-huh.

8 CHAIRMAN KLEIN: -- where you had
9 three workers. There was one supervisor,
10 two helpers as far as groundskeepers, who
11 made close to \$134 thousand last year, the
12 three of them combined, in overtime.

13 VICE CHANCELLOR RIMAI: Sure.

14 CHAIRMAN KLEIN: I -- I know the
15 letter you stated that, you know, you pride
16 yourself on your campuses being kept well.

17 But, again, I mean, isn't there
18 something they could have done, I guess,
19 once again after hours? Were they -- were
20 they mowing lawns in the dark? Were they
21 watering the plants? I mean, I'm trying to
22 get a handle on, you know, the manager who
23 approved that. How is that approved --

24 VICE CHANCELLOR RIMAI: Uh-huh.

1 CHAIRMAN KLEIN: -- and -- and how
2 that overtime, which I believe, in my
3 opinion, was out of control?

4 VICE CHANCELLOR RIMAI: Yeah. Well,
5 you know what, Senator, I have worked at
6 enough large public government entities to
7 be the first to say that with an
8 organization of our size, no doubt an
9 effort like this is going to find areas of
10 improvement. And, perhaps, this particular
11 area is -- is one such example.

12 And, frankly, a big reason that I
13 was hired was to really take a long, hard
14 look at our operations, to look for
15 efficiencies and economies of scale and
16 cost savings, because, frankly, that's just
17 the only way we're going to manage our
18 current environment. So, I'm with you
19 there.

20 As to the specific duties that were
21 performed by specific individuals, you
22 know, I don't know that. I'm sure we could
23 find that out.

24 As to your question about the

1 performance of -- of the existence of
2 internal audit functions, absolutely.
3 Every camp -- not every campus, but many
4 campuses have their own internal offices,
5 as does SUNY Central. And the audits that
6 they do are a function of risk assessment,
7 as you would expect in the industry.
8 Perhaps this -- this committee will raise
9 the -- the amber of the risk associated
10 with overtime and -- and such an audit will
11 find it's way --

12 CHAIRMAN KLEIN: Yeah. Because --

13 VICE CHANCELLOR RIMAI: -- on our
14 risk --

15 CHAIRMAN KLEIN: -- again, I guess,
16 I'm -- I'm trying -- I guess I'm trying to
17 be educated on this because when somebody
18 sees, and I -- I don't want to keep
19 concentrating on these poor groundskeepers,
20 but when someone sees the \$134 thousand for
21 three workers, my initial reaction, quite
22 frankly, was, does someone at SUNY see it?
23 Does the individual campus or manager
24 control it? And, quite frankly, I thought

1 does the State Comptroller, you know,
2 notice, you know, something like that?

3 VICE CHANCELLOR RIMAI: Uh-huh.

4 CHAIRMAN KLEIN: I -- I'm trying --
5 does -- is there anywhere in any
6 department --

7 VICE CHANCELLOR RIMAI: Yeah, I
8 mean --

9 CHAIRMAN KLEIN: -- when a red flag
10 goes off --

11 VICE CHANCELLOR RIMAI: -- sure.
12 There's --

13 CHAIRMAN KLEIN: -- and say, hey, we
14 have to take a good hard look at this --

15 VICE CHANCELLOR RIMAI: -- I mean, I
16 think the biggest driver of managing this
17 overtime issue, as well as a whole host of
18 issues, is the budget setting process. I
19 mean, every unit on every campus has a
20 budget that they have to work to and to
21 manage their -- their operation. So, I
22 think that's the ultimate safeguard.

23 Again, I -- I understand what you're
24 saying. If you pull this out of context

1 and you just look at three workers that are
2 making this kind of money, it -- it's
3 something we have to look at.

4 But I -- I think my effort here
5 in -- in talking to you all today is to
6 provide some more context.

7 CHAIRMAN KLEIN: I guess, my --
8 my -- my -- I guess my last question on
9 this topic, has SUNY proposed any overtime
10 reductions, you know, as far as this budget
11 cycle? Because clearly one of things that
12 I think most of us and all of us I would
13 hope are concerned about is the cut to TAP,
14 among some of the other cuts, that we posed
15 in the Governor's budget.

16 It's interesting what we're, you
17 know, up in arms about is a \$25 million cut
18 to TAP.

19 You know, clearly, you know, looking
20 in to this, is there a way that we can
21 reduce overtime as compared to last year to
22 come up with the savings we need so we can
23 restore the money for TAP without raising
24 taxes, without making further cuts, you

1 know, someplace else in the SUNY system?

2 VICE CHANCELLOR RIMAI: Well, first
3 let me say that the -- originally, before
4 the executive budget came out, there was a
5 proposed tuition increase of about, I
6 believe, 2 percent, that was going to
7 increase our tuition beyond the cap on TAP
8 and that SUNY had committed to covering
9 that difference. So, our sensitivity to
10 TAP is pretty boundless. I get -- I
11 absolutely understand your -- your point
12 here.

13 Have we proposed cuts to overtime?
14 Here's the dilemma. In looking forward to
15 the -- and I think "looking forward" is
16 really not the right term, but in -- in
17 trying to manage the -- the cuts that are
18 proposed in 10/11, we have looked at
19 virtually every expenditure. And since the
20 vast majority of our expenditures are in
21 personnel, the reality is that we are
22 ultimately looking at reductions not just
23 in overtime, but in full time and part
24 time.

1 CHAIRMAN KLEIN: Okay.

2 VICE CHANCELLOR RIMAI: So, it's
3 going to be across the board. There's just
4 no other way to manage that. We're deeply
5 concerned about our ability to continue
6 delivery on our mission given the
7 significance of these cuts.

8 CHAIRMAN KLEIN: Okay. I think
9 Senator Johnson had some questions.

10 SENATOR JOHNSON: Thank you,
11 Senator --

12 CHAIRMAN KLEIN: Well, before I
13 start --

14 SENATOR JOHNSON: Oh, sure.

15 CHAIRMAN KLEIN: -- I want to
16 recognize -- I know Senator Maziarz has
17 joined us. I want to thank you, Senator.

18 SENATOR MAZIARZ: Thank you. Thank
19 you.

20 SENATOR JOHNSON: Thank you, Sen --
21 Sen -- thank you, Senator Klein.

22 Thank you very much for your
23 testimony and your forthrightness with
24 respect to SUNY's position and

1 responsiveness to the December 2009 report.

2 I thank you, Senator Klein, for that
3 report and -- and your dedication to this
4 particular issue.

5 I just have a couple brief
6 questions. How many collective bargaining
7 agreements does SUNY have with it -- its
8 union -- unions at the SUNYs or the SUNY
9 hospitals?

10 VICE CHANCELLOR RIMAI: You know,
11 I -- I don't have -- I'd be guessing.
12 There are quite of number. But, honestly,
13 at this moment, I don't have that -- that
14 number.

15 SENATOR JOHNSON: Okay. Could --
16 could you get that --

17 VICE CHANCELLOR RIMAI: Sure.

18 SENATOR JOHNSON: -- us that
19 information?

20 VICE CHANCELLOR RIMAI: Absolutely.

21 SENATOR JOHNSON: Can you also get
22 us copies of those collective bargaining
23 agreements?

24 VICE CHANCELLOR RIMAI: Sure.

1 SENATOR JOHNSON: Great.

2 VICE CHANCELLOR RIMAI: I -- you
3 know, I think our collective bargaining
4 agreements are negotiated by the state.
5 So --

6 SENATOR JOHNSON: Okay.

7 VICE CHANCELLOR RIMAI: -- they're
8 absolutely available.

9 SENATOR JOHNSON: Great --

10 VICE CHANCELLOR RIMAI: I just want
11 to be clear. You wanted the collective
12 bargaining agreements in the hospitals or
13 across the entire --

14 SENATOR JOHNSON: Across the board.

15 VICE CHANCELLOR RIMAI: -- system?

16 SENATOR JOHNSON: Across the board.
17 So, the number and then the agreements
18 themselves. Because what I'm trying to get
19 an understanding is, in -- in your
20 statement with respect to overtime spending
21 you -- you try to parse out that you're not
22 a typical 9 to 5 operation. And what I
23 want to see, and maybe I'll be able to
24 answer this, is -- is -- shouldn't the

1 labor contracts that are negotiated by the
2 state with respect to these bargaining
3 aides reflect the type of operation?

4 And maybe the concern that we're
5 seeing here is, and I think that requires
6 the members of the committee and our
7 councils to look at is, maybe we're having
8 a problem where the state is in negotiating
9 contracts that are better suited in a 9 to
10 5 operation and not necessarily an
11 operation like SUNY's.

12 VICE CHANCELLOR RIMAI: Uh-huh.

13 SENATOR JOHNSON: So, where you see
14 overtime being paid, you know, for --
15 say -- and I don't want to pick on the
16 gardening, but we'll go to hospitals now or
17 something else --

18 CHAIRMAN KLEIN: There was also a
19 locksmith that made --

20 SENATOR JOHNSON: I don't want to
21 pick on the locksmith, also. But my point
22 is that I -- I do see the contrast
23 because --

24 VICE CHANCELLOR RIMAI: Sure.

1 SENATOR JOHNSON: -- so, if you can
2 get that information --

3 VICE CHANCELLOR RIMAI: Absolutely.

4 SENATOR JOHNSON: -- that will be
5 great.

6 I always want to turn your attention
7 a little bit to the recent news involving
8 Bing -- Binghamton and these -- the events
9 that took place with respect to the
10 Division 1 Sports program.

11 VICE CHANCELLOR RIMAI: Uh-huh.

12 SENATOR JOHNSON: My understanding,
13 there's been some articles written, about
14 the selection of Judith Kaye --

15 VICE CHANCELLOR RIMAI: Uh-huh

16 SENATOR JOHNSON: -- former Chief
17 Judge of the Court of Appeals, now, I
18 believe, counsel to Skadden, Arps, and her
19 900 -- the 919 thousand -- roughly \$919
20 thousand fee that's been charged.

21 Correct me if I'm wrong, but does
22 SUNY pay that fee or does the Research
23 Foundation pay the fee?

24 VICE CHANCELLOR RIMAI: The fee was

1 split between Binghamton and the Research
2 Foundation. But the dollars came from what
3 we call research overhead, which is the
4 percentage that we earn off of -- each
5 institution earns off of the research
6 contracts that -- that they do. And
7 those -- that percentage, that overhead, is
8 actually paid by the sponsor of the
9 research. And those dollars are maintained
10 or housed, if you will, in the Research
11 Foundation. So, there is a -- a SUNY
12 Central account. We get some percentage of
13 that overhead, as well as Binghamton having
14 an account where they keep their -- the
15 overhead dollars that they earn. And those
16 were the sources for the -- for what we're
17 calling the Kaye Report.

18 SENATOR JOHNSON: And, so, no tax
19 dollars were spent with respect to the Kaye
20 Report?

21 VICE CHANCELLOR RIMAI: That's
22 correct.

23 SENATOR JOHNSON: Okay. But one of
24 the criticism that's been leveled in this

1 situation is because there was a Research
2 Foundation -- the SUNY Research Foundation
3 entered into the agreement with the -- the
4 law firm, there was no bidding requirements
5 necessary.

6 CHAIRMAN KLEIN: Uh-huh.

7 SENATOR JOHNSON: Do you have any
8 knowledge as to why no effort was taken to
9 maybe find -- and I have great amount of
10 respect for the Chief Judge and her -- her
11 law firm, and it's a fine institution. But
12 any understanding as to why we didn't go
13 through a collective -- a -- a process to
14 find maybe a cheaper result, even though no
15 taxpayer dollars were spent --

16 VICE CHANCELLOR RIMAI: Uh-huh.

17 SENATOR JOHNSON: -- but still
18 finding maybe a cheaper alternative?

19 VICE CHANCELLOR RIMAI: Yeah. I --
20 I think that's a spot on question, one that
21 I've asked myself. My understanding was
22 that -- first of all, there was a
23 tremendous amount of urgency. And
24 secondly, the most -- the -- the most

1 significant concern for our Board of
2 Trustees was that this report -- this
3 investigation be absolutely independent,
4 not controlled by anyone at Binghamton or,
5 frankly, at Central Administration in the
6 event that there was some responsibility in
7 any of the -- in any of these areas.

8 And I think the first decision was
9 really that Judge Kaye, as a -- as a -- a
10 former Court of Appeal (sic) judge who was
11 available and interested and -- and had
12 some knowledge and experience with the
13 State University, that the integrity that
14 she would bring to the process, and
15 frankly, the ability to work independently,
16 that -- that the results would be worth the
17 costs.

18 I will say that, perhaps, on further
19 reflection, there -- especially in light
20 of -- of recently events around -- around
21 the budget process, because, quite frankly,
22 although these are R.F. dollars, it is --
23 it is part of our total all funds budget.
24 And -- and one that I'm certainly concerned

1 about. And I think we have to count all of
2 our pennies and nickles and -- and
3 understand that resources used for this --
4 for this particular situation are then not
5 available for some other opportunity.

6 So, I think on further reflection,
7 when it came time to finding counsel who
8 could advise us then on implementation of
9 the report, particularly relative to
10 N.C.A.A. compliance, we made use of an
11 existing state contract with an outside
12 consultant that is an expert in -- in
13 N.C.A.A. compliance, that will be
14 significantly less expensive --

15 SENATOR JOHNSON: Because -- because
16 my concern in reading the news accounts,
17 again, no criticism of -- of -- of Judge
18 Kaye, but to employ 7 lawyers for this
19 report. A lot -- a lot --

20 VICE CHANCELLOR RIMAI: Yeah.

21 SENATOR JOHNSON: -- that's a lot.

22 VICE CHANCELLOR RIMAI: I would
23 agree.

24 SENATOR JOHNSON: And I -- and I --

1 and I would hope that somebody would take a
2 look at this bill and -- and look at it
3 because it should be expected in this day
4 and age, you know, they're -- law firms in
5 Manhattan these days are looking for
6 business. There's no doubt about the
7 economic downturn with represent to them as
8 well. And putting 7 lawyers on it, for me,
9 I'll a little concerned about that.

10 VICE CHANCELLOR RIMAI: Uh-huh.

11 SENATOR JOHNSON: Final question and
12 final point is, looking at the relationship
13 of -- in your testimony on the Research
14 Foundation, there is this -- you -- you
15 talk about this -- you're going to be
16 under -- undertake a full review of the
17 structure and operations of the Research
18 Foundation. I just want to read a
19 sentence. (Reading) "We are in the process
20 of soliciting experts from outside New York
21 State to launch this review." Why are you
22 going outside of New York State?

23 VICE CHANCELLOR RIMAI: Well, I --
24 I'm not --

1 SENATOR JOHNSON: Don't we have
2 experts here?

3 VICE CHANCELLOR RIMAI: -- I'm not
4 saying it would be -- this panel would be
5 exclusively outside. But one of the things
6 we're looking for is folks who have
7 experience dealing with other collegiate
8 Research Foundations.

9 This is not an unusual model. The
10 question is whether we're running this
11 model effectively and transparently and in
12 a manner that is satisfactory. And, so, at
13 least some of these folks ought to have
14 experience with other similar -- similarly
15 situated Research Foundations.

16 SENATOR JOHNSON: Okay. And who's
17 going to pay for that -- who's going to pay
18 for -- of how's this going to be paid for?

19 VICE CHANCELLOR RIMAI: Well, we --
20 frankly, I don't know at this point. I
21 think we were trying to decide whether or
22 not we could find folks and what that cost
23 might be just to get a general sense of how
24 we would manage this.

1 SENATOR JOHNSON: Okay.

2 Mr. Chairman, thank you very much.

3 Thank you.

4 CHAIRMAN KLEIN: Thank you.

5 VICE CHANCELLOR RIMAI: Thank you.

6 CHAIRMAN KLEIN: I think Senator

7 Savino had some questions.

8 SENATOR SAVINO: Thank you, Senator
9 Klein.

10 Thank you, Chancellor, for your
11 testimony.

12 And I'm going to go back to the
13 issue of overtime just for clarity. As you
14 probably know, overtime -- the rate of
15 compensation for overtime is determined by
16 the (inaudible) Sanders Act. So, any
17 collective bargaining agreements that you
18 would provide at the request of Senator
19 Johnson can only address the issue of
20 distribution of overtime, not the rate of
21 compensation.

22 But what I started to think about in
23 your testimony, you talked about they're
24 being 64 campuses at SUNY and 87 thousand

1 employees. And I got the sense from your
2 testimony that each campus is a separate
3 entity within SUNY Central. They each get
4 they're own operating budget and they each
5 develop their own policies and manuals and
6 they each manage their own staff, is that
7 correct?

8 VICE CHANCELLOR RIMAI: Our -- I
9 think I would say there's a variation on
10 theme.

11 And, first of all, I must pause and
12 say, while I appreciate the promotion, the
13 number of you referred to me as
14 "Chancellor" --

15 SENATOR SAVINO: Well, you're
16 here --

17 VICE CHANCELLOR RIMAI: -- and I
18 think Chancellor Zimpher might be a little
19 upset with that.

20 SENATOR SAVINO: "Vice Chancellor"
21 is very -- very wordy --

22 VICE CHANCELLOR RIMAI: Thank you.
23 Depending on the sector --

24 SENATOR SAVINO: Uh-huh.

1 VICE CHANCELLOR RIMAI: -- that the
2 university is in really is a function of
3 how independent their operating budget is.

4 So, for example, our community
5 colleges have relatively independent
6 operating budgets that are -- so, their
7 collective bargaining agreements, a very
8 good example, those -- those are
9 independently negotiated by the
10 individual --

11 SENATOR SAVINO: Uh-huh.

12 VICE CHANCELLOR RIMAI: -- community
13 college.

14 The state operating institutions
15 function far more interdependently.

16 SENATOR SAVINO: Uh-huh.

17 VICE CHANCELLOR RIMAI: So, the
18 process of distributing the resources that
19 underline the operating budgets are really
20 managed at the central level. But we don't
21 really get in to the micromanagement of the
22 detail of every fund at every campus.

23 SENATOR SAVINO: Uh-huh.

24 VICE CHANCELLOR RIMAI: Frankly,

1 that would just overwhelm the system. So,
2 there is an appropriate -- a distribution
3 model.

4 I will tell you that we have a
5 budget task force that is, hopefully, once
6 we get on the other side of our budget
7 process this year, will begin to review
8 that allocation process. But it -- it sort
9 of happens in two directions up from the
10 campuses. We don't zero base budget every
11 year to year. We start with where we end,
12 sort of -- it's -- it's -- the data
13 percolates up and then it also then
14 percolates down.

15 SENATOR SAVINO: Uh-huh. But -- and
16 you said that one of the reasons that's
17 driving a lot of your overtime, and I'll
18 focus mostly on the -- not the ordered
19 involuntary overtime because that's a
20 function of running an operation where you
21 have 24/7, particularly in the hospitals,
22 but the voluntary overtime is the attrition
23 of staff.

24 So, some of the titles that we're --

1 that you, obviously, have in the SUNY
2 operation are SUNY's -- they're -- they're
3 SUNY wide titles, where a groundskeeper's a
4 groundskeeper regardless of where they're
5 assigned. But if you're a groundskeeper at
6 Farmingdale, is there a possibility that if
7 you lose 4 groundskeepers at Farmingdale,
8 but the nearest campus, which would be, I
9 don't know, Stony Brook, has -- has not
10 lost any groundskeepers, is there a
11 possibility of redeployment of staff or the
12 opportunity to transfer staff if they
13 volunteer to, to then move to pick up some
14 of the slack --

15 VICE CHANCELLOR RIMAI: Sure.

16 SENATOR SAVINO: -- and take the
17 burden off the overtime budget at SUNY
18 Farmingdale?

19 VICE CHANCELLOR RIMAI: Sure.
20 Absolutely. Those opportunities do exist.

21 SENATOR SAVINO: And does that
22 happen regularly?

23 VICE CHANCELLOR RIMAI: Regularly, I
24 don't know. Has it happened from time to

1 time? I believe so. But I -- I haven't
2 had enough time here to know how often that
3 does happen.

4 SENATOR SAVINO: Yeah. Because
5 you --

6 VICE CHANCELLOR RIMAI: But I -- I
7 think -- you know, there is an organization
8 of business officers among the state
9 operated -- actually, the community
10 colleges have that, as well. They meet
11 regularly. They talk about these issues.
12 They work cooperatively around this and
13 many other kinds of -- of issues to look
14 for those economies of scale.

15 But I -- I could not tell you the
16 frequency with which that happens.

17 SENATOR SAVINO: Yes. Because that
18 would be interesting, if there's a
19 possibility for --

20 VICE CHANCELLOR RIMAI: Yeah.

21 SENATOR SAVINO: -- some colleges,
22 obviously -- some campuses are going to
23 lose staff --

24 VICE CHANCELLOR RIMAI: Sure.

1 SENATOR SAVINO: -- at different
2 rates and you may have some available here
3 that might be given the -- given the
4 opportunity to transfer --

5 VICE CHANCELLOR RIMAI: Right.

6 SENATOR SAVINO: -- would be willing
7 to go, which would then mitigate some of
8 the demand for --

9 VICE CHANCELLOR RIMAI: I -- I
10 should tell you --

11 SENATOR SAVINO: -- voluntary
12 overtime.

13 VICE CHANCELLOR RIMAI: -- on -- on
14 a -- sort of on a similar note. One of the
15 things that I'm looking at very closely is
16 the opportunities to look at SUNY Central
17 and the functions that we perform and
18 whether or not it would be more cost
19 effective to enter into some memorandums of
20 understanding with the University at
21 Albany.

22 SENATOR SAVINO: Uh-huh.

23 VICE CHANCELLOR RIMAI: So, that
24 there -- there may be some opportunities