

# Allegheny County Council

*County of Allegheny  
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## Meeting Minutes

**Wednesday, May 18, 2016**

**5:00 PM**

**Conference Room 1**

## **Committee on Government Reform**

*John DeFazio, Chair; Jim Ellenbogen, Michael Finnerty, Nick Futules, Ed Kress,  
Charles Martoni and Sue Means - Members*

## I. Call to Order

*The meeting was called to order at 5:04.*

### Invited Guests:

**William D. McKain, CPA, Allegheny County Manager or Designee**  
**Sarah Welch, Director Career Development Services**

*Ms. Welch was present from Career Development Services.*

*Mr. Barker and Mr. Szymanski were present from the Office of County Council.*

## II. Roll Call

**Members Present:** 4 - John DeFazio, Michael Finnerty, Nick Futules and Ed Kress

**Members Absent:** 3 - Jim Ellenbogen, Chuck Martoni and Sue Means

## III. Approval of Minutes

[9638-16](#)

Motion to approve the minutes of the October 21, 2015 meeting of the Committee on Government Reform.

**A motion was made by Finnerty, seconded by Kress, that this matter be Passed. The motion carried by a unanimous vote.**

## IV. Agenda Items

### Motions

[9586-16](#)

Motion of the Council of Allegheny County authorizing the establishment of a program geared towards providing internships for individuals aged 50 and over within the Office of County Council.

**Sponsors:** Council Member Kress

*At the request of the Chair, the clerk read the title of the bill and Mr. Kress summarized its provisions and described his intent in introducing it, noting that his hope is to assist older individuals who become unemployed in re-entering the job market and increasing their ability to provide for their retirements. Mr. Kress also noted that there may be opportunities to obtain funding for an expanded version of the program, and indicated that there seemed to be a fair amount of interest in the concept among the constituents with whom he has discussed it.*

*In response to a question from the Chair, Mr. Kress discussed the potential duration of internships, with Mr. Szymanski noting that they tend to last about 12 weeks, and they are currently paid \$12 per hour.*

*Ms. Welch described the services offered by Career Development Services, noting that their hope is to place individuals who are long term unemployed (i.e. for periods longer than 27 consecutive weeks), but who are not chronically unemployed. Ms. Welch discussed a few of the individuals who are participating and their backgrounds as they would relate to internships with the County, and noted that, while unemployment rates*

*have dropped, underemployment rates have increased.*

*In response to a question from Mr. Finnerty, Ms. Welch described how CDS' reimbursement for interns' service is structured.*

*Mr. Finnerty suggested that these same individuals would have been able to apply for any vacant position within the Office of County Council, and that he does not necessarily see a need to reserve a certain number of positions for applicants from certain sources or in specific categories.*

*Mr. Kress noted that he had modeled the idea on the returnship program in place at Goldman-Sachs, and that creating positions for people who are over a certain age will encourage those individuals to apply.*

*Mr. Kress and Ms. Welch discussed possible pay structures for the program and the mechanics of the Platform to Employment program as they relate to interns and/or permanent employees.*

*Mr. Kress and Mr. Finnerty discussed the pros and cons of establishing the program via motion as opposed to simply including individuals from the Platform to Employment program in the regular interview process.*

*Mr. Kress and Mr. Futules discussed potential ADEA issues.*

*Mr. Kress and Mr. Futules discussed whether the program might be applicable in other County offices, rather than being specific only to Council.*

*Mr. Finnerty and the Chair discussed potential ways of implementing the program without resorting to enacting the motion.*

*The Clerk and Mr. Kress discussed options for crafting a motion to accomplish Mr. Kress' goals.*

## **V. Adjournment**

*The meeting was adjourned at 5:55.*