

1 **2021 NYSAC Legislative Conference**
2 **Standing Committee on Public Safety**
3 **Resolution #1**

4 **Resolution Requesting Enactment of Civil Service Reforms**

5 **WHEREAS**, following the tragic death of Mr. George Floyd and the call for reforms to
6 policing in subsequent days, Governor Andrew M. Cuomo signed Executive Order
7 203 (E.O. 203), the “New York State Police Reform and Reinvention Collaborative”;
8 and

9 **WHEREAS**, as counties continue to develop plans in the spirit of this executive order
10 through community engagement and stakeholder involvement, a series of civil service
11 reforms are necessary to effectuate meaningful reform; and

12 **WHEREAS**, the New York State Department of Civil Service, an institution first
13 created in 1883, mission is “to build tomorrow’s workforce today by promoting a
14 diverse, inclusive, and talented workforce;” and

15 **WHEREAS**, county government wants to partner with the Department of Civil Service
16 to advance this mission.

17 **NOW, THEREFORE, BE IT RESOLVED**, that the New York State Association of
18 Counties (NYSAC) encourages the Governor and State Legislature to implement the
19 following civil service reforms:

- 20 • Ease the “rule of three” for appointments. The state should consider a simple
21 pass/fail test for deputy sheriffs, correction officers, public safety
22 telecommunicators, and police officers. If this is unachievable, the state should
23 consider band-scoring to a wider band than 5 points to allow for a more robust pool
24 of eligible applicants.
- 25 • Ease or suspend the restrictions on hiring former police officers as it applies to
26 Section 58 (4) CSL.
- 27 • Ease the restrictions on hiring part-time police officers, especially retired
28 members or retired troopers on a non-competitive basis. Forcing retired state
29 troopers to have to take a civil service test is unreasonable, especially for a 209-V
30 GML peace officer position.
- 31 • Reform civil service rules and regulations to ensure reasonable probationary
32 periods for all transferees of at least six months.
- 33 • Reform civil service rules and regulations to ensure that a previous test
34 disqualification should prevent an individual from re-taking a test for a period of
35 time.
- 36 • Grant counties the authority to enact “continuous recruitment” options for
37 correction officers. The state already has continuous recruitment for state
38 correctional officers at DOCCS facilities.

1 **BE IT FURTHER RESOLVED**, that copies of this resolution be sent to the counties
2 of New York State encouraging member counties to enact similar resolutions; and

3 **BE IT FURTHER RESOLVED**, that NYSAC shall forward copies of this resolution to
4 the Governor Andrew M. Cuomo, the New York State Legislature, and all others deemed
5 necessary and proper.