

1 **2021 NYSAC Fall Seminar**  
2 **Standing Committee on Public Safety**  
3 **Resolution #3**

4 **Resolution Imploring the State of New York to Enact Public Safety Related**  
5 **Civil Service Reform**

6 **WHEREAS**, it has been the experience of public safety administrators that the hiring  
7 and retention of qualified police, correction officers, and other public safety  
8 professionals has been hampered in recent years by a confluence of social and economic  
9 factors; and

10 **WHEREAS**, such hiring and retention difficulties are only compounded by current civil  
11 service laws and regulations which prevent the efficient and timely recruitment and  
12 promotion of law enforcement and public safety personnel; and

13 **WHEREAS**, it is the shared goal of all public safety administrators to increase diversity  
14 in their workforces as a means of strengthening relations with the communities that  
15 their agencies serve; and

16 **WHEREAS**, it is the State's clear goal, as expressed through Executive Order 203 and  
17 the 2021 Professional Policing Act, to enhance the diversity, professionalism and  
18 accountability of police agencies through local police reform initiatives predicated on  
19 the hiring of the best police and correction officer candidates.

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21 **NOW, THEREFORE, BE IT RESOLVED**, that the New York State Association of  
22 Counties (NYSAC) will support legislative or regulatory initiatives that will allow for the  
23 following:

- 24 • Greater offering, and timelier administration and processing of civil  
25 service examinations;
  - 26 ○ Including virtual and modern technological means for test  
27 administration;
- 28 • Expanding the acceptable zone of “band scoring” of civil service  
29 examinations, thereby accessing a larger pool of candidates;
- 30 • Disqualifications of applicants from civil services eligible lists who are  
31 clearly inappropriate for a role in public safety professionals as evidenced  
32 by a failed background check or psychological examination;
- 33 • Expansion of the types of applicable civil service credits that may enhance  
34 a candidate's exam score to include such things as:
  - 35 ○ bilingual or american sign language (asl) proficiency
  - 36 ○ education in social work or mental health but not limited to other  
37 public work professions; and

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

1 **BE IT FURTHER RESOLVED**, that NYSAC shall forward copies of this resolution to  
2 Governor Kathy Hochul, the New York State Legislature, and all others deemed  
3 necessary and proper.