

1 **2022 Fall Seminar**
2 **Standing Committee on Transportation and Public Works**
3 **Resolution #3**

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5 **Resolution to Promote Changes to the State’s Civil Service Law to Address**
6 **Constraints on New York State Airports’ Ability to Recruit, Hire, and**
7 **Promote Qualified Aviation Professionals**
8

9 **WHEREAS**, New York Civil Service Law does not apply to six of the top ten commercial
10 service airports in the state because of regulatory exemptions or the outsourcing of
11 airport services; and

12
13 **WHEREAS**, municipal airport managers throughout the state are facing daunting
14 challenges with hiring and retaining qualified aviation professionals and promoting
15 from within the organization due to constraints imposed by the state’s Civil Service rules
16 regarding hiring officers and employees; and

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18 **WHEREAS**, the civil service system can also limit an airport’s ability to pursue
19 diversity, equity, and inclusion initiatives due in part to arbitrary testing and provisional
20 appointment requirements; and

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22 **WHEREAS**, the airport/aviation industry is highly competitive and specialized, with
23 critical positions such as Aircraft Rescue and Fire Fighting (ARFF) Chief,
24 Airport/Aviation Finance Director, Commercial Development Officer, Chief Operating
25 Officer, etc., that must be filled by persons knowledgeable and experienced in aviation
26 policy, practices, safety and federal and state regulatory regimes; and

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28 **WHEREAS**, a “surplus” of qualified airport professionals is not typically present in
29 every locality, especially in Upstate New York, so airport professional positions normally
30 require a candidate to be willing to risk relocating from another part of the state, or a
31 region outside of the state on a “provisional” basis; and

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33 **WHEREAS**, potential airport job candidates hailing from different regions of the
34 country will not consider or accept employment at a New York airport on a provisional
35 basis as the Civil Service rules currently require, frustrating the airport’s ability to
36 effectively recruit and successfully hire qualified aviation professionals for a variety of
37 on-airport positions; and

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39 **WHEREAS**, in New York, neither the Niagara Frontier Transportation Authority nor
40 the Port Authority of NY & NJ are subject to the provisional limitations imposed by the
41 Civil Service Law, while most airports in other states do not have to contend with similar
42 recruitment and hiring obstacles; and

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44 **WHEREAS**, Albany International, White Plains, Stewart International and Republic
45 airports have outsourced the operations and management of the airport, effectively
46 relieving them of the hiring challenges posed by Civil Service Law.

1 **NOW, THEREFORE, BE IT RESOLVED**, the New York State Association of
2 Counties (NYSAC) supports changes to the Civil Service Law to establish specific criteria
3 to define airport positions as exempted classes, allowing for permanent appointments;
4 and
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6 **BE IT FURTHER RESOLVED**, NYSAC urges the Department of Civil Service to
7 establish a reasonable time frame to review and approve new exempt class positions for
8 airports, not to exceed 30-days from the receipt of such requests; and
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10 **BE IT FURTHER RESOLVED**, NYSAC encourages the introduction and enactment
11 of legislation to authorize municipal airports in New York to recruit and hire persons
12 with the necessary expertise as permanent positions; and
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14 **BE IT FURTHER RESOLVED**, that copies of this resolution be sent to the counties
15 of New York State encouraging member counties to enact similar resolutions; and
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17 **BE IT FURTHER RESOLVED**, the New York State Association of Counties shall
18 forward copies of this resolution to the Governor of the State of New York, the New York
19 State Legislature and all others deemed necessary.