

1 **2022 NYSAC Fall Seminar**  
2 **NYSAC Board of Directors**  
3 **Resolution #5**  
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6 **Resolution Calling for Study and Reform of New York State Civil Service**  
7 **System to Support Local Government Employee Recruitment**

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9 **WHEREAS**, in New York, 16.4 percent of the workforce are employed by state, local, or  
10 federal level governments, providing needed services to our residents; and

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12 **WHEREAS**, prior to the COVID pandemic, the New York public sector was being asked  
13 to do more with less, as the total workforce was down 4.5 percent from 2010; and

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15 **WHEREAS**, a recent study by the Bureau of Labor Statistics showed this downturn in  
16 public employment levels has only gotten worse, as the number of private-sector jobs  
17 surpassed its pre-pandemic level, while there are 664,000 fewer people employed in the  
18 public sector; and

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20 **WHEREAS**, NYSAC members have all expressed concerns over recent trends of hiring  
21 and retaining quality employees, as this downturn in employment numbers is putting  
22 more stress on local governments' abilities to provide needed services; and

23  
24 **WHEREAS**, New York's counties all are seeking to increase employment numbers and  
25 create a qualified and diverse workforce; and

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27 **WHEREAS**, current restrictions caused by NYS Civil Service Laws create hurdles that  
28 are stalling local governments' ability to expand their workforce; and

29  
30 **WHEREAS**, while current NYS Civil Service Laws were put in place with good  
31 intentions, most were implemented prior to current societal and technological  
32 advancements and the time to study and improve this system is long overdue; and

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34 **WHEREAS**, State Civil Service system changes are needed for county governments to  
35 compete with the private sector for potential employees, including the ability to more  
36 quickly respond to candidates seeking employment; and

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38 **WHEREAS**, New York's Public Officers Law (POL) § 3 requires certain employees  
39 reside in the political subdivision or municipality in which they hold such public office;  
40 and

41  
42 **WHEREAS**, since the 1970s, the State has authorized over 70 exceptions to POL  
43 residency requirements, including for police officers, in recognition that for many job  
44 specifications it is important to increase the potential hiring pool to obtain highly skilled  
45 employees; and

1 **WHEREAS**, now counties are in a hiring crisis due to the shrinking the potential hiring  
2 pool and the increase in needed county skilled labor; and

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4 **WHEREAS**, county governments need hiring flexibility and are best situated to know  
5 what job titles should have residency requirements and which should have flexibility to  
6 ensure efficient and quality county services; and

7  
8 **WHEREAS**, specific changes to NYS Civil Service Laws allowing for greater local  
9 government flexibility and quicker response time to hire needed employees include but  
10 are not limited to:

- 11 • Continuous Recruitment—allowing local governments the option to hold  
12 examinations continuously for candidates to apply at any time to take  
13 recruitment examinations;
- 14 • Electronic Canvassing Process—allowing email and phone contacts in lieu of  
15 mailing letters;
- 16 • Standard Grading Metrics should be simplified, understandable and predictable  
17 in order to assist potential applicants to take multiple-choice exams, as well as  
18 complete experience-based exams; and
- 19 • Licensed Occupation Local Approval—allowing local governments to bypass  
20 exam or civil service requirements for positions that require already approved  
21 and obtained New York accredited licenses.

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23 **NOW, THEREFORE, BE IT RESOLVED**, the State must immediately study and  
24 reform NYS Civil Service Law; and

25  
26 **BE IT FUTHER RESOLVED**, that New York State of Association of Counties  
27 (NYSAC) calls for the State of New York to amend Public Officers Law § 3 and allow for  
28 full Home Rule Authority to determine county employee residency requirements; and

29  
30 **BE IT FURTHER RESOLVED**, this study and reform must result in local  
31 governments' having more flexibility in hiring practices and the ability to more quickly  
32 respond to potential employees; and

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34 **BE IT FURTHER RESOLVED**, counties seek these changes to meet public service  
35 needs with a quality workforce that best reflects the residents they serve; and

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

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40 **BE IT FURTHER RESOLVED** that New York State Association of Counties shall  
41 forward copies of this resolution to Governor Kathy Hochul, the New York State  
42 Legislature and all others deemed necessary and proper.