

1 **2022 NYSAC Fall Seminar**  
2 **Standing Committee on Public Employee Relations**  
3 **Resolution #1**

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5 **A Resolution Urging Investment by The State Within the Department of**  
6 **Civil Service to Support Public Employee Recruitment and Retention**

7 **WHEREAS**, recruitment and retention of qualified public employees has become a  
8 challenge in local and in state government; and

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10 **WHEREAS**, a recent study by the Bureau of Labor Statistics showed while the number  
11 of private-sector jobs surpassed its pre-pandemic level, there are 664,000 fewer people  
12 employed in the public sector; and

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14 **WHEREAS**, government employers are competing for workers in a historically tight  
15 labor market, and the private sector is offering considerably higher salaries to meet this  
16 demand while the public sector is restricted due to tax increase concerns and budget  
17 restrictions; and

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19 **WHEREAS**, the recruitment of licensed professionals is a particular challenge due to  
20 the lack of security in provisional appointments to positions of public employment; and

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22 **WHEREAS**, staffing shortages in county government must be avoided, as county  
23 employees supplying direct vital services to our residents in need, services that include  
24 but are not limited to, public health, hospitals/nursing homes, mental health, public  
25 safety, public defense, and social services' needs; and

26  
27 **WHEREAS**, while many solid employees seek to serve and/or stay in public  
28 employment, too often factors such as the Civil Service testing system requirements are  
29 too slow for an applicant to wait on a position, and this will lead them to take a private  
30 sector position; and

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32 **WHEREAS**, the State Department of Civil Service administers and scores the majority  
33 of tests needed to hire county employees and if they are not fully staffed and operating  
34 at maximum efficiency, this causes delays that directly impact local government hiring  
35 ability.

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37 **NOW, THEREFORE, BE IT RESOLVED**, the New York State Association of  
38 Counties calls upon the Governor, State Legislature and the Department of Civil Service  
39 to work closely with counties and other local government partners to modernize and  
40 streamline hiring and promotion practices within the civil service system and broaden  
41 local government recruitment flexibility; and

42  
43 **BE IT FURTHER RESOLVED**, that the New York State Association of Counties  
44 recommends the State Legislature and Governor invest in increasing the staffing in the  
45 municipal services area of the Department of Civil Service so that tests can be written  
46 and graded in a faster manner in all positions; and

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

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4 **BE IT FURTHER RESOLVED**, that NYSAC shall forward copies of this resolution to  
5 the Governor, the New York State Legislature, the Department of Civil Service and all  
6 others deemed necessary and proper.