

# PROTECT THE CIVIL SERVICE MERIT SYSTEM!



**ENSURE TIMELY PROMOTION EXAMINATIONS SO THE MOST QUALIFIED INDIVIDUALS ARE APPOINTED TO STATE POSITIONS!**

**DEVOTE MORE RESOURCES TOWARDS RECRUITING A MORE DIVERSE STATE WORKFORCE!**

**RESTORE 30 POSITIONS TO THE DEPARTMENT OF CIVIL SERVICE BUDGET!**

*The proposed Executive Budget would cut 30 positions from the Department of Civil Service; 20 of these position cuts are due to alleged duplicative testing functions and 10 are due to a proposal to have the department's internal personnel functions be handled by the Office of General Services or another larger agency.*

## Fact:

The Department of Civil Service workforce would be reduced by 201 FTEs or 27% over the last thirteen years if this cut is implemented. Their ability to enforce the merit system has been severely constrained

by this overall reduction in their workforce. Other states, including Michigan, dedicate one percent of the State's total payroll to their civil service department so they have the resources necessary to administer the merit system. New York's funding for its Department of Civil Service falls far below the Michigan standard.

## Fact:

The Department of Civil Service denies it has duplicative testing functions. Even if efficiencies could be found in their testing functions those additional resources should be invested in developing more

promotion and open competitive examinations. For example, there are currently over 7,700 provisional and temporary employees, almost 1,800 of whom are waiting for a civil service exam to be held.

## Fact:

The proposed cut will result in more provisional appointees, fewer examinations, and make it more difficult to add the 2,500 positions the governor has proposed to add to the state workforce. A large number of provisional and temporary appointees in the state workforce lowers the morale of that workforce because such appointments are not from civil service lists which ensure that the individual appointed to the

position has proven their merit and fitness to hold the position through a competitive examination.

## Fact:

The state workforce is not as diverse as its population and greater efforts must be made to recruit more qualified black and Hispanics to fill the large number of state positions that will be vacated over the next decade due to retirements. Such a recruitment effort requires a stronger partnership between the department, CUNY, and other higher education institutions with a large number of black and Hispanic students. Reducing the department's workforce will make it more difficult for it to make this important recruitment effort.

## Fact:

It doesn't make any sense that the state's chief agency for managing all state agency personnel functions would have their own personnel functions handle by another agency. According to the Department of Civil Service no General Fund savings would occur under this proposal as most of these positions within Civil Service are funded by special revenue funds that may not be able to be used to fund these positions in another agency.

**RESTORE \$1.4 MILLION TO THE  
DEPARTMENT OF CIVIL SERVICE BUDGET**

**GIVE THE DEPARTMENT OF CIVIL SERVICE  
THE RESOURCES IT NEEDS TO ADMINISTER  
THE CIVIL SERVICE MERIT SYSTEM!**



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