

1 **2024 NYSAC Fall Seminar**
2 **Standing Committee on Intergovernmental Relations, General Government**
3 **& Public Employee Relations**
4 **Resolution #3**

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6 **Resolution Thanking The New York State Department of Civil Service for**
7 **Granting Authorization of the HELP Program to All Local Governments and**
8 **Calling for Further Expansion of the Program**

9
10 **WHEREAS**, in 2023 New York Department of Civil Service expanded the New York
11 Hiring for Emergency Limited Placement Statewide (NY HELPS) to allow all New York
12 State agencies to waive most Civil Service examinations and make appointments to any
13 position typically filled on an open competitive basis; and

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15 **WHEREAS**, this authority allowed for more immediate hires of State public service
16 employees, and;

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18 **WHEREAS**, in 2024, a similar authority was granted to local governments by the NYS
19 Department of Civil Service; and

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21 **WHEREAS**, the local HELP Program is now available to local governments, and this
22 has been beneficial to hire needed public service providers, and

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24 **WHEREAS**, unfortunately compared to the State's HELPS program, the local
25 government program requires municipalities and counties to submit and receive specific
26 title approval from State Civil Service, and;

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28 **WHEREAS**, this requirement causes unnecessary hiring delays and confusion as a job
29 title may be approved in one county and not another, and

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31 **WHEREAS**, county governments across the State continue to face unprecedented
32 recruitment challenges that began during COVID; and

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34 **WHEREAS**, these public sector recruitment challenges have created a crisis on the
35 local government level; and

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37 **WHEREAS**, providing local public services at a high level can always be a challenge for
38 local governments to staff, but in the last few years, it has become nearly impossible;
39 and

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41 **WHEREAS**, new challenges, including inflation, working from home, and large-scale
42 retirement, have forced county governments into a situation where they cannot adapt
43 fast enough to compete with the private sector to hire quality candidates promptly; and

1 **NOW, THEREFORE, BE IT RESOLVED**, NYSAC calls on the State of New York
2 to, in a manner the Commission deems consistent with Civil Service Law, allow a title
3 approved by the State Civil Service Commission for any civil service jurisdiction for the
4 HELP program to be used by any other jurisdiction for the HELP program, so long as at
5 the time of the appointment there is not a mandatory civil service list for that
6 jurisdiction for that title; and

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

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