

1 **2025 NYSAC Legislative Conference**  
2 **Standing Committee on Intergovernmental Relations, General Government**  
3 **& Public Employee Relations**  
4 **Resolution #1**

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

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

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

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

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23 **WHEREAS**, the local government program differs from the State's HELPS program in  
24 that State Civil Service requires municipalities and counties to submit and receive  
25 specific title approval from State Civil Service whereas State agencies can use this  
26 program at their discretion; and

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28 **WHEREAS**, this difference 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

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45 **WHEREAS**, while this system has been extremely beneficial, there is concern that the  
46 HELP program is temporary, and this uncertainty about future use makes local  
47 planning for hiring more difficult.

1 **NOW, THEREFORE, BE IT RESOLVED**, the New York State Association of  
2 Counties (NYSAC) calls on the State of New York to, in a manner the Commission  
3 deems consistent with Civil Service Law, immediately allow any title approved by the  
4 State Civil Service Commission within any civil service jurisdiction under the HELP  
5 program to thereby authorize any other municipal jurisdiction to hire that title without  
6 examination, so long as at the time of the appointment there is not a mandatory civil  
7 service list for that jurisdiction for that title; and  
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9 **BE IT FURTHER RESOLVED**, for the State of New York to codify and make  
10 permanent under law and/or State Constitutional amendment, the HELP program to  
11 ensure proper essential staffing levels are met on a local government level; and  
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13 **BE IT FURTHER RESOLVED**, copies of this resolution be sent to the counties of  
14 New York State, encouraging member counties to enact similar resolutions; and  
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16 **BE IT FURTHER RESOLVED**, NYSAC shall forward copies of this resolution to  
17 Governor Kathy Hochul, the New York State Legislature, and all others deemed  
18 necessary and proper.