

Louis G. Albano report in behalf of the Civil Service Merit Council  
on the subject titles

Department of Citywide Administrative Services (DCAS) public hearing:  
December 16, 2008 at 10:30 AM  
125 Worth St, 2<sup>nd</sup> Floor Auditorium  
New York, NY 10013

RE: The newly proposed titles of:  
Confidential Strategy Planner, Executive Program Specialist and Strategic  
Initiative Specialist covering 3240 potential employees.

The proposals, as covered under this submission are vague. They provide no substance, at all, as to the duties that will be performed. Under the broad classifications that are being proposed there are no objective work duties provided. It is wrong to use vague, nice sounding words to seek to cover the fact that they intend to hire congenial friends and figure out the jobs once the friends are hired. Since the City claims it can not test for congeniality, nor unique knowledge skills or experience, we are left with no measure merit or fitness save some unnamed persons' judgement.

The City is absolutely dishonest in seeking to establish these positions by simply stating that they are unique and can't be tested for.

As a former examiner I worked in the Department of Personnel from 1965 to 1970. I was regularly involved in the review of the classification of new titles. In my positions as former President of local 375 AFSCME, former Chair of the Municipal labor Committee, Civil Service Practice Subcommittee and Director of the Civil Service Merit Council from 1978 to the present, I was also regularly involved with reviewing of the classifications of new civil services titles. Based on my 43 years of experience with the classifications of new titles I find these specifications to be a joke and a sham. Providing new names for patronage jobs allegedly to reduce the number of illegal provisionals serving as employees of New York City is a transparent subterfuge.

During my (long ago) employment in Personnel the mission of the agency was carried out properly. Examinations were given in a timely fashion so as to provide lists so that provisionals did not serve more than the 9 months allowed by the law.

At the end of each year a review was made of all outstanding examinations that were given and the number of provisionals still remaining. We were able to determine in advance the examinations in order to provide lists that could be used by the agencies to fill vacancies at their occurrence.

However, starting after the 1970's fiscal crisis, Personnel became so underfunded that they have not been able to fulfill their mission. They lacked the staff to review appointments made by the agencies...off the lists or provisionally. The Personnel section of DCAS must be funded to properly carry out the requirements of the law.

In place of the wasted time putting out phony specifications that attempt to circumvent the law, the time would be better spent writing the examinations, and holding Citywide promotional list hiring pools to reduce the number of provisionals serving illegally.

Thank you.