



ORGANIZATION OF STAFF ANALYSTS

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December 12, 2008

Honorable Martha K. Hirst
Department of Citywide Administrative Services
One Centre Street
New York, New York 10007

Dear Commissioner Hirst:

The Organization of Staff Analysts would like to thank DCAS for their cooperation regarding the Staff Analyst list. This particular list has passed the candidate mark of the previous Staff Analyst list, but still has many higher serving provisionals waiting to be appointed.

The present list has been certified to a dozen agencies, yet less than half received the entire eligible list and others less than 50 candidates. Although there are few 'real' vacancies, the agencies who call the list will soon learn that few 'real' candidates will show. This way they may be able to reach their employees through the one-in-three rule or through a 'tie.'

The analysis of the lists takes time. The possibility of the list's ending in early January, 2009 may not give those agencies the time needed to appoint their employees. These employees will then be ineligible to take the promotional Associate Staff Analyst exam scheduled by DCAS in the next 2 years.

As stated in the DCAS 5 year plan to reduce provisionals, Section 2.0.0 PROVISIONAL REDUCTION PLAN, 2.1.1 "...The Staff Analyst title series includes hundreds of City employees who serve in administrative capacities up to Commissioner levels of responsibility;...Examination in these titles would be staggered over the five-year period to ensure the continuity of City services while the number of provisional appointments is reduced."

We are therefore requesting an extension of the Staff Analyst list until those serving in higher titles, who are no cost items, can be appointed. In so doing it will accomplish the appointment of those in higher titles who will be eligible for promotion, thereby eliminating many provisionals, and prevent, during that timeframe, the appointment of provisional Staff Analysts.

Rather than wait for another 5 years to administer a Staff Analyst exam, it will also lessen the administrative work needed to hire provisionals, monitor the nine months service, title change those worthy, terminate and/or process resignation forms, and hire a new group for the next nine months and so on down the line.

As there are at most 132 candidates left on the list as of last month, and surely less in the next certification. DCAS' analysis of those remaining are spread among the agencies. A plan can be devised so that these candidates can be reached. Of course a final citywide hiring pool would absolutely accomplish this. If all agencies called a hiring pool on the same day, city-employed candidates would only go to their own agencies and would be reached, while few others who are not currently in city service would show. Less than 50% of the candidates called come to a pool.

A letter was sent to each agency's Human Resource Director asking them to request the current list. Several have responded favorably, but believe they would not be able to reach their employees.

It should be noted that throughout the life of this Staff Analyst list, there have been frequent hiring freezes which prevented hiring pools. The full four years has truly not been exhausted.

The Organization of Staff Analysts, although we are concerned for our members, is also concerned for the city's crisis as a result of the Long Beach decision. We wish to lessen the disruption of monitoring the hiring and firing provisionals, and remember that we are involved in the lives of city employees no matter how long they stay.

We are available to assist you in any way.

Sincerely yours,


Sheila Gorsky
Executive Director