



## Legislation Text

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**File #:** Res 0306-2024, **Version:** B

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### Res. No. 306-B

Resolution calling on the Department of Citywide Administrative Services to grant additional points on promotional exams to examinees who have completed the agency's Executive Development and Management & Supervision trainings, or to examinees who have earned a degree or certificate from the City University of New York, or a similarly accredited institution.

By Council Members De La Rosa, Banks, Brewer, Cabán and Hanks

Whereas, The current municipal civil service promotional system must do more to ensure the recruitment and retention of a highly motivated and skilled workforce; and

Whereas, Under New York State Civil Service Law, New York City (City) must rank candidates for competitive class title positions, including promotions, based on their exam results and fill vacancies from the top three ranking candidates; and

Whereas, To encourage employee advancement and build a pipeline of qualified managers within City agencies, the City must explore opportunities to optimize the civil service promotional exam system for applicants who acquire additional skills, academic achievement, and training; and

Whereas, The Department of Citywide Administrative Services (DCAS) and the City University of New York offer a wide range of courses, educational programs, and professional development opportunities to City employees that help build expertise and improve service delivery; and

Whereas, Specifically, DCAS offers Executive Development and Management & Supervision training courses for public sector workers and leaders; and

Whereas, These courses include instruction in core managerial competencies and tools to enhance creative and critical thinking and decision-making; and

Whereas, DCAS's Executive Development Portfolio includes the flagship Management Academy and

Leadership Institute, which are competitive programs for high-performing leaders that include courses such as Intentional Leadership, Promoting Psychological Safety to Improve Performance, and Organizational Design for Executives; and

Whereas, DCAS's Management & Supervision portfolio includes open enrollment courses such as Data Analytics for Hiring Managers, Essential Skills for Leaders, and Fundamentals of Supervision; and

Whereas, The City University of New York School of Labor and Urban Studies, and similarly accredited institutions, offer bachelor's and master's degrees in Urban Studies, Public Administration, Health Care Administration, and other relevant fields to prepare City employees to meet the ever-changing demands of public service; and

Whereas, Employees who earn a certificate or degree, or complete these trainings deserve recognition for taking the initiative to learn new professional skills to foster their leadership abilities and advance their careers; and

Whereas, DCAS, under section 814 of the City Charter, is tasked with administering portions of the New York State Civil Service Law and upholding the principles of merit and fitness within the City's workforce; and

Whereas, DCAS has discretion to assess a candidate for promotion based on their seniority, trainings, experience, and educational qualifications; and

Whereas, DCAS may prioritize an employee's skills and motivation to excel by rewarding participants who complete DCAS-provided managerial and supervisory trainings, or a degree or certificate, with additional points on their civil service promotional exam, unless an agency's hiring practices are under court settlement or decree; and

Whereas, Awarding points for the successful completion of training programs reinforces a culture of meritocracy, where advancement is based on skills, knowledge, and performance, thereby fostering greater job satisfaction and retention; and

Whereas, DCAS, under section 814 of the City Charter, has a duty to assist women and minorities who are either employed by or seeking City employment; and

Whereas, Where resources allow trainings to be administered equitably to all City employees who wish to enroll, City-provided trainings and educational attainment provide opportunities for skill development and career advancement, leveling the playing field and enabling individuals from diverse backgrounds to access leadership positions; and

Whereas, Therefore, promoting individuals who have earned degrees or certificates, or completed City-provided trainings, can lead to increased representation in promotional titles among women, people of color, and other minority groups; and

Whereas, Encouraging employees to participate in professional development training or seek further education can cultivate a diverse and capable management cadre within the civil service, ensuring that the municipal workforce possesses the necessary tools and competencies to meet the evolving needs and challenges of City service; now, therefore, be it

Resolved, That the Council of the City of New York calls on the Department of Citywide Administrative Services to grant additional points on promotional exams to examinees who have completed the agency's Executive Development and Management & Supervision trainings, and to examinees who have earned a degree or certificate from the City University of New York, or a similarly accredited institution.

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