



DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
DIVISION OF CITYWIDE PERSONNEL SERVICES

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Martha K. Hirst
Commissioner

James G. Hein
Deputy Commissioner

MEMORANDUM

To: James G. Hein

From: Sherry Schultz
Director of Classification and Compensation

Date: March 9, 2009

Subject: Recommendation to schedule a public hearing on April 6, 2009, at 10:00 AM, at 1 Centre Street, Pre-Bid Room, 18th Floor North, New York, NY 10007, to consider a proposal to amend the Classified Service of the City of New York, by classifying under the heading ALL CITY AGENCIES (999) in the Non-Competitive Class, each with an unlimited number of positions authorized, the following titles performing information technology work: under Rule X, Part I: the managerial titles of Information Technology Operations Manager and Information Technology Systems Manager; and under Rule XI, Part II: Information Technology Aide; Computer Technical Support Associate; Information Technology Programmer Analyst; Computer Operations Associate; Computer Operations Specialist; Information Technology Software Associate; Information Technology Software Specialist; Service Technician -Computers; Supervising Service Technician - Computers; LAN Administrator - Certified; WAN Administrator - Certified; Applications Developer - Certified; Database Administrator - Certified; and Computer Environment Maintainer.

As part of the Department of Citywide Administrative Services' Five Year Plan to reduce the number of provisional employees, we are proposing to classify the above computer titles in the Non-Competitive Class, each with an unlimited number of positions, for use by all City agencies.

Citywide Personnel
Services

Facilities Management
& Construction

Municipal Supply
Services

Real Estate Services

Citywide Equal
Employment
Opportunity

Citywide Occupational
Safety & Health

Transportation
Services

The City Record

CityStore

The City of New York's computer technology environment has dramatically shifted over the twenty plus years since the creation of the current set of competitive computer titles. The City has moved from a largely mainframe computing environment to an environment that supports a wide variety of complex contemporary computing technologies. The complexity and diversity of these computer technologies demands that management have the ability to select and hire its computer staff with specialized skills specific to the assignment and project and to let staff go when their specialized skills are no longer required. New technologies, products and IT specialties are emerging every day and the City's multifaceted and sophisticated computing environment continues to evolve to support mission critical business needs.

It is not practicable for the City to prepare and conduct a separate written test for each of the constantly changing computer related technologies, revisions and upgrades required by the City. Currently, there are more than 150 IT technologies in use. The current competitive E & E testing and hiring process causes delays which have deterred many qualified candidates from applying for the existing broad competitive positions and prevented DCAS from providing sufficiently current eligible lists to effectively meet each agency's specialized computer staffing needs in a timely manner. Testing limitations have prevented DCAS from appropriately ranking candidates according to their particular specialized experience and IT skills required for each specialized job. City agencies have been forced to select from available eligible lists employees who are not fully qualified for the vacancy being filled. Then they have to invest resources to train them, which results in costly delays in the agencies' operations.

The City needs to eliminate the hiring delays for these critical positions caused by DCAS administered competitive education and experience (E & E) examinations. The authorization of the proposed Non-Competitive titles will put City agencies in a better position to recruit the best qualified IT professionals and technical support staff with the necessary specialized knowledge and experience for each unique, highly-specialized IT position.

The City anticipates that the non-competitive selection of employees to fill these computer titles will reduce the City's need to contract out IT work to consulting firms. Since consultants are not City employees, they do not get civil service status or City employee benefits, but do get higher rates of compensation than most City employees. Often consulting firms move the best staff around to other projects resulting in inefficiencies of bringing new staff up to date on the project needs and ongoing actions. Hiring non-competitive employees instead of consultants, will result in a savings for the City, as well as more stability in its' IT work force. For all of these reasons, we recommend that a public hearing be held to classify the above 17 competitive computer titles in the Non-Competitive Class.

If you approve this proposal, please forward to the Commissioner for approval, the enclosed calendar item scheduling the Public Hearing to be held on April 6, 2009, at 10:00 AM, at 1 Centre Street, Pre-Bid Room, 18th Floor North, New York, NY 10007. Copies of the proposal memorandum, the proposed classification resolution and the proposed class specifications for the above titles can be viewed on the DCAS Website at: www.nyc.gov/dcas.

Enclosures

c: Thomas J. Patitucci