

Tuesday, October 2, 2018, 6PM-8PM

NCLA Civil Service Town Hall Meeting

Librarian I Report/Update

- Continuous Recruitment of the Librarian I and II Exams have been **suspended** by the Nassau County Civil Service Commission.
- The Librarian I and II Exam Unit at Nassau County Civil Service will be **downsizing**, due to staff retirements.
- Librarian I and II **Exams will fall under the auspices of New York State Civil Service** and its schedules and scoring rubrics.

Joint efforts of NCLA/MLD

- NCLA President Laura Giunta met with MLD on August 23 after learning about the changes to the Librarian I exam.
- A letter was drafted to Civil Service.

Outcome of Letter

- Maryann Tweedy, the president of MLD, spoke with Fran Inslee, the assistant for Martha Krisel on August 30.
 - Fran Inslee indicated they could not change the deadline and admitted it was a surprise to MLD and NCLA that the Librarian I recruitment was ending.
 - Civil Service received 50 new applications which will be added to the list. Candidates will remain on the list for 1 year from the date of each of their certification.
- The Joint NCLA-MLD Civil Service Committee is working on scheduling a meeting with Civil Service.

Civil Service Committee

- Civil Service requested only one contact person, which is now Ken Bellafiore, the Chair of the MLD-NCLA Civil Service Committee. Also requests they meet with a 6 person team.
- The team:
 - 2 from MLD: Maryann Tweedy and Trina Reed
 - 2 from NCLA: James Hutter and Nancy Evans
 - 2 from the MLD-NCLA Joint Civil Service Committee: Mamie Eng and Ken Bellafiore

Civil Service Committee

- They met on Friday, September 21, 2018 at Nassau Library System.
- Current research:
 - reaching out to NYLA's Civil Service Task Force to learn more about New York State Civil Service
 - learning how many students currently enrolled at Queens, Palmer, and St. John's Library Schools will be impacted by these changes.

Civil Service Committee

- Tasks for next meeting
 - reaching out to contacts working at Suffolk County, Long Beach, and Glen Cove libraries to see how their Librarian I civil service process works.

Please note that each county/city in New York is different.

What occurs in these areas that use New York State Civil Service for Librarian I and II exams MIGHT NOT BE what will occur in Nassau County.

Civil Service Committee

- NCLA will continue to update our members as new information is verified with Civil Service.
- The MLD-NCLA Joint Civil Service Committee have scheduled the following meetings at 9:30AM at NLS: October 19, November 16, and December 7

Please note these are open meetings and all are welcome to attend.

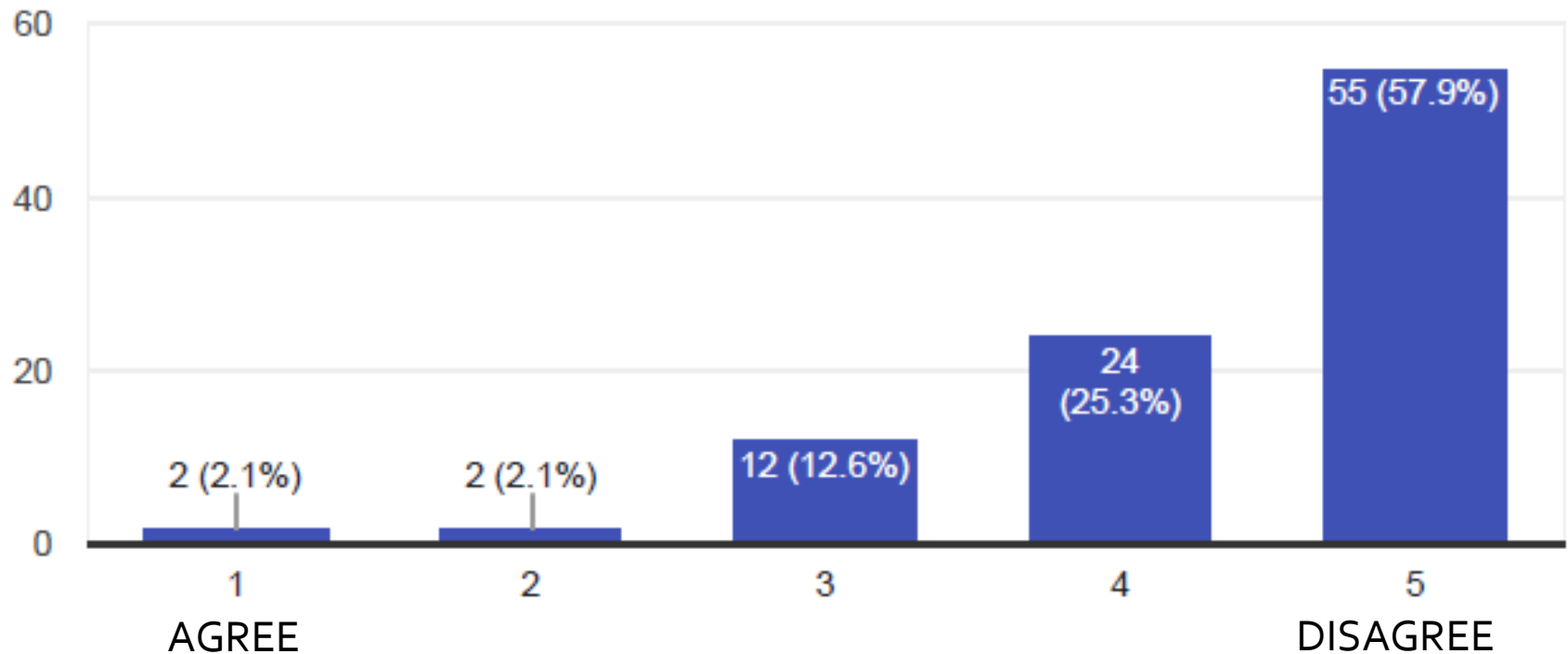
Claudia Depkin, NYLA Chairperson of the Civil Service Task Force

- Timing of exams will change and continuous recruitment may not be possible.
- The county can request an exam from the state, but there is not an immediate turnaround.
- The Librarian I exam is usually offered every 1-5 years, but the frequency varies between counties.
- Grading of the exams will be done by the state, but appealing exams will be done locally.

NCLA Civil Service Survey Summary

Civil Service Title Exams are given with adequate frequency.

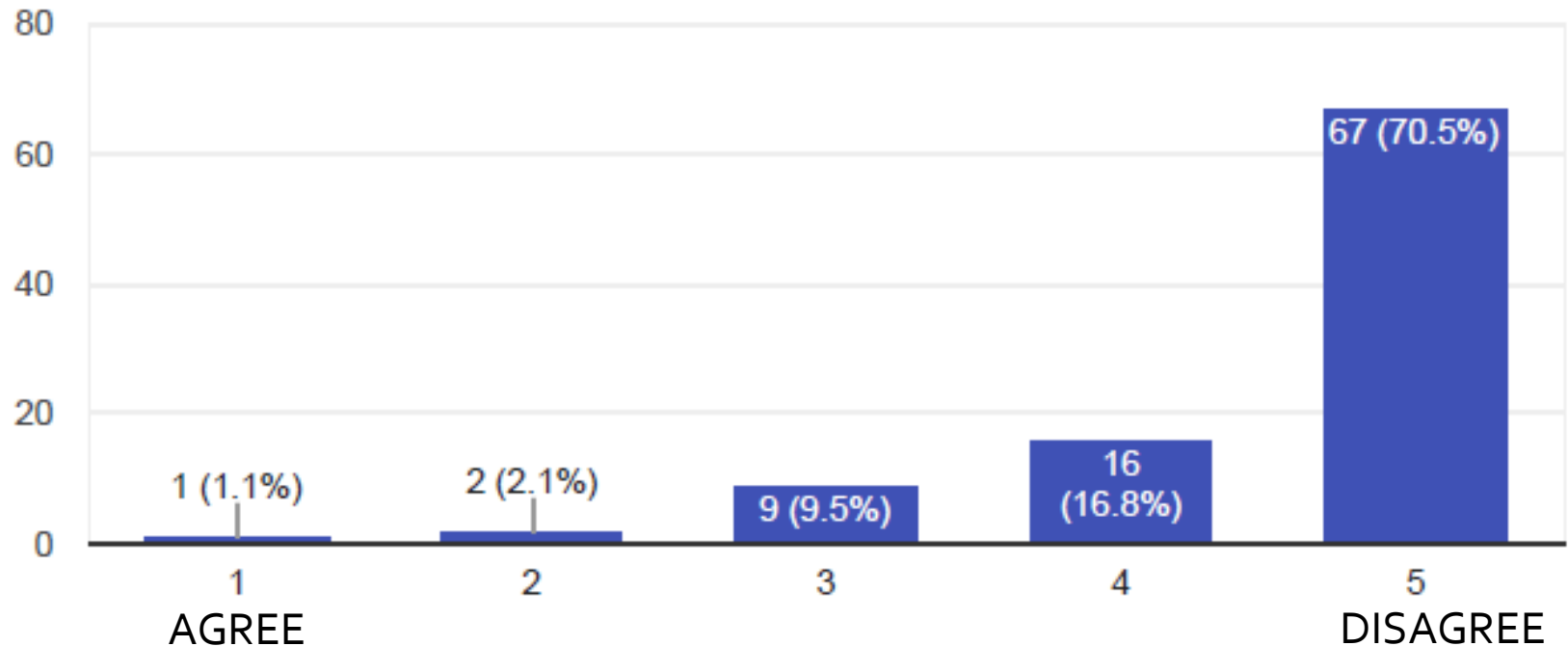
95 responses



NCLA Civil Service Survey Summary

There is transparency in the Civil Service testing / scoring / ranking process.

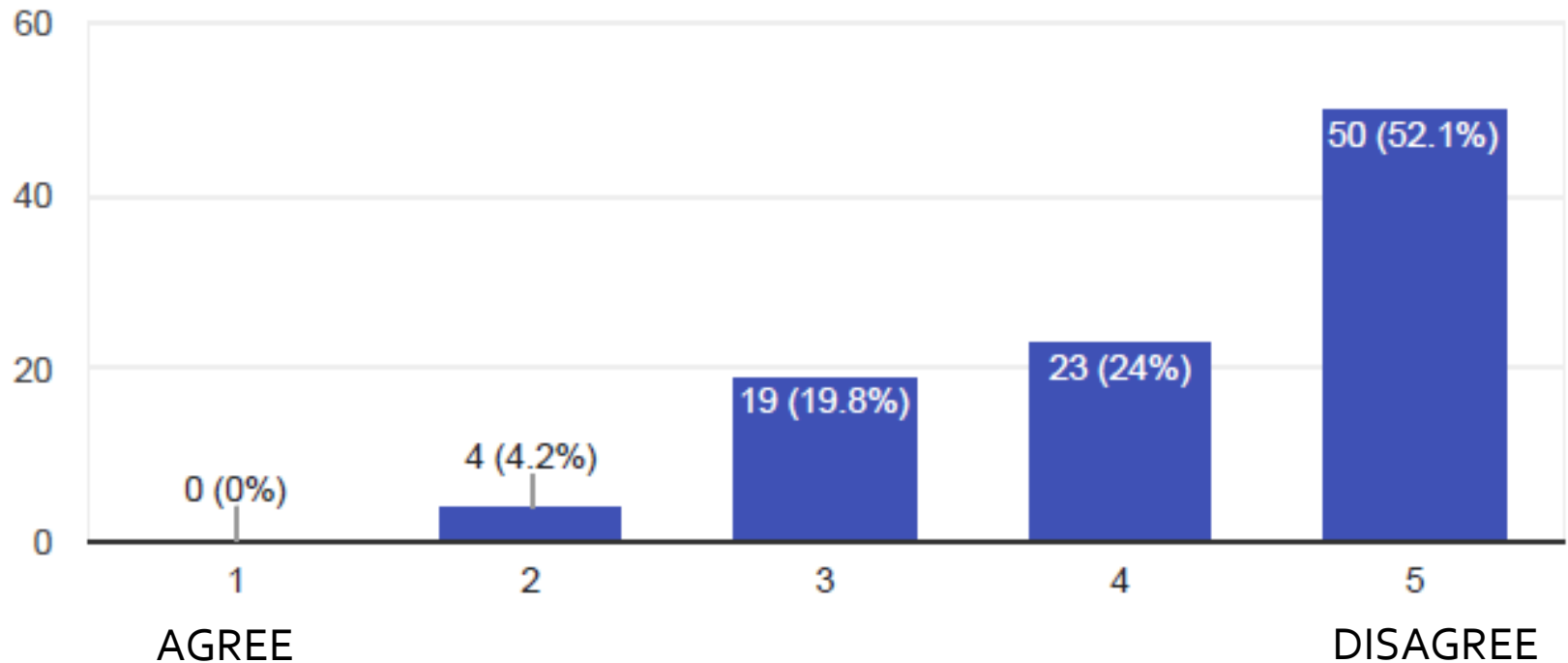
95 responses



NCLA Civil Service Survey Summary

The Civil Service scoring process is fair.

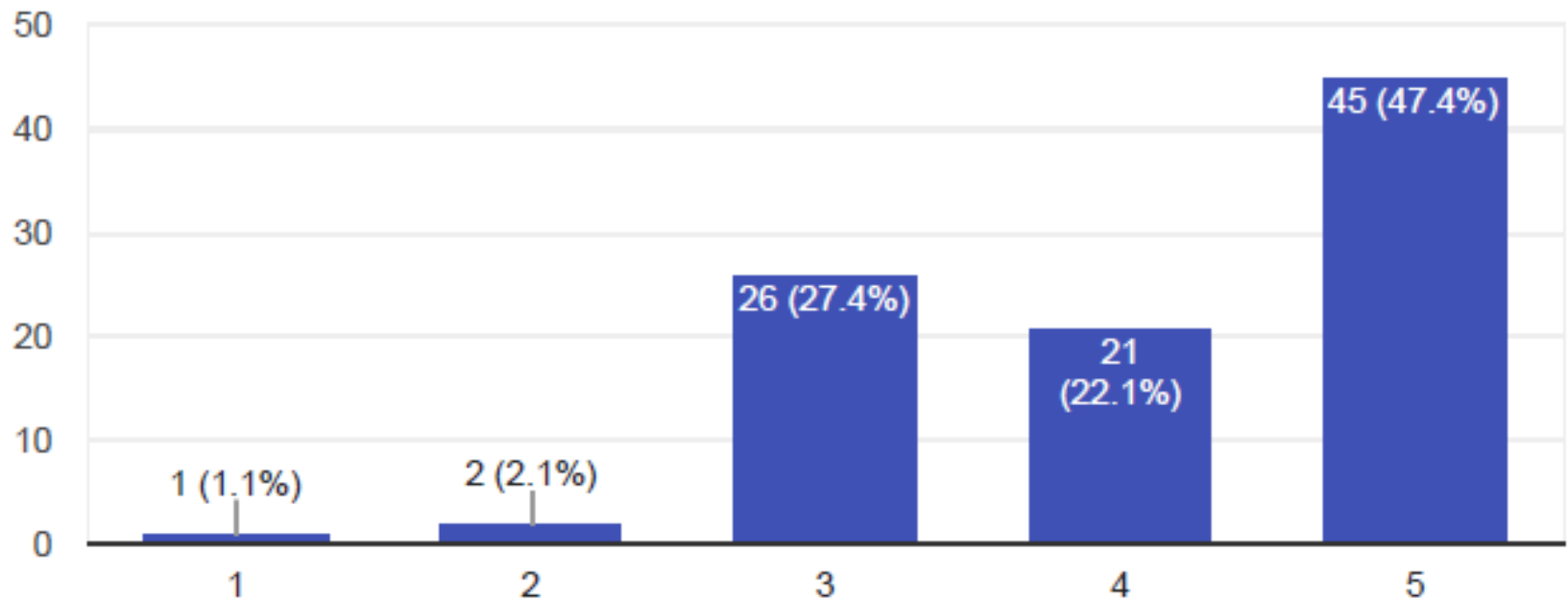
96 responses



NCLA Civil Service Survey Summary

Civil Service Job Descriptions are current.

95 responses



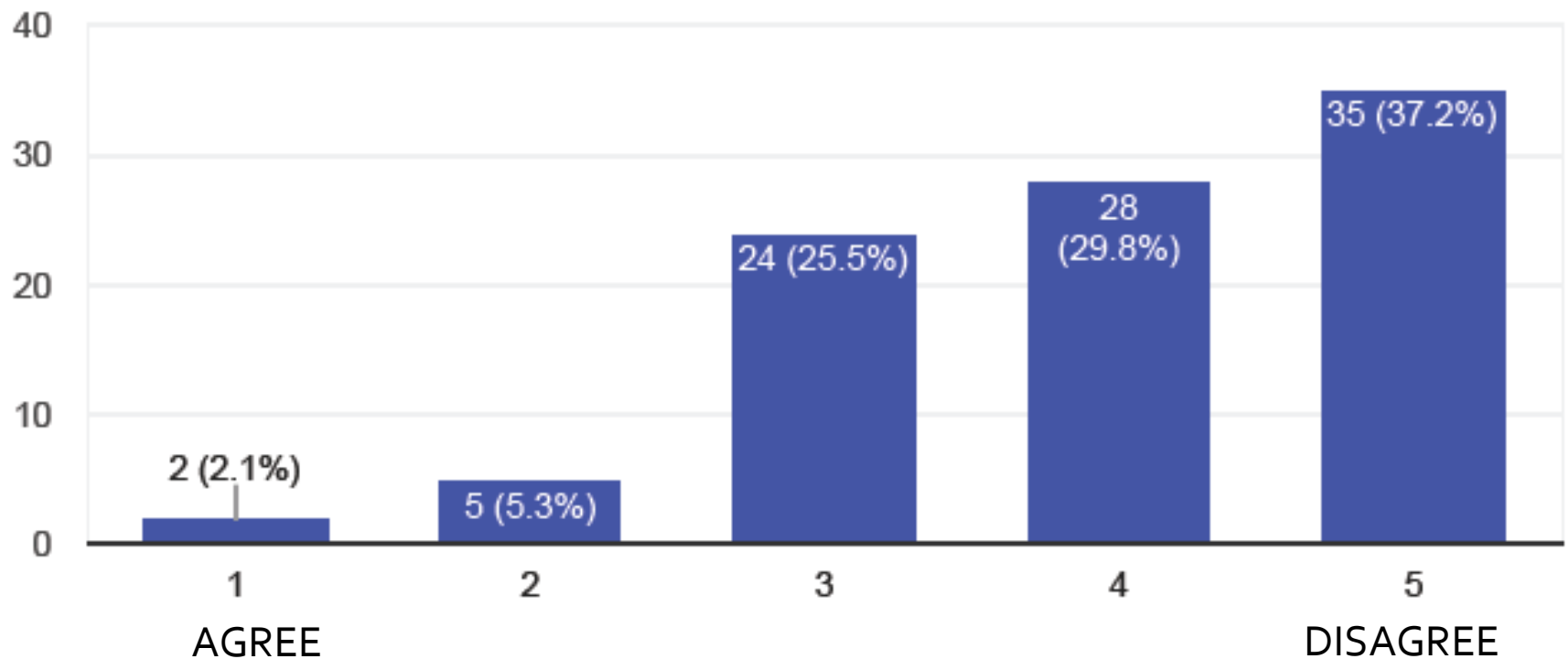
AGREE

DISAGREE

NCLA Civil Service Survey Summary

Civil Service Job Descriptions are accurate.

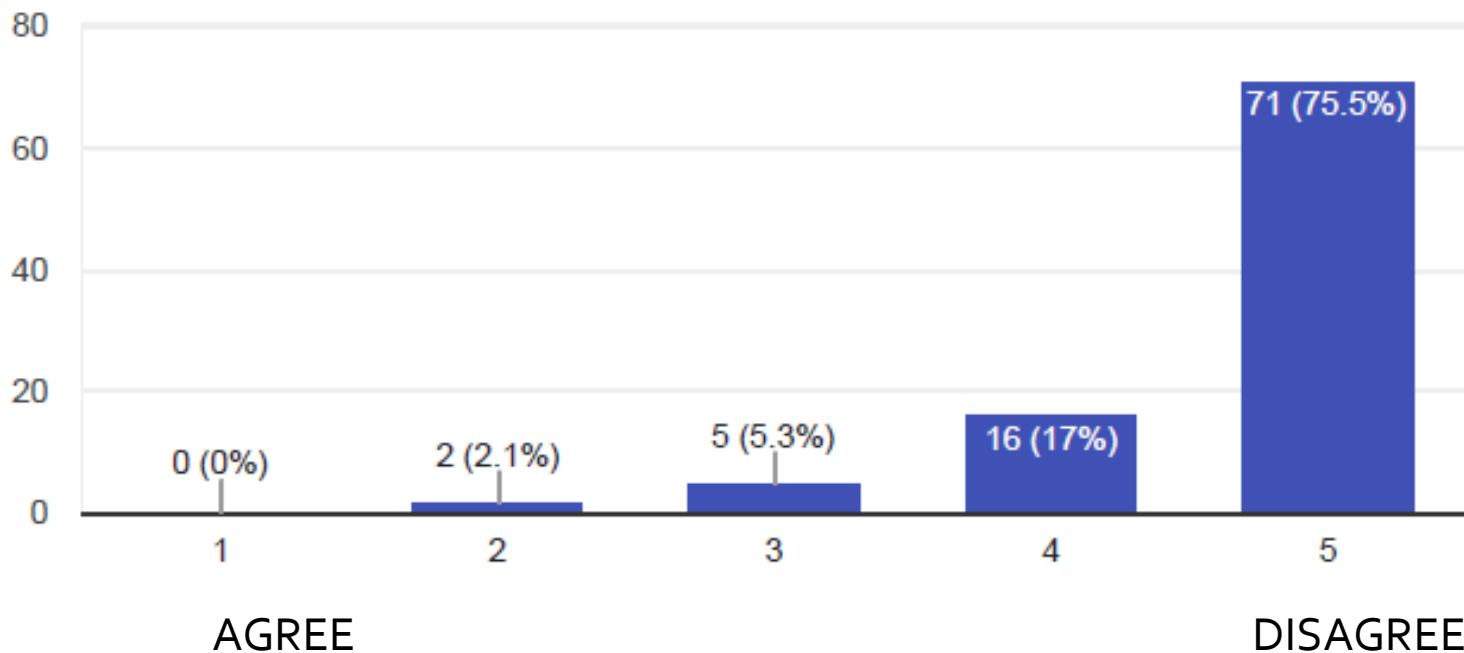
94 responses



NCLA Civil Service Survey Summary

Civil Service Level II, Level III and other Title Increase Exams are given with adequate frequency.

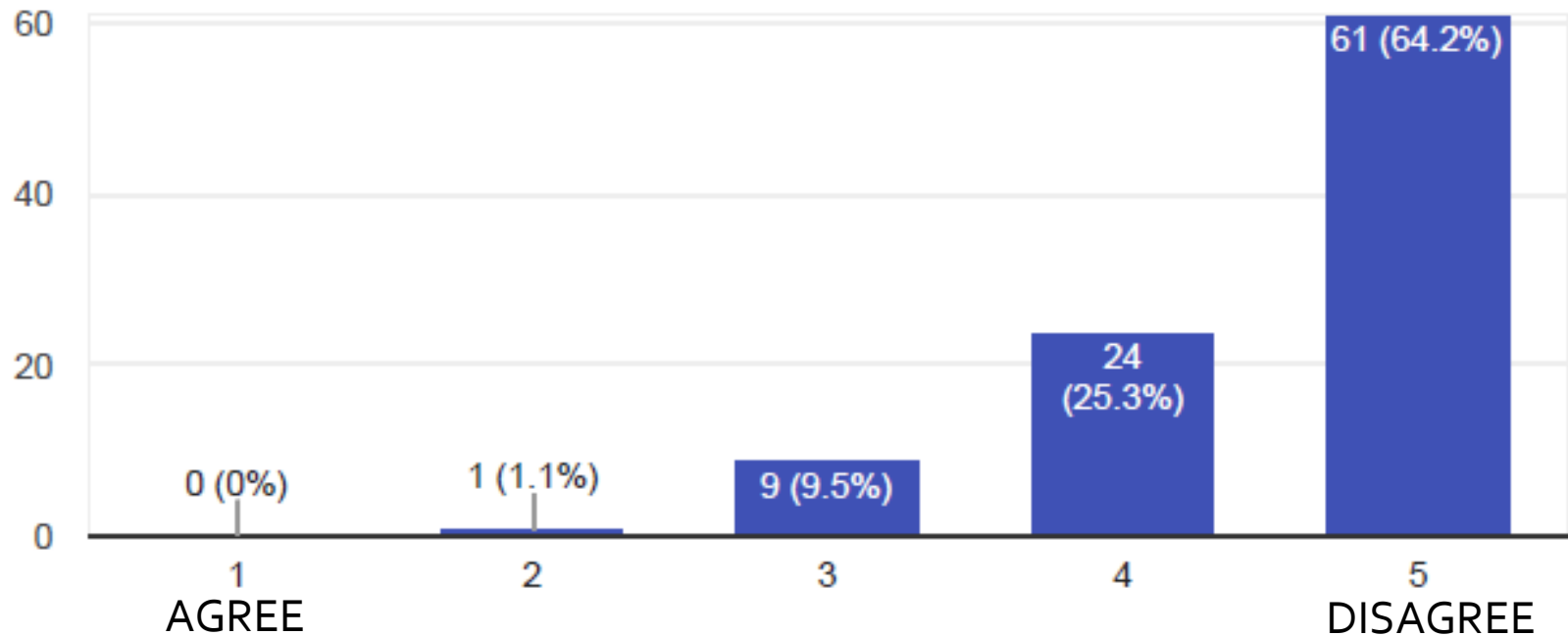
94 responses



NCLA Civil Service Survey Summary

Civil Service Promotional Exams are offered and scored in a timely manner.

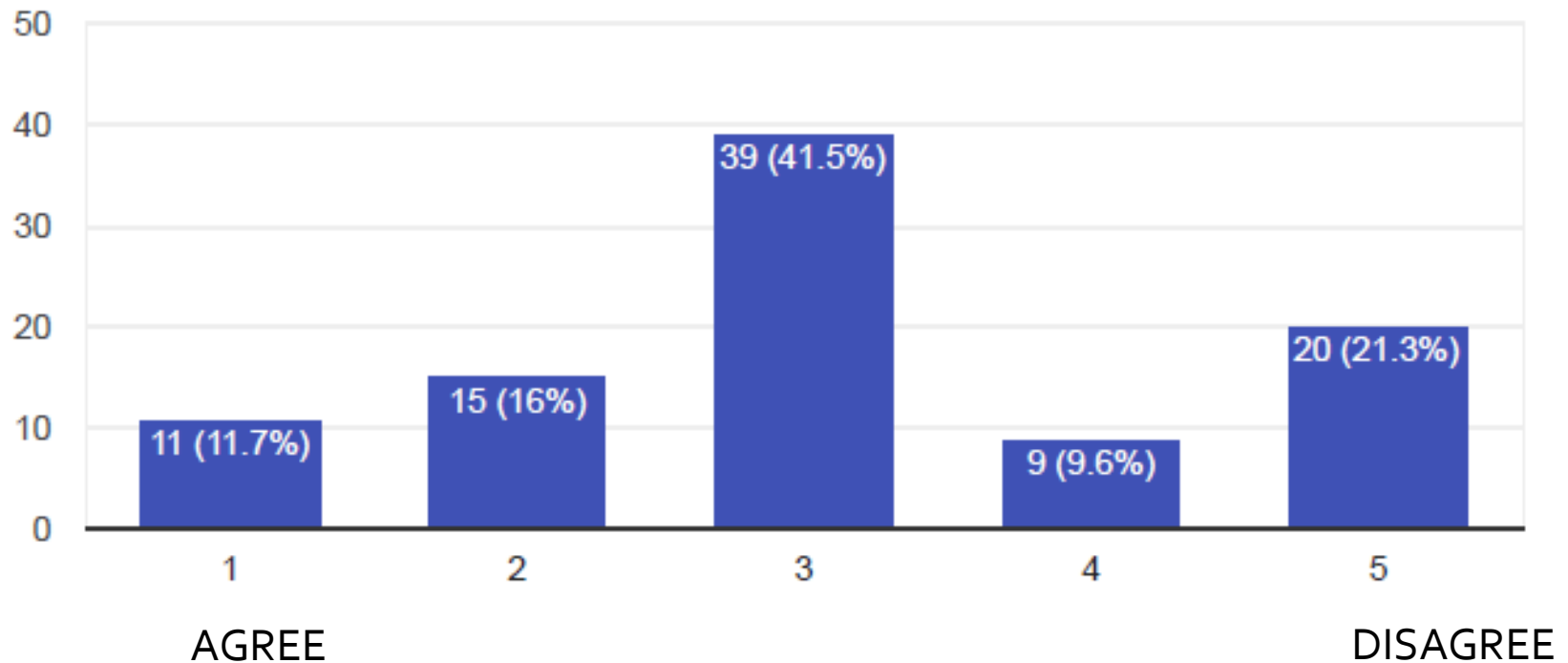
95 responses



NCLA Civil Service Survey Summary

There are enough Civil Service workplace protections for employees.

94 responses



NCLA Civil Service Survey Summary

- Free response to modifying the Civil Service Testing Process
 - Time it takes to score and update lists
 - Clearer instructions/directions for exams
 - Digitizing the process, such as digital canvas letters, an online list of candidates, etc.

NCLA Civil Service Survey Summary

- Free response to modifying the Civil Service Ranking Process
 - Experience vs. Education
 - credit for education, including additional degrees, additional skills, recentness of graduation, or for experience, including credit for working in a public library
 - Residency requirements
 - Community residency requirement
 - County residency requirement

NCLA Civil Service Survey Summary

- Free response to modifying the Civil Service Ranking Process
 - “The Rule of Three”
 - Should scores for candidates who have been at the top of the list and not hired after multiple interviews be lowered
 - Recent graduates all receiving the same score of 86.
 - separate rankings for adult reference, young adult services, and children’s services

NCLA Civil Service Survey Summary

- General Comments/Concerns from the free response section of the survey
 - Lack of communication from Civil Service
 - Modernizing and expanding titles/updating job descriptions
 - Civil Service Protections

NCLA Civil Service Survey Summary

- General Comments/Concerns from the free response section of the survey
 - Raises and promotions are quicker for some library personnel with different civil service titles than Librarian I to Librarian II promotion.
 - Should candidates be removed from the Civil Service list after accepting a position, including a part-time position?
 - Should Librarians be part of Civil Service?

Q&A/Open Forum

- If there are any additional comments or questions, please free to speak as time permits.

Contact

- The MLD-NCLA Joint Civil Committee:
 - Ken Bellafiore, Committee Chair
 - Freeport Memorial Library
 - (516) 379-3274
 - kbellafiore@freeportlibrary.info

- MLD
 - Maryann Tweedy, President
 - Franklin Square Public Library
 - (516) 488-3444
 - mtweedy@franklinsquarepl.org

- NCLA
 - Laura Giunta, President
 - Garden City Public Library
 - (516) 742-8405 x242
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