



The Voice of the Library Community

New York Library Association

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Priority Item One: Continuous Recruitment

The option for continuous recruitment where possible. In instances when continuous recruitment is not possible, exams may be offered every two years regardless of the status of existing lists.

Priority Item Two: Standard Grading Metrics

A public standard across counties for Civil Service grading metrics – grading metrics should be understandable and predictable in order to assist potential applicants to take multiple-choice exams as well as complete experience-based exams.

Priority Item Three: Modernized Exam Content from the Field

The option for individuals from the profession to provide input on experience and multiple-choice exams specific to libraries. This allows for exams to match the needs of libraries.

Priority Item Four: Provisional to Permanent Appointments

If a test is not offered within nine months after an individual is provisionally appointed to a position, an employee becomes permanent.

If an exam is offered within nine months, a person in the provision appointment is scored as pass/fail on that exam.

Priority Item Five: Part-Time Positions

Part-time positions (i.e., less than 25 hours per week) should be non-competitive by operation of law instead of the local rule.

Priority Item Six: Electronic Canvassing Process

Simplify the list canvassing process by allowing for email and phone contact in lieu of mailing letters.