



## **New York State Correctional Officers & Police Benevolent Association, Inc.**

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### Frequently Asked Questions for sergeants list, exam, seniority

Q. What does the six (6) refer to under the current title column?

A. The six (6) signifies that the candidate is currently a temporary sergeant and has been moved to the top of the score zone per our agreement with DOCS.

Q. Some of the candidates are already sergeants on the list and have a one (1) under the current title column, why do they have a one instead of a six and why haven't they been moved to the top of the score zone?

A. Current sergeants with a one (1) designation were temporary appointments at the time of the new exam and made permanent prior to the expiration of the old exam.

Q. I am number 100 on the list and CO Smith is 99. I always had more time as an officer then Smith. Why am I behind him now?

A. The sergeant exam rankings are done differently then your officer seniority rankings. You are ranked as an officer based on score on CO test, date of appointment, then last name scramble. If CO Smith and CO Jones got a 90 on the CO's test and they both started on 1/1/90, then Smith would be ahead of Jones in seniority based on the name scramble.

When they take the sergeant's exam and both score a 90, same CO seniority 1/1/90, they get put into a computer scramble and get placed according to the computer scramble. This method has been in place for many years. At times you will end up behind someone that you were ahead of as an officer when you scrambled ahead of them due to your last name.

Q. How long will the current sergeant list be utilized?

## **A. Pursuant to CCL section 56 – Promotional Exams**

The duration of an eligible list shall be fixed at not less than one year nor more than four years. An eligible list that has been in existence for one year or more shall terminate upon the establishment of an appropriate new list.

**Q. When will I be reached on the exam?**

**A. This is always the million dollar question. The prior list went through approximately 210 names per year. The department has sole responsibility and authority to fill vacancies as they occur. There is no rhyme or reason on how they fill vacancies. There is a waiver process that they go through to fill vacancies which has become more relevant with the recent budgetary issues. I frequently call personnel requesting that transfers be made and BFL levels are kept full. You can go to the website under the sergeant's page to see where they currently are on the list. You can also call 457-1771 to get an automated update.**

**Q. When I get hired off of the list, will I be temp or permanent?**

**A. You can be offered either temp or permanent when you are called. It determines on the needs at the time of the appointment. When you take the promotion, your probationary period for permanent retention does not start until you receive your contingent-perm or permanent status. At that time you will be required to do a 12 month probationary period unless all or a portion there of is waived by (a) Superintendent recommendation and (b) appointing authority approval. The minimum period of probation (52 wks) must be completed before any request for retention can be considered.**

**Q. What does 4.11 mean on the seniority list?**

**A. This means that you are in a contingent-permanent position. This designation qualifies you for, beginning your permanent retention, probationary period (52wks).**

**Q. What does the "st" mean on the seniority list?**

**A. This refers to a short term assignment.**

**Q. I paid fifteen dollars to take the sergeant's exam, what is the status of the IP that NYSCOPBA filed?**

**A. The IP hearing for the sergeant's exam fee was held on March 16<sup>th</sup>. NYSCOPBA along with PEF, CSEA, and DC-37 were all charging parties in the case. The case was adjourned awaiting a decision by the charging parties as to their intentions of**

**rebuttal and possibly a second day of testimony. I will keep you posted as we move forward.**