

# FINAL REPORT ON THE MOVEMENT OF THE ADMINISTRATIVE STAFF ANALYST LIST

by Michael Schady

The Administrative Staff Analyst list, established in May 2006, expired for all City Agencies as of May, 2010. Initially, the lists had a combined total of 889 candidates but, due to attrition and other factors, a few staff members became ineligible for promotion in their agency. So, the combined list ultimately contained only 872 possible promotees.

Over the life of the list, 849 of these were promoted to the permanent title of Administrative Staff Analyst, representing 97.36% of those on all of the agency lists combined.

Of these, 448 were made Administrative Staff Analyst (non-managerial) and stayed in the union. The balance, 401, were promoted to managerial levels of M-I or higher (mostly M-II's or higher) and are not covered by any current collective bargaining agreement between the City and OSA.

The majority of the agencies were fair, reasonable and honorable in their approach to promoting eligible staff to the higher title. Twenty-eight (28) out of forty-five (45) agencies promoted all of their candidates on their respective lists.

Unfortunately, seventeen (17) City departments did not see fit to do right by their staff and left twenty-three (23) prospective promotees either considered and not selected or, even worse, sitting on an expired promotional list, having never even been considered for promotion.

In Equal Employment Opportunity, there was one candidate on the list from the start. While a viable list should normally have at least three candidates from which the agency can choose, that rule is very often waived. EEO never once called their list or even considered promoting this staff member. That person eventually retired, leaving EEO with no list at all.

The agencies that we must consider in a very unfavorable light and place in the Organization of Staff Analysts' "Hall of Shame" are the Department of Information Technology and Telecommunications (DOITT), the Department of Records and Information Services (DORIS), and the New York City Employee Retirement System (NYCERS). Each of these agencies let hardworking, loyal and deserving staff members dangle on lists, unpromoted until the list expired.

So how does the Associate Staff Analyst list established in July 2008 compare? Here too, we find one or two agencies acting badly in regard to civil service list movement – DORIS and the Law Department. They have refused to even consider staff members who have been long time employees and who proved that they qualify for the title of Associate Staff Analyst by taking and passing a very, very difficult examination.

OSA will continue to monitor, speak out, and call attention to these and similar situations which thwart the spirit, if not the letter, of civil service law, policy and procedure.