



August 2026

Honorable Kathy Hochul, Governor
Executive Chamber, State Capitol
Albany, NY 12224

RE: Exit Interviews

Dear Governor Hochul,

As a member of the New York State Public Employees Federation (PEF), I urge you to approve legislation recently passed by both houses of the State Legislature to require an exit interview or survey be offered upon the resignation or retirement of any state employee (S.6990-A by Sen. Jackson/A.5912-A by Asm. Bores).

If enacted, this process would mirror what is already done in New York City. Many private employers use exit surveys to help determine what are viewed as the pros and cons of employment with their company. In the same way, the state needs to hear from its workers why they are leaving state service and what changes could be made to retain more employees.

This type of exit interview/survey is long overdue. This is a standard business and workforce management practice across all industries. It is critical that the Department of Civil Service, along with the Office of Employee Relations (OER) be aware of the kinds of issues that impact the state workforce.

This bill would be a crucial first step to fixing our retention problem—learning more about the reasons employees leave state positions. Once some of the problems have been identified, it will then be imperative for Civil Service and OER to fix the shortcomings that have been identified.

This optional survey/exit interview is a smart, low-cost way to help determine why workers continue to leave state employment so that we can work towards providing the quality environment and benefits needed to better retain staff.

It is for these reasons that I urge you to sign this legislation into law.

Sincerely,

Name: _____

Address: _____

Signature: _____