



Budget Priorities

New York State Budget: **2022-23**

Issue	Impact	Solution
<p>Recognize the Selfless Dedication of All Essential Workers During the Pandemic</p>	<p>New York state's "essential" workers have been serving on the front lines of this pandemic for over two years rendering services and care for New Yorkers. We need to recognize the service of our heroes by expanding this program beyond health care workers to also cover those who set up testing sites, managed contact tracing efforts, conducted actual testing, processed unemployment claims, etc.</p>	<p>SUPPORT: Healthcare Worker Retention Bonus with Amendments (S.8007/A.9007 - Part D) This is a great start to addressing the problem, but we must expand and clarify eligibility for this essential worker bonus program to include other non-healthcare related employees designated as "essential" employees who served in front-facing roles during the past two years</p>
<p>Attraction and Retention of State Employees</p>	<p>The state of New York has had a difficult time competing for talent with the private sector for many critical jobs. To address this situation, the state should leverage its affordable defined benefit plan to serve as an attraction and retention incentive so the state can meet its workforce needs over the short- and long-term.</p> <p>The state also needs to enact sensible reforms to reward those who work hard to staff shifts and those who seek to improve their skills through higher education.</p>	<p>SUPPORT: TIER 6 REFORM (1) Reinstitute 5-year vesting (currently 10 years) (2) Standardize 3% contribution regardless of income (3) Reestablish 2% Final Average Salary Calculation at 20 years (currently 1.75% up to 20) (4) Reinstitute the 3-Year Final Average Salary Calculation</p> <p>SUPPORT: Shift Pay Differentials (S.8005/A.9005 - Part U)</p> <p>SUPPORT: State Employee Student Loan Forgiveness (S.8005/A.9005 - Part S)</p> <p>SUPPORT: State Income Tax Exemption for Student Loan Forgiveness Awards (S.8009/A.9009 - Part D)</p>
<p>Conveyance of Public Assets and Privatization of Safety Net Services</p>	<p>The state continues to increase the usage of our limited tax dollars to support private providers of mental health, addiction and other services even as the results of such efforts are mixed at best. While additional support for mental health, addiction and services for the developmentally disabled are critically needed, the state should not be conveying or leasing taxpayer property for free to organizations, let alone providing those assets without an RFP or competitive bid.</p> <p>The continued privatization of safety net services previously operated by the state is resulting in increased crime, addiction, destitution, and recidivism.</p> <p>The state cannot rely primarily on private providers who have no obligation to provide services to anyone and may decline services to the uninsured, underinsured, undocumented, indigent or New Yorkers who are just challenging.</p>	<p>REJECT: Establish Certification for Recovery Residences (S.8007/A.9007 - Part II)</p> <p>REJECT: OASAS Capital Program Reforms (S.8007/A.9007 - Part KK)</p> <p>SUPPORT: 9-8-8 with Amendments (S.8007/A.9007 - Part EE)</p> <p>The state should staff and operate 9-8-8 as well as these OASAS residential facilities so that we can service this population, as well as gauge the success of private and public programs and integrate successful programs into comprehensive, on-going treatment plans for mentally ill and/or addicted individuals across the state 9-1-1 has been operated successfully by public employees since its inception.</p>

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<p>Effective Criminal Justice Reform that Supports Formerly Incarcerated Individuals, Law Enforcement and Keeps Communities Safe</p>	<p>We need to empower our parole officers to make reincarceration decisions, subject to judicial review, for violations of parole when such violations are not consistent with successful reintegration for specific parolees, and with regard to dangerous circumstances before additional crimes are committed.</p> <p>We need to empower our parole officers to make reincarceration decisions, subject to judicial review, for violations of parole when such violations are not consistent with successful reintegration for specific parolees, and with regard to dangerous circumstances before additional crimes are committed.</p>	<p>SUPPORT: “JAILS TO JOBS” Initiative</p> <p>SUPPORT: Adding 500 New Parole Officers</p> <p>SUPPORT: Sensible, Fair Reforms to “Less is More” Law</p> <p>Empower trained, experienced parole officers to seek an immediate review and determination by an Administrative Law Judge for certain high-risk offenders who violate their parole and for parolees whose violations constitute an immediate danger to themselves or others.</p>
<p>Restore and Build Upon Services for New York’s Most Vulnerable Residents</p>	<p>OPWDD: Over the last two years, more than 90 state-operated facilities at OPWDD have closed or are suspending services, displacing hundreds of individuals with disabilities because of short staffing and dilapidated physical facilities. As the state is closing existing facilities, there remain 3,000 individuals with developmental disabilities who require immediate placement. As it has done for its private sector partners, the state needs to develop a staff attraction and retention plan for its OPWDD-operated facilities and begin the process of identifying and securing additional facilities to address the need for additional placements.</p> <p>OMH/OASAS: Despite the mental health and addiction crisis ravaging the state, OMH has not developed enough intensive case managers, Assertive Community Treatment teams or in-patient capacity to provide needed stabilization services for those experiencing significant mental health and/or addiction issues. This has resulted in fewer individuals with significant mental health and/or addiction issues getting immediate services. This has led to an increase in interactions between individuals in crisis and law enforcement officers across the state. The state needs to maintain sufficient facilities to accommodate stabilization and addiction services and to provide statewide treatment options at every OMH in-patient facility for youth with dual diagnosis of IDD and mental health issues.</p>	<p>SUPPORT: \$200 million in New Funding for OPWDD</p> <p>SUPPORT: \$100 million in New Funding for OMH/OASAS</p> <p>REJECT: The Transfer of Hutchings Children’s Psychiatric Unit to SUNY Upstate. This will result in a reduction of youth stabilization bed capacity in the immediate five-county catchment area.</p>
<p>Address the Nursing Shortage at State Agencies</p>	<p>New York state is experiencing a significant shortage of nurses. This is evidenced in part by the 19 million hours of overtime rendered by state employees in 2020. New York needs to develop a consistent strategy to address this short- and long-term problem, including enacting an expansive loan repayment program for nurses across the state system.</p>	<p>SUPPORT: Nurses Across New York Program with AMENDMENTS (S.8007/A.9007 - Part A)</p> <p>Expand to include Licensed Professional Nurses (LPN), Nurse Practitioners (NP), Clinical Nurse Specialists (CNS) and clarify eligibility beyond “underserved area” to include all state agencies (DOCCS, OPWDD, OMH, etc.)</p>

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<p>Design Build Extensions</p>	<p>This law, which is slated to expire, leads to too many opportunities for abuse both in the contract award process and during the design, construction and inspection process. The Governor Cuomo Bridge, the largest design-build project in state history, has been challenged with excessive cost overruns and concerns about the installation of faulty bolts in the construction process.</p> <p>Taxpayers need and deserve to have representation by state inspectors or state engineers on all taxpayer-funded job sites. All expenses of taxpayer dollars on outside service contractors should be subject to a cost-benefit analysis that is available for public inspection to insulate all such projects from appearances of political influence in the contract bid and award process.</p>	<p>REJECT: Extension of Design Build (S.8008/A.9008 - PART AA)</p> <p>SUPPORT: S.7244 by Kennedy/A.6664 Asm. McDonald Establishes mandatory public oversight and inspection in all phases of any taxpayer-funded capital projects</p> <p>SUPPORT: S.5356 Sen. Breslin/A.8159 Asm. Bronson Requires agencies to conduct formal cost-benefit analysis before engaging outside contract services to increase transparency and accountability for the use of taxpayer dollars</p>
<p>Reject Narrowing Civil Service Exams</p>	<p>The state needs to offer more tests for more titles more frequently across the state to attract workers from a wider pool. The changes proposed by the Governor do not enhance the state's ability to attract talent, but do give the Executive new tools to potentially game the civil service system.</p>	<p>REJECT: Continuous Recruitment Testing (S.8005/A.9005 - Part R) This change would open the door to management self-selecting candidates to take exams for positions and could impact test integrity and security.</p> <p>REJECT: Promotional/Open Competitive Exams (S.8005/A.9005 - Part S) This change could undercut the merit and fitness system by allowing positions to be used as patronage rewards by the Executive.</p>
<p>Enhance State's Information Technology Capacity</p>	<p>The state needs to conduct more exams, construct real career pathways and invest in the competitive salaries and benefits needed to attract and retain the career technical staff so the state can maintain and protect its confidential data systems and limit the amount of services contracted out to expensive outside providers.</p> <p>While the Governor included resources for staff training, we need to increase the proposed training funds for current OITS staff from \$2 million to \$5 million and require that such monies get spent on training existing staff at OITS. This will help attract and retain critically needed workers in the IT field into state service.</p> <p>This training program should be used to cover online and onsite training for staff to acquire different skill sets. Additionally, the state needs to mandate all IT system vendors provide staff training on all newly purchased hardware and software so that staff can operate the systems and troubleshoot problems as needed.</p>	<p>REJECT: Executive Fellowship Program at OITS The merit and fitness system established in the Civil Service Law is designed to ensure the state workforce is competent and qualified to work and to limit political influence in the hiring process. The last place the state should look to create a "shadow workforce" is in information technology.</p> <p>SUPPORT: And increase from \$2 million to \$5 million resources for online and on-site training and certification opportunities (A.9000/S.8000 p. 420)</p> <p>SUPPORT: New requirements that all IT system vendors provide staff training on all newly purchased hardware and software so that staff can operate the systems and troubleshoot problems as needed.</p>



New York State Public Employees Federation, AFL-CIO

Representing 50,000 professional, scientific and technical employees

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