



Tompkins County Legislature

Governor Daniel D. Tompkins Building
Ithaca, NY 14850

Meeting: 11/14/17 04:00 PM
Department: Human Resources Department
Category: Personnel (Positions, Salaries, Benefits)
Functional Category:

SCHEDULED

RESOLUTION NO. DOC ID: 7418

1 **Creation of a Public Administration Management Fellowship**
2 **Program and Associated Positions**

3 WHEREAS, the County sought assistance from the Cornell Institute for Public Affairs (CIPA) Public Service
4 Exchange to research the potential and practicality of a county-sponsored management fellowship program for recent
5 Masters-level graduates, and
6

7 WHEREAS, local governments like Tompkins County are faced with mass retirements, competition for talent,
8 and the need to develop opportunities to improve recruitment, hiring, and retention capability of the next generation of
9 public sector leaders, and that fellowship programs are recognized as an emerging best practice to help address these
10 challenges, and
11

12 WHEREAS, a county-sponsored fellowship program would enhance the organization's ability to attract
13 diverse talent with the fresh perspectives and skill sets necessary to keep Tompkins County on the cutting edge of local
14 government in New York State, and
15

16 WHEREAS, the CIPA team proposed a three-year pilot program to give the County an opportunity to test the
17 performance and potential benefits of a county-sponsored fellowship program, and
18

19 WHEREAS, the Tompkins County Legislature supports the pilot concept for the reasons stated above, and has
20 approved funding for the first year of a three-year, multi-year over-target request to support the 2018 operating costs of
21 the program, and
22

23 WHEREAS, the pilot program proposes start up with two 40-hour per week Management Fellows positions,
24 assigned to the Department of County Administration staffing roster, that will be filled with staggered appointments
25 and that will continue for no longer than eighteen months per appointment, and
26

27 WHEREAS, Section 64, Subsection 3 of the New York State Civil Service law indicates that the
28 Commissioner of Human Resources may authorize temporary appointments without examination when the person
29 appointed will render professional services on a full-time or regular part-time basis in a temporary position established
30 to conduct a special study or project for a period not exceeding eighteen months and where it has been determined that
31 it will not be practical to hold an examination of any kind, and
32

33 WHEREAS, the Commissioner has determined that individual Public Administration Management Fellows
34 will render professional services consisting of special studies or projects on a temporary basis for a period not
35 exceeding eighteen months, and that it is not practical to hold examinations of any kind, and
36

37 WHEREAS, incumbents will be paid an hourly rate of \$21.64, which equates to \$45,011 per year for a 40-
38 hour per week position, and will have access to such fringe benefits as are available to management staff, including
39 health insurance and New York State Retirement, now therefore be it
40

41 RESOLVED, on recommendation of the Budget, Capital and Personnel Committee, That, effective
42 immediately, two positions of Public Administration Management Fellow, Grade 78/Job Code 4221 are hereby created
43 at 40-hours per week at an annual salary of \$45,011 per year with access to all fringe benefits normally available to
44 Management staff,
45

1 RESOLVED, further, That sufficient monies to fund these positions for 2018 exist in the following accounts:
2 County Administration 1230 51000/Regular Pay
3 County Administration 1230 58800/Fringes
4

5 **SEQR ACTION:** TYPE II-20