



Geographic Differentials Requests

The aim of these requests is to establish a causal relationship between recruitment/retention problems in the title(s) and the amount of money people can make for similar work in the private sector or with non-NYS public employers (like federal or other state government). Show that state employees can make more money doing similar work in the private sector, and therefore (1) the State cannot compete with the private sector for new employees, and (b) employees are leaving civil service to take higher-paying jobs elsewhere.

The request for management to support a geographic differential should lay the groundwork for this argument. Seek to establish that there is a recruitment/retention problem in the title and that people make more money for substantially similar work outside of state employment.

Pull into the request to management:

- Description of the titles duties and pay
 - Include the basic duties inherent to the position in order to compare to private sector positions
 - Indicate the title's salary grade, hiring rate and job rate
- Comparison to private sector/non-NYS jobs
 - Compare similar duties/responsibilities to the civil service title
 - Compare pay
 - Find job postings for these positions that indicate higher pay and include descriptions or list in the body of the request. Save PDFs of postings and include as an appendix
- Title vacancy postings
 - Save copies of public postings for vacancies in the title, if available
 - Note how many vacancies were posted throughout the drafting period
- Testimony from members
 - Ask members to provide information/experiences
 - Have other employers/recruiters reached out to them about employment opportunities?
 - Have colleagues left public employment for other opportunities, and where did they go?

Ask management to pull info on:

- Fill data for the title over time
 - Over the last few years (leaders can decide how far back to go), broken down by year:
 - The total number of employees in the title at the beginning of each year
 - How many appointments were made to the position per year

- How many employees left the title per year (retirement, resignations, returns to holds, transfers)
- Recruitment efforts
 - Information on how vacancies to the title are advertised, if vacancies are posted and on what site(s)
 - How many vacancies were posted on each advertising medium
 - The duration of each posting
 - How much money the agency has spent on advertising for vacancies in the title