



## Department of Civil Service

ANDREW M. CUOMO  
Governor

December 11, 2015

Mr. Steve Connolly

Civil Service Enforcement

Public Employees Federation

1168-70 Troy-Schenectady Road PO Box 12414

Albany, NY 12212-2414

Dear Mr. Connolly:

This is in follow up to our recent telephone conversation in which you advised the Public Employee Federation's (PEF) concerns regarding the status of incumbent Civil Engineers 1 (CE1) who have not passed the Fundamentals of Engineering Examination (FE). The nexus of PEF's concerns stem from the recent revisions to the minimum qualifications which now require candidates for CE1 positions to have successfully passed the FE prior to appointment. Specifically, PEF wants to clarify that the Department of Civil Service (DCS) would not pursue a negative classification or appointment action harming the current status of CE1s without the FE.

The Division of Classification and Compensation's intention is to maintain plan management distinctions between technical and professional work; however, this can be accomplished without initiating classification actions that would negatively affect CE1 incumbents that have not passed the FE. With regard to the Division of Staffing Services, we

have no intention of pursuing any action to necessitate a change that would affect those incumbents who do not have their FE and are currently holding the CE1 position.

In summary, the DCS has no intention of requiring current CE1 incumbents who do not have their FE to obtain the FE in order to remain in the position.

Please contact me if you have additional questions. I can be reached at 518-473-6071.

Sincerely,

Shaun Holdridge  
Senior Staffing Services Representative