



Department  
of Health



# New York State Public Health Corps (NYSPHC) Fellowship Program

Educational Series

Jump Start your Career at the NYSDOH:  
Understanding the NYS Civil Service

November 8, 2023

**Welcome!**

# Agenda

- Welcome and Agenda
- Learning Objectives
- Presentation
- Questions
- Closing/Evaluation/Program Updates

# Learning Objectives

- Understand hiring and career mobility in New York State Civil Service;
- Recognize appointment types, including the role of exams and lists;
- Identify job search, exam, and training resources; and
- Identify employment benefits that the New York State Department of Health has to offer.

**Welcome! Beth Rivera  
and Courtney Chambers**





**Department  
of Health**

# **Jump-Start Your Career at the NYS Department of Health**

**November 8, 2023**

# Agenda

- About the Department of Health
- Understanding NYS Civil Service
  - NYS Examinations
  - Lists and Appointments
  - Types of positions
  - How to apply
- Employee Benefits
- Q&A





# About DOH



**Mission:** We protect, improve and promote the health, productivity and well being of all New Yorkers

**Vision:** New Yorkers will be the healthiest people in the world - living in communities that promote health, protected from health threats, and having access to quality, evidence-based, cost-effective health services

**Values:** Dedication to the public good, Innovation, Excellence, Integrity, Teamwork, Efficiency

## Did you know?

We hire over 450 different job titles in all professions!

# DOH Objectives

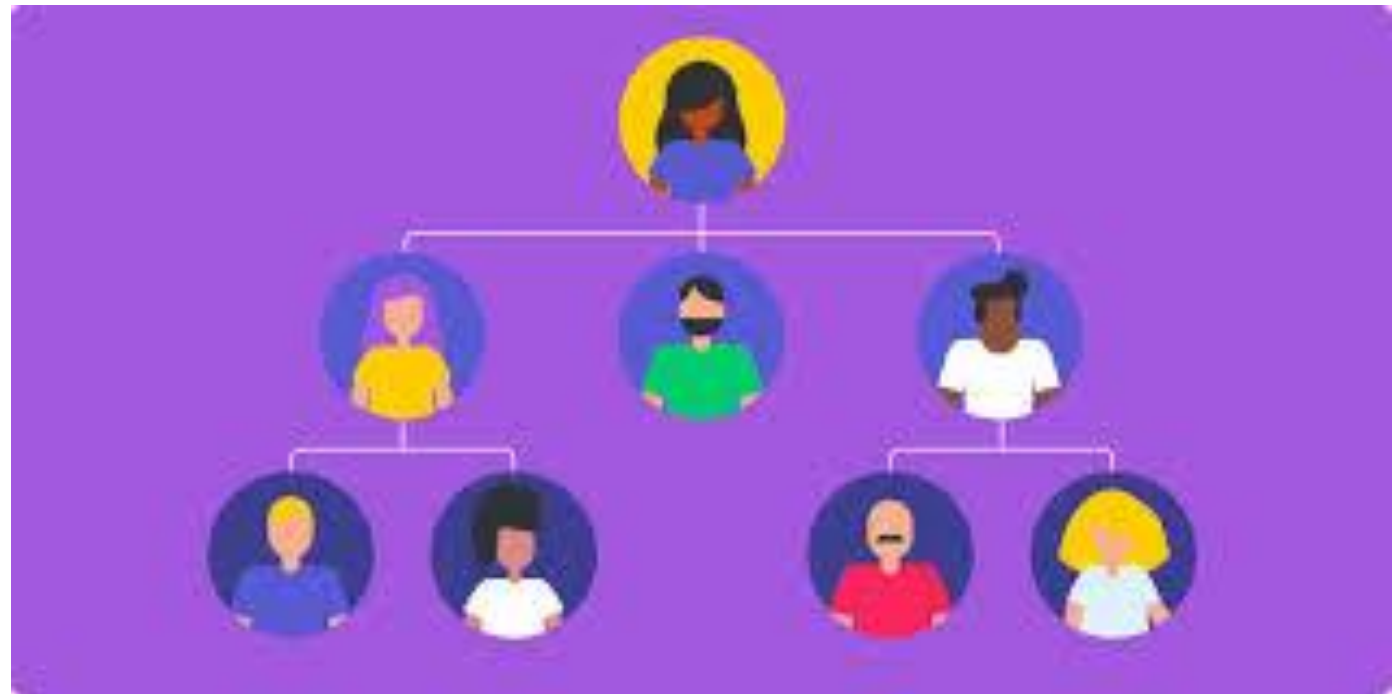
- Set policies, procedures and law for health care facilities
- Oversee Medicaid and eligibility
- Provide assistance to NYS of Health (Health insurance marketplace)
- Investigate healthcare related misconduct
- Inspect food establishments, summer pools, and campgrounds
- Lead the charge in identifying public health threats and research vaccines and cures
- Provide assistance to local County Health departments
- Provide education and awareness to the public

# Job in all professions!

- Registered Nurse, LP, CNA
- Physician & Pharmacist
- Nutritionist
- Public Health Dentist
- Radiological Health Specialists
- Investigative Specialists
- Health System Specialists
- Sanitarians
- Plant Utilities Engineer & Maintenance
- Civil, Construction & Environmental Engineers
- Accountant & Auditors
- Health Care Fiscal Analyst
- Contract Management Specialist
- Architects
- Attorneys & Hearing Officers
- Research Scientists
- Data Analysts
- Information Technology (IT)
- Program Research Specialists
- Chief Information Security Officer
- Administrative & Aides
- Health Program Administrator
- Graphic Designer & Multimedia Production
- Public Health Educator

# Leadership Opportunities

**Directors**  
**Deputy Directors**  
**Area Office Directors**  
**Program Managers**



# About DOH - Office Locations

- Main Office – Albany
- Regional & District Offices across NYS
- Wadsworth Center & its laboratories
- The Department also directs and oversees patient care and research at five health care facilities:
  - Helen Hayes Hospital
  - NYS Veteran's Homes at: Oxford, St. Albans, Batavia & Montrose



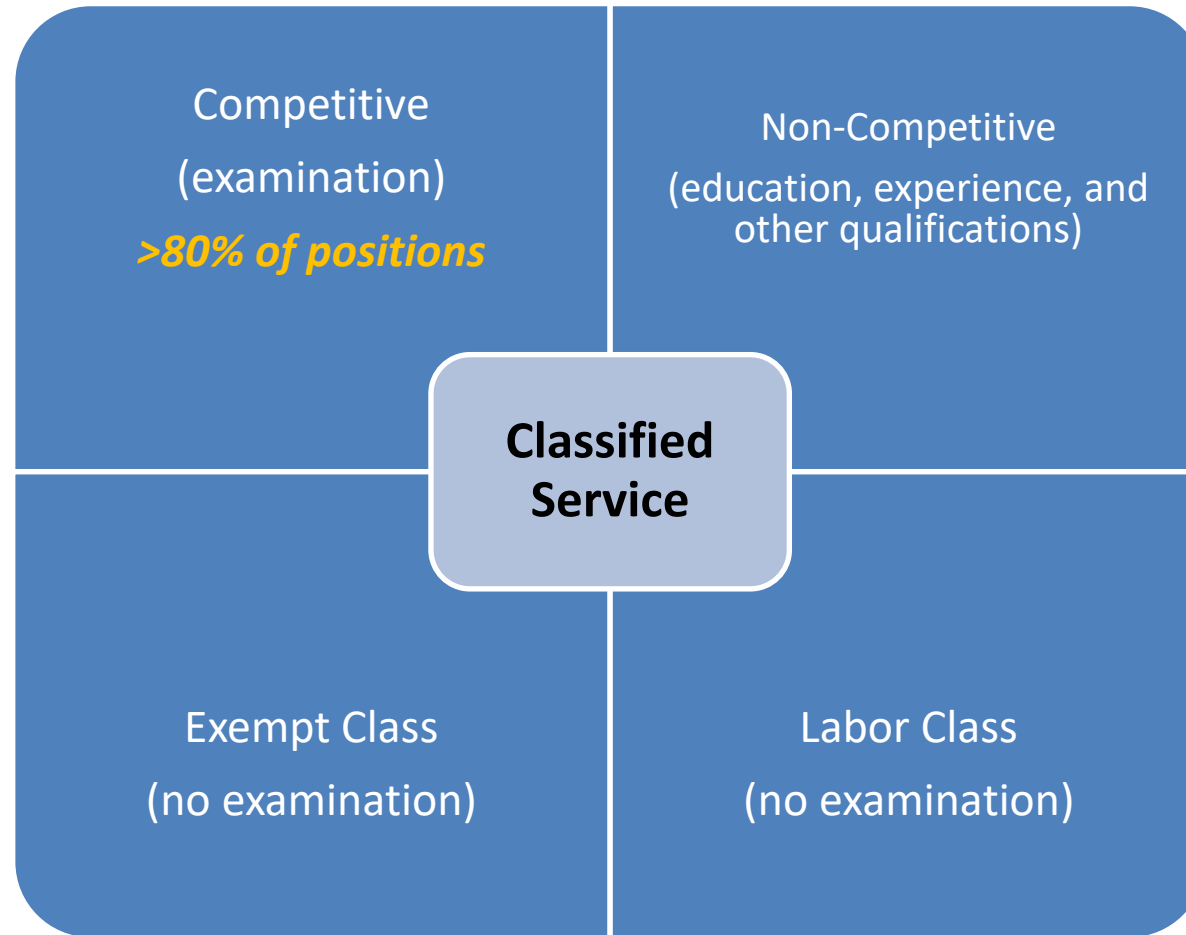
# All About DOH Programs

- The Facilities
- Office of Health Insurance Programs
- Office of Quality & Patient Safety
- Office of Primary Care & Health Systems Management
- Office Aging & Long Term Care
- NY State of Health
- Office of Health Equity and Human Rights
- Division of Legal Affairs
- Center for Community Health
- Division of Administration
- Center for Environmental Health
- Public Affairs Group
- AIDS Institute
- Wadsworth Center
- Office of Public Health
- Office of the Commissioner

# Understanding New York State Career Mobility

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# Classified Service





# Examination Types

- ***Open-competitive examinations:*** open to anyone who possesses the minimum qualifications as listed on the examination announcement. Although generally thought of as examinations that are “open to the public”, State employees are also eligible to take them if they meet the minimum qualifications.
- ***Promotion examinations:*** open to permanently appointed State employees. There are two types of promotion exams, interdepartmental and departmental. Interdepartmental examinations are open to permanent qualified employees across agencies. Departmental promotion examinations are open to permanent State employees of a specific agency.
- ***Transition examinations:*** open to permanently appointed State employees. They are used to allow State employees to “transition” from one career to another.
- ***Continuous Recruitment examinations:*** may be either open-competitive or promotional. They are used when there is a constant need to fill positions.



# Human Resources Professionals State Government

Resources for New York State HR Professionals.

## State Examinations

### Local Examinations

### Veterans & Individuals With Disabilities

#### SECTIONS

Overview

Working in State Government

Examination Announcements

Applying for an Examination

After Taking the Examination

Online Examinations

Additional Information

### State Examination Announcements

Examination announcements provide important information about each examination being held, including the job title(s), date of the examination, location, duties, salary, the subject of the examination, deadline to apply, and fee information. When you are interested in taking an examination, first review the announcement to determine if you are eligible. There are minimum qualifications for all examinations which you must meet in order to participate in the examination.

Experience in a particular field of work may be required for some jobs. Other jobs also will require a demonstration of proficiency at certain skills, such as typing or fluency in a second language, or require a physical examination. Read each examination announcement carefully. You must meet the qualifications in order to take the examination.

Most examinations are held periodically. Some examinations are held continuously, with applications accepted anytime. With these continuous recruitment examinations, the qualified applicants are tested on an as-needed basis, and successful candidates' names are added to the [eligible list](#) continuously.

[Archived examination announcements](#), which contain information such as minimum qualifications at the time the examinations were given, are posted for reference purposes only and cannot be used when applying for upcoming examinations.

Examinations Open to the Public

Examinations Open to State Employees

Continuous Recruitment Examinations

### Applying for an Examination

If you are qualified to take a civil service examination, you need to complete an application and submit the application processing fee. Please be advised that application processing fees are non-refundable. There are some instances in which individuals may qualify for a [fee waiver](#). You can apply on-line or download the announcement and appropriate application. Your application will be reviewed to ensure that you meet the minimum qualifications listed on the examination announcement.

You can apply for most [State examinations online](#).

Some features of the online application process include being able to save and [return to an application you did not complete](#). You can also see a [list of examinations](#) you have already applied for using the online application process.



## Senior Recreation Therapist

### Written Test To Be Held

August 5, 2023

You may be assigned to either Saturday or Sunday to take your test.

You cannot request or change your scheduled day.

### Applications Must Be Submitted or Postmarked

By

June 21, 2023

[Minimum Qualifications](#)

[Duties](#)

[Subject of Examination](#)

[How to Apply](#)

### Exams Included on This Announcement

EXAM NUMBER	EXAM TITLE	SALARY	SALARY GRADE	NON-REFUNDABLE PROCESSING FEE (WAIVERS AVAILABLE)
26-800	Senior Recreation Therapist	\$57,984	G-17	\$0
26-801	Senior Recreation Therapist (Spanish Language)	\$57,984	G-17	

[Download Announcement](#)

You must review important information on the New York State Department of Civil Service COVID-19 policy that applies to all candidates sitting for in-person Civil Service examinations being administered at a New York State test center. You can access our full [policy](#) on the Department of Civil Service website.

Due to current testing space limitations, candidates may need to travel to a test site to take this examination. Candidates will be notified of their test site location on their admission notice.

*Appointees who work in the five boroughs of New York City or in Nassau, Suffolk, Rockland, or Westchester Counties will receive an additional \$3,026 annual downstate adjustment. Appointees who work in Dutchess, Orange, or Putnam Counties will receive an additional \$1,513 annual mid-Hudson adjustment.*

### Minimum Qualifications

On or before August 5, 2023, you must have:

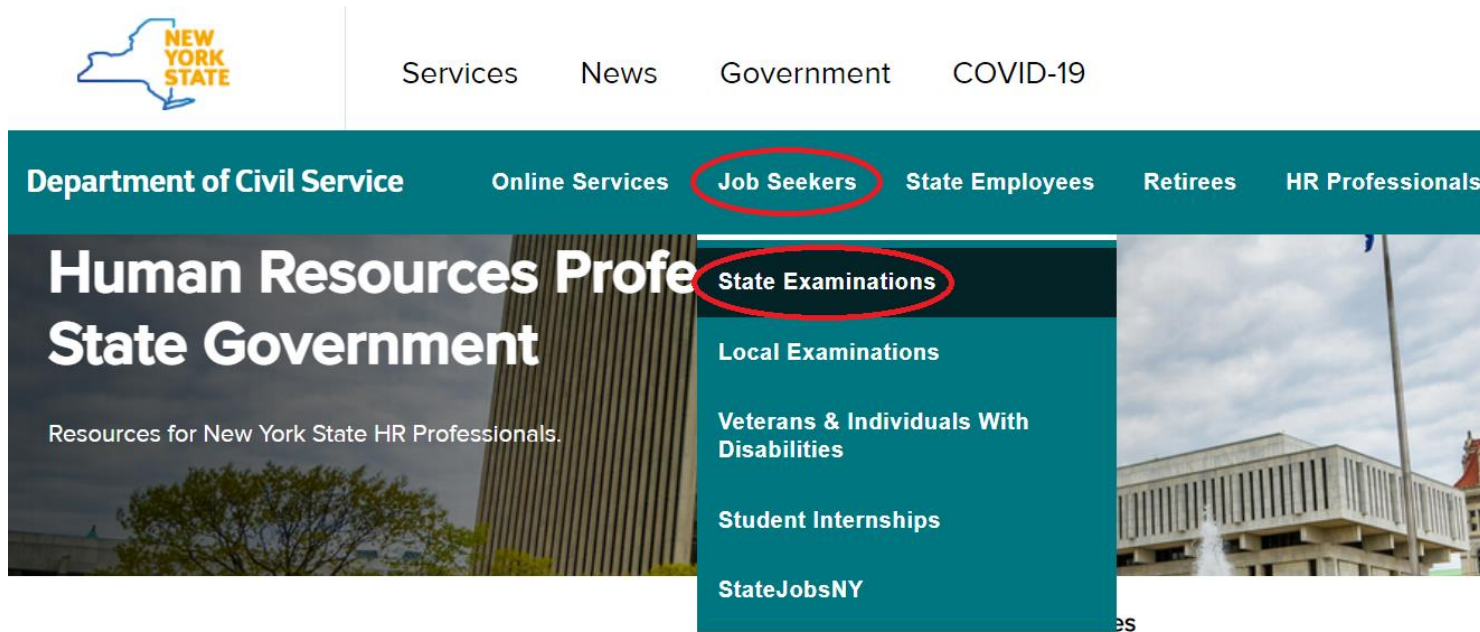
Either 1 a bachelor's degree in therapeutic recreation creative arts therapy art therapy dance therapy music

[Back To Top](#)



Department of Health

The exam announcement hasn't been published. Can I find more information about the previous exam?



New York State Department of Civil Service  
[www.cs.ny.gov](http://www.cs.ny.gov)

After Taking the Examination
Online Examinations
Additional Information

### State Examination Announcements

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Experience in a particular field of work may be required for some jobs. Other jobs also will require a language, or require a physical examination. Read each examination announcement carefully. You may also be required to take a physical examination.

Most examinations are held periodically. Some examinations are held continuously, with applications accepted on an as-needed basis, and successful candidates' names are added to the [eligible list](#).

Some examinations are held continuously, with applications accepted on an as-needed basis, and successful candidates' names are added to the [eligible list](#). [Archived examination announcements](#), which contain information such as minimum qualifications that may be used when applying for upcoming examinations.





Department of Civil Service | Online Services | Job Seekers | State Employees | Retirees | HR Professionals

# Find Employment Opportunities With New York State

Explore Exciting Career Opportunities with New York State

LEARN MORE

**EXAMINATIONS**

Access Civil Service exam announcements and learn about the exam process.

- General Exam Information
- Exams Open to State Employees
- Exams Open to the Public
- Continuous Recruitment Exams
- Exams Open to Local Governments

**FEATURED PROGRAMS AND EXAMS**

Learn more about currently available programs and spotlighted exam opportunities.

- Career Opportunities in Engineering
- Nurses
- Student Intern Program
- Veterans Temporary Hiring Program
- Veterans & Individuals With Disabilities

**BENEFIT PROGRAMS**

Access online information about employee benefits.

- NYSHIP Online
- HBA Online
- Join NYSHIP
- Paid Family Leave for State Employees

Department Of Civil Service

**About Us**

- Agency Overview
- Commissioner's Office
- Law, Rules & Regulations
- Stay Informed
- Press Releases

**Get Help**

- Contact Civil Service
- Equal Opportunity Policy
- Frequently Asked Questions (FAQs)
- Language Access Information
- Reasonable Accommodation

**Resources**

- Public Information
- Freedom of Information Law
- Eligible Lists (ELM) Online
- Open Meetings
- Test Guides & Resource Books
- Vendor Information

LANGUAGE ASSISTANCE

English (English) | 中文 (Chinese) | Kreyòl ayisyen (Haitian-Creole) | বাংলা (Bengali) | 한국어 (Korean) | Русский (Russian) | Español (Spanish)

CONNECT WITH US

## How Can I Find Out About Upcoming Civil Service Examinations?

Department of Civil Service | Online Services | Job Seekers | State Employees | Retirees | HR Professionals | About Us

**SECTIONS**

- Overview
- Applications & Publications
- Reports
- Stay Informed
- Contact Us

**Overview**

As the central office for communication for the Department of Civil Service, the Public Information Office (PIO) leads the effort to promote and share accomplishments with the public and the media.

**Applications and Publications**

- Application Forms
- Department of Civil Service Publications

**Reports**

- Reports

**Stay Informed**

Tentative Examination Schedule

- Tentative schedule of upcoming open-competitive examinations
- Tentative schedule of upcoming examination/transition examinations

**Announcement E-mail Notification**

Sign up to receive notification if of upcoming examination announcements.

Outreach and Recruitment

Outreach and Recruitment schedule of upcoming events.

# 55-B/C Program

Assists individuals with disabilities and veterans with disabilities with entering entry-level positions with the State.

- Requires an eligibility determination letter from Civil Service.
- Can fill a vacant competitive class position (designated non-competitive).
- **MUST** meet minimum qualifications & any performance testing requirements.
- Will serve a probationary period.
- Eligible for transfers and to compete in exams.

# Understanding Lists and Appointments

# Where am I on the list?

- Top three scores must be considered.
- Anyone within a score band is 'reachable' if the score is reachable. The order they're listed in is inconsequential.
- Your position on a list is NOT a guarantee of employment.

Example One:		
SCORE	NUMBER OF CANDIDATES AT THIS SCORE	RANK OF CANDIDATES
100	1	1
95	1	2
90	1	3

In this case all three candidates at all three scores and ranks are equally eligible to be appointed. People may use the word 'reachable' to describe this.

Example Two:		
SCORE	NUMBER OF CANDIDATES AT THIS SCORE	RANK OF ALL CANDIDATES AT THIS SCORE
100	10	1
95	10	11
90	10	21

In this case, only the ten candidates at score 100 and rank 1 are eligible for appointment. If, however, through hiring or declinations the number of candidates at 100 is reduced to 2, then all 10 candidates at the score 95 (rank 11) can also be considered. Only if there were only 2 or fewer candidates at the scores of 100 and 95 (ranks 1 and 11) can any of the 10 candidates at the 90 score be considered.



# Employment Status

There are six types of employment status:

- Permanent
- Contingent Permanent
- Provisional
- Temporary
- Seasonal
- Hourly

# Permanent vs Contingent Permanent Appointments

**Permanent** – A permanent appointment is subject to successful completion of the probationary period. Permanent appointments in the competitive class are made from eligible lists established as a result of competitive examinations or via transfer. A permanent appointment can only be terminated, interrupted or discontinued in accordance with the laws, rules and regulations governing the classified service.

**Contingent Permanent** – Contingent permanent appointments are made to vacant positions that are held by employees who are on extended leave. Although the appointment carries all the rights of a permanent appointment, contingent permanent employees may be displaced if the employee who holds the position on a permanent basis decides to come back prior to the expiration of their leave. Contingent permanent employees will be appointed on a permanent basis as soon as it is possible to do so.

# Provisional Appointments

Non-permanent appointment to a competitive class position.

- Occurs when no Department of Civil Service examination eligible list exists for the title in the geographic location in which the appointment is being made or there are less than three acceptors on the eligible list.
- Appointees must meet minimum qualifications for the most recent or next promotion, open-competitive or transition examination for the position, and the appointment must also be approved by Civil Service.
- Failure to achieve a reachable score on the next examination for the title may result in the termination of employment for the provisional employee. **Although a tad risky, it is a great opportunity to get your foot into state service.**
- For information about upcoming examinations, employees should monitor the Department of Civil Service examination website.

# Temporary, Seasonal & Hourly Appointments

- Temporary appointments may be made when there is a need for emergency work, a position is scheduled to terminate within a short period of time, to fill in for a permanent employee who is on a leave of absence, or the position is pending “jurisdictional classification approval” by the New York State Civil Service Commission.
- Seasonal appointments are made to positions designated with a starting and ending date. They cannot exceed three months in duration and cannot occur more than once a year.
- Hourly appointments are for a limited duration.

For temporary, seasonal and hourly positions, appointments may be made from among applicants who meet the standards of fitness prescribed by the New York State Civil Service Commission. Such positions are generally classified in the non-competitive class and there are no opportunities for transfer to another position. Staff in temporary, seasonal and/or hourly positions are encouraged to take competitive examinations when available.

# State Jobs



# State Jobs New York



StateJobsNY

[www.statejobs.ny.gov](http://www.statejobs.ny.gov)

**Please note:** State agencies that contact job applicants do not usually request personal or financial information via text message or over the phone in connection with your response to a job posting. If you are contacted for such information by these methods, or any other method, please verify the identity of the individual before transmitting such information to that person.


<p><b>FOR HR PROFESSIONALS</b></p>  <p>Manage state agency vacancy postings</p> <p><b>Login Required</b></p>	<p><b>FOR PROGRAM MANAGERS</b></p>  <p>Review internship candidate applications and post internship opportunities</p> <p><b>Login Required</b></p>	<p><b>FOR STATE EMPLOYEES</b></p>  <p>Transfer and promotional opportunities for state employees</p>	<p><b>FOR INTERNSHIP CANDIDATES</b></p>  <p>Apply for an internship and review current internship opportunities</p>	<p><b>FOR THE GENERAL PUBLIC</b></p>  <p>FAQ on how to become a state employee, links to exam information and list of current jobs open to the general public</p>
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[Vacancies](#)


[Search Vacancies](#)


[Vacancy Feed](#) 


[Other State Listings](#)


### Helpful Links

[Exam Announcements](#) 

[Transfer](#) 

[Career Mobility Office](#) 

[Title and Salary Information](#) 

[Glossary Of Titles - Inquiry Tool \(Get-IT\)](#) 

## Welcome

**September 15, 2022**

This page is designed for current New York State employees. From here, you can review all current opportunities of interest to you (**search vacancies**).

We have included links to agencies that provide resources located on state sites that provide information on current opportunities.

**Accessibility Note:** Those of you using assistive technology may experience difficulties with this page.

If you have any questions or comments about this page, please email [statejobsny@oer.ny.gov](mailto:statejobsny@oer.ny.gov).



Department of Health

# Search Vacancies



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[Home](#)  
[How to Get a State Job](#)  
[FAQs](#)  
[Vacancies](#)  
[Search Vacancies](#)  
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**Helpful Links**  
[Exam Announcements for the General Public](#)<sup>CF</sup>  
[Explore Opportunities](#)<sup>CF</sup>  
[Workers with Disabilities Program](#)<sup>CF</sup>  
[Reinstatement](#)<sup>CF</sup>  
[Salary Schedules](#)<sup>CF</sup>  
[Unions/Units](#)<sup>CF</sup>  
[Training and Development](#)<sup>CF</sup>

**Current Vacancies**  
 This listing includes all vacancies open to the general public. To view a vacancy's details, click on the title.  
 To sort the listing by the values of a column, click on the column heading to sort in ascending order. Click the column heading again to sort in descending order. All columns are sortable. The search box will filter the listings based on what you enter.

[Today's Postings](#)  
[Yesterday's Postings](#)

Show  entries Search:

#	Title	Grade	Posted	Deadline	Agency	County
132019	<a href="#">Program Specialist 2 (Cannabis) - VID 132019</a>	23	06/02/23	06/16/23	Office of Cannabis Management	New York
132018	<a href="#">Program Specialist 2 (Cannabis) - VID 132018</a>	23	06/02/23	06/16/23	Office of Cannabis Management	Erie
132016	<a href="#">Student Assistant</a>	NS	06/02/23	12/31/23	Transportation, Department of	To Be Determined
132014	<a href="#">Press Secretary</a>	13	06/01/23	06/30/23	Senate, NYS	Albany
132013	<a href="#">Press Secretary</a>	13	06/01/23	06/30/23	Senate, NYS	Queens
132012	<a href="#">Office Assistant</a>	05	06/01/23	06/30/23	Senate, NYS	Albany
132011	<a href="#">Executive Assistant</a>	11	06/01/23	06/30/23	Senate, NYS	Albany
132010	<a href="#">Content Writer</a>	09	06/01/23	06/30/23	Senate, NYS	Albany
132009	<a href="#">Communications Director</a>	13	06/01/23	06/30/23	Senate, NYS	Nassau
132008	<a href="#">Communications Director</a>	13	06/01/23	06/30/23	Senate, NYS	Nassau

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[Vacancies](#)  
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132018	<a href="#">Program Specialist 2 (Cannabis) - VID 132018</a>	23	06/02/23	06/16/23	Office of Cannabis Management	Erie
132016	<a href="#">Student Assistant</a>	NS	06/02/23	12/31/23	Transportation, Department of	To Be Determined
132014	<a href="#">Press Secretary</a>	13	06/01/23	06/30/23	Senate, NYS	Albany
132013	<a href="#">Press Secretary</a>	13	06/01/23	06/30/23	Senate, NYS	Queens
132012	<a href="#">Office Assistant</a>	05	06/01/23	06/30/23	Senate, NYS	Albany
132011	<a href="#">Executive Assistant</a>	11	06/01/23	06/30/23	Senate, NYS	Albany
132010	<a href="#">Content Writer</a>	09	06/01/23	06/30/23	Senate, NYS	Albany
132009	<a href="#">Communications Director</a>	13	06/01/23	06/30/23	Senate, NYS	Nassau
132008	<a href="#">Communications Director</a>	13	06/01/23	06/30/23	Senate, NYS	Nassau

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**Become an Organ Donor - Enroll Today**

FAQs • How to Get a State Job • Workers with Disabilities (508c) • Civil Service Exams  
 State Agencies: Department of Civil Service • Office of the State Comptroller  
 OER Link: Employee Unions and Bargaining Units  
 From announcements • General Information About NY Government

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 OER Link: Employee Unions and Bargaining Units  
 From announcements • General Information About NY Government





# What to look for..

## Review Vacancy

Date Posted 05/31/23  
 Applications Due 06/14/23  
 Vacancy ID 131880

← Last day to apply

This is how you apply

Basics Schedule Location Job Specifics Do I qualify?

← Do I qualify?

Basics Schedule Location Job Specifics Contact

↙

Name Brian Vogel  
 Telephone 518-486-1812  
 Fax 518-473-3395  
 Email Address resume@health.ny.gov

### Address

Street Room 2217, Corning Tower Building, Empire State Plaza  
 City Albany  
 State NY  
 Zip Code 12237

Read carefully!

↙

Notes on Applying Please submit your resume and cover letter, preferably in PDF format, by email to resume@health.ny.gov, with Reference BV/SrSan/46919 included in the subject line or by mail to Human Resources Management Group, BV/SrSan/46919, Rm 2217, Corning Tower Building, Empire State Plaza, Albany, NY 12237-0012, or by fax to (518) 473-3395. Failure to include the required information may result in your resume not being considered for this position.

Look for open to the public qualifications. You must meet the criteria to be eligible.

→

**Minimum Qualifications**

Permanent Transfer Candidates: Current NYS DOH employee with permanent status as a Senior Sanitarian, G-18.

\*\*\*Provisional Promotion Candidates: Current NYS DOH employee with one year of permanent competitive service as a Public Health Sanitarian, G-14.

Preferred Qualifications: Experience inspecting health care facilities or adult care facilities. Experience with interpreting regulations, conducting complaint investigations, conducting survey and monitoring health care programs' compliance with rules and regulations. Strong interpersonal skills, excellent decision making capability and strong writing and editing skills.

\*\*\*Public Candidates for Provisional Opportunity (Open Competitive Minimum Qualifications):

Either 1. A bachelor's degree including or supplemented by 30 qualifying\* semester credit hours and two(2) years of experience in environmental health protection\*\*;

Or 2. A master's degree including or supplemented by 30 qualifying\* semester credit hours and one(1) year of experience in environmental health protection\*\*.

\*Qualifying semester credit hours include: animal science, biochemical engineering, biochemistry, biological sciences, biology, biophysics, chemical engineering, chemical science, chemistry, civil




# For more DOH information

<https://www.health.ny.gov/employment/>

Department of Health | Individuals/Families | Providers/Professionals | Health Facilities | Health Data | Search

You are Here: [Home Page](#) > [Make More than a Career. Make a Difference.](#)



## Make More than a Career. Make a Difference.

Public health is a diverse and growing field that offers many career options for people from a variety of educational backgrounds.

A job with the Department of Health (DOH) provides people with the opportunity to protect and improve communities by preventing disease, promoting healthy lifestyles for children and families, protecting against hazards in homes, work, communities and the environment, as well as services, and preparing for and responding to emergencies.

DOH has over 5,000 employees working in different positions throughout the State, all dedicated to public health, excellence, integrity and innovation. They exist through [Health Research Incorporated \(HRI\)](#), an independent 501 (c)3 corporation established to seek and obtain grant money for research.

### Now Hiring

CNAs, LPNs and Registered Nurses, Direct Care and Administrative Positions available at the following locations statewide:

- **Regional Offices:** Capital District, Central New York, Metropolitan Area, and Western New York
- **Veterans' Homes:** [Batavia](#), [Oxford](#), [Montrose](#), and [St. Albans](#)
- **Helen Hayes Hospital:** West Haverstraw, NY

A world-class team of scientists, researchers, and public health professionals work at the forefront of public health, biomedical research, and environmental sciences.

- **Wadsworth Center:** Albany, NY

[Apply for Open Positions Across the State](#) | [Apply for Transfers and Vacancies Open to DOH and NYS Employees](#)

Department of Health | Individuals/Families | Providers/Professionals | Health Facilities | Health Data | About Us | Search

You are Here: [Home Page](#) > [Employment](#) > [DOH Transfers and Vacancies Open to DOH and NYS Employees](#)

## DOH Transfers and Vacancies Open to DOH and NYS Employees

All persons seeking a job should look at [employment opportunities open to the public](#).

### Upcoming Examinations

- [New York State Civil Service Examination Announcements](#)

### Positions Available within the Department of Health to Current New York State Employees

Position ↓	Grade TL	Location TL	Application Date ↓
<a href="#">Administrative Assistant 2 - 14013</a>	15	Albany	10/5/2022
<a href="#">Administrative Specialist 1 (or Administrative Specialist Trainee 1) - 45901</a>	18	Albany	9/14/2022
<a href="#">Area Office Director (AOD) - 46929</a>	663	Buffalo	9/14/2022



# Positioning Yourself for Success

- Take every available exam for which you qualify.
- Don't wait to be canvassed, apply to postings.
- Check the DOH employment page and State Jobs weekly.
- Follow the instructions carefully when you apply to postings.
- Write cover letters.
- Update your resume often.

# Cover Letter and Resume Tips

- Always send a cover letter.
- Customize the cover letter and resume for each application.
- Write 1-2 paragraphs drawing connections between your qualifications and experience to the major job duties and preferred qualifications of the position for which you're applying.
- Skills are in, objectives are out!
- Adjust your resume to highlight your experience most relevant to the top 3-5 job duties listed for the position.
- Don't forget to include results and achievements.



Make More than a Career.

**MAKE A  
DIFFERENCE.**

# Employee Benefits



# Salary

- New York State strives to offer salaries competitive with the job market.
- Positions at some agencies and locations receive a shift or geographical pay differential

# Public Student Loan Forgiveness

- PSLF forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments.

# Holidays and Paid Leave

In general, a full-time PEF employee earns the following:

13

Paid Holidays  
Annually

13

Days of vacation  
leave annually after  
the first year

5

Days of paid  
personal leave  
annually

13

Days of paid sick  
leave



# Retirement Program

- **NYS Employees' Retirement System (ERS)** is designed to provide guaranteed income (a pension) after retirement from State service.
- Tier 6 members are vested after 5 years of credited NYS service. Retirement benefits are determined by the total years of credited service, age at retirement, and final average salary.
- NYS employees continue to earn service credit when transferring between State agencies.



# Healthcare | Dental | Vision

- Choose from a variety of health insurance plans with affordable premiums
- Dental and Vision insurance are provided at no extra cost to you.

# More benefits

- **NYS Deferred Compensation Plan**
- **Savings programs**  
U.S. Savings Bond & College Savings Plan
- **Flex Spending Account**  
Health Care Spending Account and Dependent Care Advantage
- **Life Insurance & Disability Insurance**
- **Membership in the State Employees Federal Credit Union (SEFCU)**
- **Employee Assistance Program**  
An assessment and referral service that connects employees with local service providers and support services to address their personal needs

[bsc.ogs.ny.gov/benefits](https://bsc.ogs.ny.gov/benefits)

# Total Compensation



**65%**  
of Salary

Total benefit package = up to  
65% of total salary

# DOH Task Force for Women's Initiatives

- Mentoring program
- Bring Your Future to Work day



# Q&A

[recruit@health.ny.gov](mailto:recruit@health.ny.gov)

**Closing, Announcements,  
Updates, Save the Date**



# New for Fellows: Educational Series Certificate Program!

After today's Educational Series event, we strongly encourage all **Fellows** to return to the LMS to complete the course quiz. **Why?**

In 2024, Fellows will have the ability to receive a professional development certificate of completion for viewing the Educational Series courses in the LMS and answering the associated quiz questions!

We encourage you to complete the three quiz questions associated with today's session in the LMS to receive credit towards the future Educational Series Certificate program!



# Announcements & Updates

- Please complete the Evaluation Survey which you will be prompted to take when you close out of Zoom.
- If you want to continue the conversation, join the NYSPHC Fellowship Program LinkedIn Group to continue networking and professional development:  
<https://www.linkedin.com/groups/14059709>



# Save the Date!

- Educational Series
  - January 10<sup>th</sup>, 2024, 12PM-1PM
  - February 14<sup>th</sup>, 2024, 12PM-1PM
  - April 10<sup>th</sup>, 2024, 12PM-1PM
- NYSPHC Annual Summit
  - Albany, NY
  - December 12-13
- Quarterly Consortia
  - March 2024

# NYSPHC Training and Resources Website

<https://nysphcresources.health.ny.gov/training-resource-center>

New York State Public Health Corps  
**Fellowship Program**



**Training Resource Center Home**



About the  
NYSPHC



Fellow Training  
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Mentor Training  
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Resources by  
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# Questions?

