

10029

I N A S S E M B L Y

May 2, 2012

Introduced by M. of A. ABBATE -- read once and referred to the Committee
on Corporations, Authorities and Commissions

AN ACT to amend the public authorities law, in relation to providing for
independent personnel review boards for the New York city transit
authority and the triborough bridge and tunnel authority

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEM-
BLY, DO ENACT AS FOLLOWS:

1 Section 1. Short title. This act shall be known and may be cited as
2 the "New York city transit authority and triborough bridge and tunnel
3 authority civil service reorganization act".

4 S 2. Legislative findings and intent. The legislature hereby finds and
5 declares as follows:

6 (a) The New York city transit authority, created by section 1201 of
7 the public authorities law, was formed in 1953 to acquire and operate
8 the transit facilities formerly operated by the board of transportation
9 of the city of New York, and those employees were transferred to the
10 authority from the city with the same status they held when in service
11 to the city. Since 1953, appointment, promotion and continuance of
12 employment of all employees of the authority have been governed by the
13 provisions of the civil service law and the rules of the municipal civil
14 service commission of the city.

15 (b) The triborough bridge and tunnel authority, created by section 552
16 of the public authorities law, was formed in 1939 to acquire, construct,
17 maintain and improve the bridges and tunnels under the jurisdiction of
18 such authority. Since 1939, appointment, promotion and continuance of
19 employment of all employees of the authority have been governed by the
20 provisions of the civil service law and the rules of the municipal civil
21 service commission of the city.

22 (c) The provision of governmental services, including the provision of
23 transit services and services relating to bridges and tunnels, has
24 become increasingly complex since the creation of the New York city
25 transit authority and the triborough bridge and tunnel authority, and
26 the continued exercise of jurisdiction by the municipal civil service

EXPLANATION--Matter in *ITALICS* (underscored) is new; matter in brackets
[] is old law to be omitted.

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1 commission no longer serves the best interests of the city or these
2 authorities.

3 (d) The specialized needs of transit operations as well as the oper-
4 ations of the triborough bridge and tunnel authority require that the
5 New York city transit authority and the triborough bridge and tunnel
6 authority be served by independent civil service commissions with the
7 power to promulgate rules and regulations relating to the hiring,
8 promoting and termination of employees.

9 (e) Authorizing the New York city transit authority and the triborough
10 bridge and tunnel authority to exercise such functions will facilitate
11 the operations of the authorities and will enable the city to devote its
12 attention to managing the personnel related functions of core city
13 services.

14 (f) There exists in the New York city transit authority and the
15 triborough bridge and tunnel authority a significant number of positions
16 involving the performance of managerial functions at a level in these
17 organizations which makes appropriate their inclusion in the non-compet-
18 itive class as positions for which it is not practicable to ascertain
19 the merit and fitness of the applicant by competitive examination. Such
20 positions should be classified as non-competitive without further delay
21 or the need for hearings.

22 (g) It is further declared to be in the public interest to ensure that
23 the civil service rights of employees of the New York city transit
24 authority and the triborough bridge and tunnel authority be protected
25 and that in the future employees will be subject to the rules and regu-
26 lations promulgated under the powers granted in this act, which shall be
27 consistent with the civil service laws of the state.

28 S 3. Subdivision 2 of section 1210 of the public authorities law, as
29 added by chapter 200 of the laws of 1953 and such section as renumbered
30 by chapter 914 of the laws of 1957, is amended to read as follows:

31 2. [The] EXCEPT AS PROVIDED IN SECTION TWELVE HUNDRED TEN-B OF THIS
32 TITLE, THE appointment, promotion and continuance of employment of all
33 employees of the authority shall be governed by the provisions of the
34 civil service law and the rules of the municipal civil service commis-
35 sion of the city. Employees of any board, commission or department of
36 the city may be transferred to positions of employment under the author-
37 ity in accordance with the provisions of the civil service law and shall
38 be eligible for such transfer and appointment without examination to
39 such positions of employment. Employees who have been appointed to posi-
40 tions in the service of the city under the rules of the municipal civil
41 service commission of the city shall have the same status with respect
42 thereto after transfer to positions of employment under the authority as
43 they had under their original appointments. Employees of the authority
44 shall be subject to the provisions of the civil service law.

45 S 4. The public authorities law is amended by adding a new section
46 1210-b to read as follows:

47 S 1210-B. PERSONNEL SYSTEM; PERSONNEL REVIEW BOARD. 1. THE FOLLOWING
48 WORDS AND PHRASES, AS USED IN THIS SECTION, SHALL HAVE THE FOLLOWING
49 MEANINGS:

50 (A) "PERSONNEL REVIEW BOARD" OR "REVIEW BOARD" MEANS THE BODY
51 APPOINTED PURSUANT TO THIS SECTION BY THE BOARD AND SHALL ACT IN THE
52 CAPACITY AND FULFILL THE ROLES WHICH WOULD BE PERFORMED BY THE COMMIS-
53 SION, CIVIL SERVICE COMMISSION AND MUNICIPAL CIVIL SERVICE COMMISSION
54 FOR THE PURPOSES OF APPLYING THE CIVIL SERVICE LAW TO POSITIONS FORMERLY
55 COVERED BY SUBDIVISION TWO OF SECTION TWELVE HUNDRED TEN OF THIS TITLE.

1 (B) "CLASSIFIED SERVICE" MEANS ALL POSITIONS IN THE AUTHORITY WHICH
2 ARE NOT IN THE UNCLASSIFIED SERVICE.

3 (C) "JURISDICTIONAL CLASSIFICATION" MEANS THE ASSIGNMENT OF POSITIONS
4 IN THE CLASSIFIED SERVICE TO THE COMPETITIVE, NON-COMPETITIVE, EXEMPT OR
5 LABOR CLASSES.

6 (D) "POSITION CLASSIFICATION", "CLASSIFICATION", "RECLASSIFICATION"
7 AND "CLASSIFY" MEAN GROUPING TOGETHER UNDER COMMON AND DESCRIPTIVE
8 TITLES THOSE POSITIONS THAT ARE SUBSTANTIALLY SIMILAR IN THE ESSENTIAL
9 CHARACTER AND SCOPE OF THEIR DUTIES AND RESPONSIBILITIES AND REQUIRED
10 QUALIFICATIONS.

11 2. THE APPOINTMENT, PROMOTION AND CONTINUATION OF EMPLOYMENT OF ALL
12 EMPLOYEES OF THE AUTHORITY SHALL BE GOVERNED BY THE CIVIL SERVICE LAW
13 AND THE RULES AND REGULATIONS PRESCRIBED BY THE PERSONNEL REVIEW BOARD
14 WHICH SHALL ASSUME THE POWERS PREVIOUSLY EXERCISED BY THE COMMISSION,
15 CIVIL SERVICE COMMISSION AND BY THE MUNICIPAL CIVIL SERVICE COMMISSION
16 OF THE CITY. UNTIL SUCH TIME AS RULES ARE PROMULGATED BY THE PERSONNEL
17 REVIEW BOARD, THE AUTHORITY SHALL ADMINISTER ITS PERSONNEL ACTIONS
18 PURSUANT TO RULES AND REGULATIONS, CLASS SPECIFICATIONS AND PERSONNEL
19 ORDERS OF THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY IN EFFECT
20 ON THE EFFECTIVE DATE OF THIS SUBDIVISION. SUCH RULES AND REGULATIONS,
21 SPECIFICATIONS AND ORDERS SHALL COLLECTIVELY BE DEEMED TO CONSTITUTE THE
22 RULES AND REGULATIONS OF THE REVIEW BOARD UNTIL SUCH TIME AS THE REVIEW
23 BOARD PROMULGATES ITS OWN RULES AND REGULATIONS. DURING SUCH PERIOD, ANY
24 REFERENCE TO THE MUNICIPAL CIVIL SERVICE COMMISSION, THE COMMISSIONER OF
25 CITYWIDE ADMINISTRATIVE SERVICES, THE DEPARTMENT OF CITYWIDE ADMINISTRA-
26 TIVE SERVICES OR ANY OTHER GOVERNMENTAL OFFICER, EMPLOYEE, AGENCY OR
27 OFFICE CONTAINED IN SUCH RULES AND REGULATIONS, SPECIFICATIONS AND
28 ORDERS SHALL BE DEEMED TO REFER TO THE PERSONNEL REVIEW BOARD, THE
29 AUTHORITY OR SUCH OTHER POSITION OR PERSON AS MAY BE DESIGNATED BY THE
30 PERSONNEL REVIEW BOARD.

31 (A) NOTWITHSTANDING ANY PROVISION TO THE CONTRARY CONTAINED IN ANY
32 GENERAL, SPECIAL OR LOCAL LAW, AND EXCEPT AS PROVIDED IN THIS SUBDIVI-
33 SION, PERMANENT EMPLOYEES OF THE AUTHORITY SHALL CONTINUE TO HOLD THEIR
34 POSITIONS WITHOUT FURTHER EXAMINATION AND SHALL HAVE ALL THE RIGHTS AND
35 PRIVILEGES OF THE JURISDICTIONAL CLASS TO WHICH SUCH POSITIONS MAY BE
36 ALLOCATED, EXCEPT THAT EFFECTIVE WITH THE ENACTMENT OF THIS SECTION, ALL
37 MANAGERIAL POSITIONS THAT REPORT TO THE PRESIDENT OF THE AUTHORITY,
38 THEIR DIRECT REPORTS, AND THE DIVISION HEADS THAT REPORT TO THESE DIRECT
39 REPORTS SHALL BE DESIGNATED AS NON-COMPETITIVE IN RECOGNITION THAT IT IS
40 NOT PRACTICABLE TO ASCERTAIN THE MERIT AND FITNESS FOR THESE POSITIONS
41 THROUGH COMPETITIVE EXAMINATION. THIS PROVISION SHALL NOT ACT TO CHANGE
42 THE NON-COMPETITIVE CLASSIFICATION OF ANY OTHER POSITION OR TITLE CLAS-
43 SIFIED AS NON-COMPETITIVE AS OF THE EFFECTIVE DATE OF THIS SECTION.
44 FURTHER, NOTWITHSTANDING ANY PROVISION TO THE CONTRARY CONTAINED IN ANY
45 GENERAL, SPECIAL OR LOCAL LAW, OR ANY OTHER PROVISION CONTAINED IN THIS
46 SECTION, WITHIN ONE YEAR FROM THE APPOINTMENT OF THE REVIEW BOARD, THE
47 AUTHORITY MAY REQUEST THAT THE REVIEW BOARD APPROVE THE RECLASSIFICATION
48 OR CREATION OF OTHER POSITIONS AND TITLES WITHIN THE AUTHORITY'S MANAGE-
49 RIAL WORK FORCE AS NON-COMPETITIVE WITHOUT THE NECESSITY OF ANY FURTHER
50 REVIEW IN RECOGNITION THAT IT IS NOT PRACTICABLE TO ASCERTAIN THE MERIT
51 AND FITNESS FOR THESE POSITIONS THROUGH COMPETITIVE EXAMINATIONS, SO
52 LONG AS THE POSITIONS REQUESTED TO BE CLASSIFIED AS NON-COMPETITIVE ARE
53 NOT MORE THAN FIVE REPORTING LEVELS FROM THE PRESIDENT OF THE AUTHORITY.
54 SUCH REQUEST SHALL INCLUDE A DESCRIPTION OF THE DUTIES OF SUCH POSITIONS
55 AND AN EXPLANATION OF THE JUSTIFICATION FOR THE CLASSIFICATION AS
56 NON-COMPETITIVE. THE REVIEW BOARD SHALL HAVE THE POWER TO DESIGNATE SUCH

POSITIONS AS NON-COMPETITIVE UPON RECEIPT OF SUCH REQUEST OR WITHIN SUCH TIME AS IT FINDS APPROPRIATE. THIS SECTION SHALL NOT PRECLUDE ANY OTHER APPLICATION FOR CLASSIFICATION OF POSITIONS OR TITLES AS NON-COMPETITIVE IN ACCORDANCE WITH THE PROCEDURES OTHERWISE APPLICABLE TO CLASSIFICATIONS.

(B) THE OFFICERS AND EMPLOYEES OF THE AUTHORITY SHALL CONTINUE TO BE SUBJECT TO ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW AND FOR ALL SUCH PURPOSES SHALL BE DEEMED "PUBLIC EMPLOYEES". NOTWITHSTANDING ANY PROVISION TO THE CONTRARY IN ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW OR ANY OTHER GENERAL, SPECIAL OR LOCAL LAW, ANY MATTER CONSIDERED TO BE A TERM AND CONDITION OF EMPLOYMENT THAT HAD BEEN WITHIN THE EXCLUSIVE AUTHORITY OF THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY ON OR PRIOR TO THE EFFECTIVE DATE OF THIS SECTION THAT WAS NOT A MANDATORY SUBJECT OF BARGAINING UNDER ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW AS A RESULT OF SUCH EXCLUSIVE AUTHORITY SHALL REMAIN A NON-MANDATORY SUBJECT OF BARGAINING FOR THE AUTHORITY AFTER, AND REGARDLESS OF, THE CHANGES SET FORTH IN THIS SECTION.

(C) NOTHING CONTAINED IN THIS SUBDIVISION SHALL SUPERSEDE, EXPAND, IMPAIR OR DIMINISH THE RIGHTS OF ANY OFFICER OR EMPLOYEE OF THE AUTHORITY UNDER OR PURSUANT TO SECTION TWO HUNDRED TWENTY OF THE LABOR LAW, OR LIMIT EMPLOYEE RIGHTS TO INSTITUTE PROCEEDINGS AGAINST THE AUTHORITY IN ACCORDANCE WITH ARTICLE SEVENTY-EIGHT OF THE CIVIL PRACTICE LAW AND RULES.

3. (A) THE BOARD SHALL APPOINT A PERSONNEL REVIEW BOARD CONSISTING OF THREE PERSONS. THE BOARD AND THE BOARD OF THE TRIBOROUGH BRIDGE AND TUNNEL AUTHORITY SHALL JOINTLY APPOINT BY SEPARATE RESOLUTIONS THE MEMBERS OF THE PERSONNEL REVIEW BOARD, AND SUCH MEMBERS SHALL ALSO SERVE AS THE PERSONNEL REVIEW BOARD THAT IS ESTABLISHED UNDER PARAGRAPH (A) OF SUBDIVISION THREE OF SECTION FIVE HUNDRED FIFTY-FOUR-A OF THIS CHAPTER. PERSONS APPOINTED TO THE PERSONNEL REVIEW BOARD MAY NOT BE CURRENT MEMBERS, OFFICERS OR EMPLOYEES OF THE AUTHORITY, THE TRIBOROUGH BRIDGE AND TUNNEL AUTHORITY OR THE METROPOLITAN TRANSPORTATION AUTHORITY, INCLUDING AFFILIATES AND/OR SUBSIDIARIES OF SUCH AUTHORITIES, OR CURRENT OFFICERS OR AGENTS OF ANY LABOR ORGANIZATION REPRESENTING EMPLOYEES OF SUCH AUTHORITIES, AFFILIATES AND/OR SUBSIDIARIES.

(I) THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL BE APPOINTED FOR THREE-YEAR TERMS, EXCEPT THAT THE TERMS OF THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL BE STAGGERED SO THAT THE TERM OF ONE MEMBER EXPIRES EACH YEAR, WITH THE INITIAL TERM OF THE FIRST MEMBER EXPIRING AT THE CONCLUSION OF THE THIRD YEAR FOLLOWING APPOINTMENT, THE INITIAL TERM OF THE SECOND MEMBER EXPIRING AT THE CONCLUSION OF THE FOURTH YEAR AND THE INITIAL TERM OF THE THIRD MEMBER EXPIRING AT THE CONCLUSION OF THE FIFTH YEAR.

(II) ANY MEMBER OF THE PERSONNEL REVIEW BOARD MAY BE REMOVED PURSUANT TO THE PROVISIONS OF SUBDIVISION ONE OF SECTION TWENTY-FOUR OF THE CIVIL SERVICE LAW. IN THE EVENT OF SUCH A REMOVAL, OR OF A RESIGNATION BY A MEMBER OF THE PERSONNEL REVIEW BOARD, THE BOARD OF THE NEW YORK CITY TRANSIT AUTHORITY, IN CONJUNCTION WITH THE BOARD OF THE TRIBOROUGH BRIDGE AND TUNNEL AUTHORITY, SHALL APPOINT A SUCCESSOR FOR THE UNEXPIRED TERM OF THE MEMBER IN ACCORDANCE WITH THE REQUIREMENTS AND PROCEDURES SET FORTH IN THIS PARAGRAPH.

(III) THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL ANNUALLY ELECT ONE OF THE MEMBERS TO SERVE AS CHAIRPERSON.

(B) (I) THE PERSONNEL REVIEW BOARD SHALL PRESCRIBE AND AMEND RULES AND REGULATIONS CONSISTENT WITH THE APPLICABLE PROVISIONS OF THE CIVIL

SERVICE LAW FOR EFFECTING THE PROVISIONS OF THIS SECTION, INCLUDING BUT NOT LIMITED TO RULES FOR:

(A) THE JURISDICTIONAL CLASSIFICATION OF OFFICES AND POSITIONS IN THE CLASSIFIED SERVICE OF THE AUTHORITY;

(B) EXAMINATIONS, APPOINTMENTS, PROMOTIONS, TRANSFERS, AND REINSTATEMENTS;

(C) THE HEARING AND DETERMINATION OF APPEALS;

(D) THE DESIGNATION OF POSITIONS IN THE NON-COMPETITIVE CLASS WHICH ARE CONFIDENTIAL OR REQUIRE THE PERFORMANCE OF FUNCTIONS INFLUENCING POLICY; AND

(E) THE DESIGNATION AS SEPARATE UNITS FOR SUSPENSION OR DEMOTION UPON THE ABOLITION OR REDUCTION OF POSITIONS IN ANY DEPARTMENT, DIVISION OR SUBDIVISION OF THE AUTHORITY.

(II) THE PERSONNEL REVIEW BOARD SHALL HEAR AND DETERMINE APPEALS INSTITUTED BY ANY PERSON BELIEVING HIMSELF OR HERSELF AGGRIEVED BY ANY ACTION OR DETERMINATION OF THE AUTHORITY ALLEGED TO BE IN VIOLATION OF THE APPLICABLE REVIEW BOARD RULES OR APPLICABLE PERSONNEL RULES AND REGULATIONS, CLASS SPECIFICATIONS AND PERSONNEL ORDERS OF THE CITY OF NEW YORK AND ALL OTHER APPLICABLE PROVISIONS OF LOCAL OR GENERAL LAWS RELATING TO CIVIL SERVICE PERSONNEL UNTIL SUCH REVIEW BOARD RULES ARE ADOPTED; PROVIDED, HOWEVER, THAT NO SUCH APPEAL SHALL BE ALLOWED IF THE ACTION OR DETERMINATION INVOLVED WAS CONSIDERED AND APPROVED IN ADVANCE BY THE PERSONNEL REVIEW BOARD.

(III) UPON SUBMISSION OF A NOTICE OF APPEAL FROM ANY INDIVIDUAL OR HIS OR HER REPRESENTATIVE, THE PERSONNEL REVIEW BOARD SHALL REVIEW THE CLAIM AND DETERMINE IF THE ACTION VIOLATED THE REVIEW BOARD RULES, PROMULGATED UNDER THE POWERS GRANTED HEREIN, INCLUDING, BUT NOT LIMITED TO RULES FOR:

(A) THE JURISDICTIONAL CLASSIFICATION OF OFFICES AND POSITIONS IN THE CLASSIFIED SERVICE OF THE AUTHORITY;

(B) EXAMINATIONS, APPOINTMENTS, PROMOTIONS, TRANSFERS, AND REINSTATEMENTS; AND

(C) THE DESIGNATION OF POSITIONS IN THE NON-COMPETITIVE CLASS WHICH ARE CONFIDENTIAL OR REQUIRE THE PERFORMANCE OF FUNCTIONS INFLUENCING POLICY.

(IV) THE PERSONNEL REVIEW BOARD SHALL HAVE THE POWER TO ADMINISTER OATHS AND TO ISSUE SUBPOENAS TO REQUIRE THE ATTENDANCE IN THIS STATE OF WITNESSES AND THE PRODUCTION OF BOOKS AND PAPERS PERTINENT TO THE APPEAL. FOR THIS PURPOSE THE PERSONNEL REVIEW BOARD SHALL POSSESS ALL THE POWERS CONFERRED BY THE CIVIL PRACTICE LAW AND RULES UPON A BOARD, COMMISSION OR COMMITTEE. THE PERSONNEL REVIEW BOARD AND ANY OFFICER OR EMPLOYEE DESIGNATED IN WRITING BY THE AUTHORITY TO ACT ON BEHALF OF THE PERSONNEL REVIEW BOARD MAY INVOKE THE POWER OF ANY COURT OF RECORD IN THE STATE TO COMPEL WITNESSES TO ATTEND, TESTIFY AND PRODUCE BOOKS AND PAPERS.

(C) THE SECRETARY OF THE AUTHORITY, OR SUCH OTHER PERSON EMPLOYED BY THE AUTHORITY OR THE METROPOLITAN TRANSPORTATION AUTHORITY, ITS OTHER AFFILIATES OR SUBSIDIARIES AS MAY BE DESIGNATED BY THE EXECUTIVE DIRECTOR, SHALL SERVE AS SECRETARY OF THE PERSONNEL REVIEW BOARD.

(D) THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL RECEIVE THE NECESSARY TRAVEL AND OTHER EXPENSES INCURRED IN THE PERFORMANCE OF THE DUTIES OF SUCH OFFICE, AND SHALL RECEIVE IN ADDITION A PER DIEM FEE FOR SERVICES RENDERED AS SHALL BE DETERMINED BY THE BOARD.

(E) (I) ANY APPEAL AUTHORIZED BY THIS SUBDIVISION SHALL BE INSTITUTED BY FILING WITH THE PERSONNEL REVIEW BOARD A WRITTEN NOTICE OF APPEAL STATING THE RULE AND REGULATION, ACTION OR DETERMINATION WHICH IS THE

1 SUBJECT OF THE APPEAL, THE GROUNDS FOR THE APPEAL AND THE RULE OR REGU-
2 LATION CLAIMED TO BE VIOLATED AND SIGNED BY THE PERSON OR PERSONS
3 APPEALING OR THEIR REPRESENTATIVE.

4 (II) ANY SUCH APPEAL SHALL BE FILED WITHIN THIRTY DAYS FOLLOWING
5 NOTICE BY THE AUTHORITY OF THE ACTION OR DETERMINATION TO BE REVIEWED;
6 EXCEPT THAT THE PERSONNEL REVIEW BOARD FOR GOOD CAUSE SHOWN MAY WAIVE
7 SUCH THIRTY-DAY LIMITATION.

8 (III) THE PERSONNEL REVIEW BOARD MAY INVESTIGATE OR INQUIRE INTO THE
9 FACTS RELATIVE TO THE ACTION OR DETERMINATION APPEALED FROM AS MAY BE
10 DEEMED ADVISABLE AND SHALL AFFORD THE APPELLANT AND/OR HIS OR HER REPRE-
11 SENTATIVE AN OPPORTUNITY TO BE HEARD IN PERSON OR IN WRITING TO PRESENT
12 EVIDENCE AND ARGUMENT. THE PERSONNEL REVIEW BOARD MAY AFFIRM, MODIFY OR
13 REVERSE SUCH ACTION OR DETERMINATION.

14 (IV) THE PERSONNEL REVIEW BOARD SHALL DECIDE EACH APPEAL FILED WITHIN
15 SIXTY DAYS FOLLOWING THE DATE ON WHICH THE SUBMISSION OF FACTS, INFORMA-
16 TION AND EVIDENCE IS DEEMED COMPLETE BY THE PERSONNEL REVIEW BOARD.

17 (V) THE PERSON SEEKING REVIEW AND HIS OR HER REPRESENTATIVE SHALL BE
18 FURNISHED A COPY OF THE PERSONNEL REVIEW BOARD'S WRITTEN DECISION
19 CONCURRENTLY WITH ITS FILING WITH THE SECRETARY OF THE PERSONNEL REVIEW
20 BOARD. A DECISION OF THE PERSONNEL REVIEW BOARD SHALL BECOME FINAL AND
21 BINDING WHEN FILED WITH THE SECRETARY OF THE PERSONNEL REVIEW BOARD.
22 REVIEW OF ANY SUCH FINAL DECISION SHALL BE BY A PROCEEDING AUTHORIZED BY
23 ARTICLE SEVENTY-EIGHT OF THE CIVIL PRACTICE LAW AND RULES.

24 (F) BEFORE ADOPTING ANY RULE OR REGULATION AFFECTING THE RIGHTS OF
25 EMPLOYEES, THE PERSONNEL REVIEW BOARD SHALL PUBLISH NOTICE OF THE
26 PROPOSED RULE CHANGES NO LATER THAN THIRTY DAYS PRIOR TO THE PROPOSED
27 EFFECTIVE DATE.

28 (I) PUBLICATION OF THE NOTICE OF PROPOSED RULE-MAKING SHALL BE ACCOM-
29 PLISHED BY POSTING A COPY AT APPROPRIATE FACILITIES THROUGHOUT THE
30 AUTHORITY AS DETERMINED BY THE AUTHORITY, AND BY SERVING A COPY OF THE
31 NOTICE BY CERTIFIED MAIL RETURN RECEIPT REQUESTED UPON THE UNIONS CERTI-
32 FIED OR RECOGNIZED TO REPRESENT EMPLOYEES OF THE AUTHORITY. PUBLICATION
33 SHALL BE COMPLETE UPON THE POSTING AND MAILING AS DESCRIBED ABOVE.

34 (II) A NOTICE OF THE PROPOSED RULE-MAKING SHALL CONTAIN THE COMPLETE
35 TEXT OF THE PROPOSED RULE OR RULES, AND THE LAST DATE UPON WHICH THE
36 PERSONNEL REVIEW BOARD WILL RECEIVE COMMENT UPON THE PROPOSED RULE OR
37 RULES; PROVIDED, HOWEVER, THAT IF THE TEXT OF THE PROPOSED RULE EXCEEDS
38 TWO THOUSAND WORDS, THE NOTICE SHALL CONTAIN ONLY A DESCRIPTION OF THE
39 SUBJECT, PURPOSE AND SUBSTANCE OF SUCH RULE, AND SHALL STATE FROM WHAT
40 PERSON THE COMPLETE TEXT MAY BE OBTAINED.

41 (III) THE PERSONNEL REVIEW BOARD MAY RECEIVE COMMENTS ON A PROPOSED
42 RULE OR RULES IN WRITING OR, IN AN APPROPRIATE CASE, MAY CONDUCT A HEAR-
43 ING UPON THE PROPOSED RULE.

44 (IV) ANY RULE ADOPTED BY THE PERSONNEL REVIEW BOARD SHALL TAKE EFFECT
45 WHEN SIGNED BY THE CHAIR OF THE PERSONNEL REVIEW BOARD. NOTICE OF
46 ADOPTION OF A RULE SHALL BE PUBLISHED WITHIN TEN BUSINESS DAYS OF ITS
47 ADOPTION IN THE SAME MANNER AS THE NOTICE OF PROPOSED RULE-MAKING.

48 (V) IN PROMULGATING ITS RULES, THE PERSONNEL REVIEW BOARD SHALL NOT BE
49 SUBJECT TO THE PROVISIONS OF THE STATE ADMINISTRATIVE PROCEDURE ACT, THE
50 EXECUTIVE LAW OR THE PROCEDURE FOR ADOPTING RULES CONTAINED IN THE CIVIL
51 SERVICE LAW.

52 (VI) THE SECRETARY TO THE PERSONNEL REVIEW BOARD SHALL MAINTAIN
53 MINUTES OF THE MEETINGS OF THE PERSONNEL REVIEW BOARD AND SHALL MAINTAIN
54 COMPLETE COPIES OF THE RULES AND REGULATIONS ADOPTED BY THE PERSONNEL
55 REVIEW BOARD. SUCH MINUTES AND RULES SHALL BE OPEN TO PUBLIC INSPECTION
56 AND COPYING DURING ALL ORDINARY BUSINESS HOURS OF THE AUTHORITY IN

1 ACCORDANCE WITH THE APPLICABLE PROVISIONS OF ARTICLE SIX OF THE PUBLIC
2 OFFICERS LAW.

3 4. (A) THE AUTHORITY SHALL HAVE THE POWER TO PREPARE AND PROPOSE
4 PERSONNEL RULES AND REGULATIONS FOR CONSIDERATION AND ADOPTION OR
5 MODIFICATION BY THE PERSONNEL REVIEW BOARD. SUCH ADOPTED RULES SHALL
6 GUIDE THE AUTHORITY IN THE ADMINISTRATION OF PERSONNEL SERVICE.

7 (B) THE AUTHORITY SHALL DETERMINE THE MERIT AND FITNESS OF CANDIDATES
8 FOR COMPETITIVE CLASS POSITIONS THROUGH THE PREPARATION AND ADMINIS-
9 TRATION OF CONTENT BASED EXAMINATIONS FOR ENTRY LEVEL AND PROMOTIONAL
10 POSITIONS. THE AUTHORITY'S RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED
11 TO:

12 (I) CONDUCTING JOB ANALYSES TO IDENTIFY ESSENTIAL JOB DUTIES FOR THE
13 PREPARATION OF CONTENT BASED EXAMINATIONS AND ADMINISTERING SUCH EXAM-
14 INATIONS;

15 (II) ISSUING NOTICES OF EXAMINATION SETTING FORTH MINIMUM QUALIFICA-
16 TIONS REQUIRED, THE SUBJECTS OF THE EXAMINATION AND SUCH OTHER INFORMA-
17 TION AS IS APPROPRIATE;

18 (III) DETERMINING CANDIDATES' ELIGIBILITY FOR EXAMINATION;

19 (IV) ESTABLISHING ELIGIBLE LISTS BASED UPON THE RATINGS RECEIVED BY
20 CANDIDATES FOR HIRE AND PROMOTION; AND

21 (V) CERTIFICATION AND APPOINTMENT IN ACCORDANCE WITH THE REVIEW BOARD
22 RULES.

23 (C) THE AUTHORITY SHALL ESTABLISH REVIEW PROCEDURES FOR EXAMINATIONS
24 AND WHERE, FOLLOWING THE DULY ESTABLISHED PROCEDURES, A FINAL DETERMI-
25 NATION IS MADE AS TO THE ANSWERS THAT ARE ACCEPTABLE ON A PARTICULAR
26 EXAMINATION, COURT REVIEW SHALL BE LIMITED TO A DETERMINATION OF WHETHER
27 SUCH DULY ESTABLISHED REVIEW PROCEDURES WERE FOLLOWED, AND NO COURT
28 SHALL HAVE AUTHORITY TO DETERMINE WHETHER THE AUTHORITY'S DETERMINATION
29 WAS CORRECT.

30 (D) THE AUTHORITY SHALL HAVE THE POWER, SUBJECT TO APPEAL TO THE
31 PERSONNEL REVIEW BOARD OF ANY CLAIMED VIOLATION OF THE REVIEW BOARD
32 RULES:

33 (I) TO CLASSIFY AND/OR RECLASSIFY ANY POSITIONS IN THE CLASSIFIED
34 SERVICE OF THE AUTHORITY; AND

35 (II) TO ALLOCATE AND REALLOCATE TO AN APPROPRIATE SALARY GRADE ALL
36 POSITIONS IN THE EXEMPT, COMPETITIVE, NONCOMPETITIVE AND LABOR CLASSES
37 OF THE CLASSIFIED SERVICE OF THE AUTHORITY, INCLUDING TEMPORARY AND
38 SEASONAL POSITIONS.

39 (E) THE AUTHORITY SHALL ALSO HAVE THE FOLLOWING POWERS AND DUTIES:

40 (I) TO ASCERTAIN AND RECORD THE DUTIES AND RESPONSIBILITIES OF ALL
41 POSITIONS IN THE CLASSIFIED SERVICE OF THE AUTHORITY, TO ESTABLISH
42 ADEQUATE SPECIFICATIONS SHOWING THE QUALIFICATIONS FOR, AND THE NATURE
43 AND EXTENT AND SCOPE OF THE DUTIES AND RESPONSIBILITIES OF SUCH POSI-
44 TIONS, AND TO ASSIGN UNIFORM TITLES TO POSITIONS THAT ARE SO SUBSTAN-
45 Tially SIMILAR IN THEIR ESSENTIAL CHARACTER AND SCOPE OF THEIR DUTIES,
46 RESPONSIBILITIES AND QUALIFICATION REQUIREMENTS THAT THE SAME DESCRIP-
47 TIVE TITLE MAY BE USED TO DESIGNATE THEM, AND TO ASSURE THAT THE SAME
48 QUALIFICATIONS FOR APPOINTMENT THERETO MAY BE REASONABLY REQUIRED, THAT
49 THE SAME TESTS OF FITNESS MAY BE ESTABLISHED, AND THAT THE SAME RATE OF
50 COMPENSATION MAY BE REASONABLY APPLIED;

51 (II) TO INVESTIGATE ALL MATTERS AFFECTING THE CLASSIFICATION AND
52 COMPENSATION OF POSITIONS, TO HEAR AND DETERMINE ALL COMPLAINTS WITH
53 RESPECT TO THE CLASSIFICATION AND COMPENSATION OF POSITIONS AND FROM
54 TIME TO TIME TO REVIEW THE DUTIES, RESPONSIBILITIES, QUALIFICATION
55 REQUIREMENTS AND COMPENSATION OF POSITIONS AND TO MAKE SUCH REVISIONS IN

1 THE CLASSIFICATION OR COMPENSATION OF POSITIONS AS CHANGES IN THE
2 SERVICE OF THE AUTHORITY MAY REQUIRE;

3 (III) TO PROVIDE TO ANY PERSON AGGRIEVED BY THE CLASSIFICATION OR
4 ALLOCATION OF A POSITION A REASONABLE OPPORTUNITY TO PRESENT FACTS IN
5 SUPPORT OF OR IN RELATION TO SUCH CLASSIFICATION OR ALLOCATION, AT A
6 TIME AND IN SUCH MANNER AS IT MAY SPECIFY, AND TO RENDER AND FURNISH TO
7 THE PERSON AGGRIEVED A WRITTEN DECISION THEREON; AND

8 (IV) FOR THE PURPOSES OF SECTIONS FORTY-TWO AND SEVENTY-FIVE OF THE
9 CIVIL SERVICE LAW, AND NOTWITHSTANDING ANY INCONSISTENT PROVISION OF
10 SUCH SECTIONS, AND SUBJECT TO THE REVIEW BOARD RULES, TO DESIGNATE POSI-
11 TIONS IN THE NON-COMPETITIVE CLASS AS CONFIDENTIAL AND REQUIRING THE
12 PERFORMANCE OF FUNCTIONS INFLUENCING POLICY. THIS PROVISION SHALL NOT
13 AFFECT THE CLASSIFICATION OF ANY POSITION IN THE NON-COMPETITIVE CLASS
14 AS CONFIDENTIAL OR REQUIRING THE PERFORMANCE OF FUNCTIONS INFLUENCING
15 POLICY MADE BY THE APPROPRIATE CIVIL SERVICE COMMISSION PRIOR TO THE
16 ADOPTION OF THE REVIEW BOARD RULES.

17 (F) ANY CLASSIFICATION OR RECLASSIFICATION OF A POSITION MADE PURSUANT
18 TO THE REVIEW BOARD RULES AND ANY ALLOCATION OR REALLOCATION OF A POSI-
19 TION TO A SALARY GRADE MADE BY THE AUTHORITY PURSUANT TO THIS SECTION
20 SHALL BECOME EFFECTIVE ON THE DATE APPROVED BY THE PRESIDENT OF THE
21 AUTHORITY OR HIS OR HER DESIGNEE.

22 (G) THE CLASSIFIED SERVICE OF THE AUTHORITY SHALL COMPRISE ALL POSI-
23 TIONS NOT INCLUDED IN THE UNCLASSIFIED SERVICE. THE POSITIONS IN THE
24 CLASSIFIED SERVICE OF THE AUTHORITY SHALL BE DIVIDED INTO FOUR CLASSES
25 DESIGNATED AS THE EXEMPT CLASS, THE NON-COMPETITIVE CLASS, THE COMPET-
26 ITIVE CLASS AND THE LABOR CLASS.

27 (I) THE EXEMPT CLASS SHALL CONSIST OF SUCH POSITIONS AND OFFICES WHICH
28 THE AUTHORITY SHALL DETERMINE TO BE IMPRACTICABLE TO FILL BY COMPETITIVE
29 OR NON-COMPETITIVE EXAMINATION.

30 (II) THE NON-COMPETITIVE CLASS SHALL INCLUDE ALL POSITIONS THAT ARE
31 NOT IN THE EXEMPT CLASS OR LABOR CLASS AND FOR WHICH THE AUTHORITY
32 CANNOT PRACTICALLY ASCERTAIN THE MERIT AND FITNESS OF APPLICANTS BY
33 COMPETITIVE EXAMINATION.

34 (III) THE LABOR CLASS SHALL COMPRISE ALL UNSKILLED LABORERS IN THE
35 SERVICE OF THE AUTHORITY. THE AUTHORITY MAY DETERMINE THAT A TITLE IN
36 THE LABOR CLASS IS APPROPRIATE TO PARTICIPATE IN A PROMOTIONAL EXAMINA-
37 TION FOR A HIGHER TITLE IN THE COMPETITIVE CLASS.

38 (IV) THE COMPETITIVE CLASS SHALL INCLUDE ALL POSITIONS WHERE THE
39 AUTHORITY HAS DETERMINED THAT THE MERIT AND FITNESS OF APPLICANTS MAY BE
40 DETERMINED BY COMPETITIVE EXAMINATION, AND SHALL INCLUDE ALL POSITIONS
41 IN THE CLASSIFIED SERVICE OF THE AUTHORITY EXCEPT SUCH POSITIONS AS ARE
42 IN THE EXEMPT CLASS, THE NON-COMPETITIVE CLASS OR THE LABOR CLASS.

43 (H) (I) ALL APPLICANTS SHALL BE SUBJECT TO BACKGROUND INVESTIGATIONS,
44 INCLUDING BUT NOT LIMITED TO THE CRIMINAL HISTORY OF ALL APPLICANTS FOR
45 EMPLOYMENT TO DETERMINE THE SUITABILITY OF SUCH APPLICANTS FOR EMPLOY-
46 MENT. SUCH INVESTIGATION SHALL INCLUDE BUT NOT BE LIMITED TO THE TAKING
47 OF FINGERPRINTS OF SUCH OFFICERS AND EMPLOYEES AS A PREREQUISITE FOR
48 EMPLOYMENT; PROVIDED, HOWEVER, THAT EVERY SET OF FINGERPRINTS TAKEN
49 PURSUANT TO THIS PARAGRAPH EITHER SHALL BE PROMPTLY SUBMITTED TO THE
50 DIVISION OF CRIMINAL JUSTICE SERVICES, OR ITS SUCCESSOR, WHERE IT SHALL
51 BE APPROPRIATELY PROCESSED AND FORWARDED TO THE FEDERAL BUREAU OF INVES-
52 TIGATION, OR ITS SUCCESSOR, AT A RATE REQUIRED BY SUCH AGENCIES FOR
53 STATE AND NATIONAL CRIMINAL HISTORY RECORD CHECKS OR THE AUTHORITY MAY
54 USE SUCH ALTERNATIVE MEANS TO PROCESS FINGERPRINTS FOR THE PURPOSE OF A
55 CRIMINAL HISTORY RECORD CHECK AS IT MAY DEEM APPROPRIATE.

(II) THE AUTHORITY MAY ALSO AUTHORIZE THE METROPOLITAN TRANSPORTATION AUTHORITY OR ANY SUBSIDIARY OR AFFILIATE OF THE AUTHORITY OR OF THE METROPOLITAN TRANSPORTATION AUTHORITY, ON BEHALF OF WHICH THE AUTHORITY PROCESSES APPLICANTS, TO OBTAIN THE FINGERPRINTS OF SUCH APPLICANTS AND THAT AUTHORITY SHALL CONDUCT THE BACKGROUND INVESTIGATION AS SET FORTH IN SUBPARAGRAPH (I) OF THIS PARAGRAPH.

(I) (I) THE AUTHORITY IS AUTHORIZED TO ESTABLISH AND COLLECT FEES FROM EVERY APPLICANT FOR EXAMINATION FOR A POSITION IN THE COMPETITIVE CLASS OR FOR APPOINTMENT IN THE LABOR CLASS AND FROM EVERY APPOINTEE UPON ANY PROVISIONAL APPOINTMENT OR UPON APPOINTMENT IN THE NON-COMPETITIVE CLASS, AS SET FORTH IN THE REVIEW BOARD RULES.

(II) NOTWITHSTANDING THE PROVISIONS OF SUBPARAGRAPH (I) OF THIS PARAGRAPH, THE PRESIDENT OF THE AUTHORITY, SUBJECT TO THE APPROVAL OF THE EXECUTIVE DIRECTOR, MAY ELECT TO WAIVE APPLICATION FEES, OR TO ABOLISH FEES FOR SPECIFIC CLASSES OF POSITIONS OR TYPES OF EXAMINATIONS OR CANDIDATES.

(III) ALL FEES COLLECTED HEREUNDER BY THE AUTHORITY SHALL CONSTITUTE REVENUE FOR THE AUTHORITY.

(J) (I) WHERE, BECAUSE OF ECONOMY, CONSOLIDATION OR ABOLITION OF FUNCTIONS, CURTAILMENT OF ACTIVITIES OR OTHERWISE, POSITIONS IN THE COMPETITIVE CLASS OF SERVICE OF THE AUTHORITY ARE ABOLISHED OR REDUCED IN RANK OR SALARY GRADE, INCUMBENTS HOLDING THE SAME OR SIMILAR POSITIONS WITHIN THE SAME JURISDICTIONAL CLASSIFICATION WITHIN THE AUTHORITY SHALL BE SUSPENDED OR DEMOTED IN THE INVERSE ORDER OF ORIGINAL APPOINTMENT ON A PERMANENT BASIS IN THE CLASSIFIED SERVICE AS SET FORTH IN SUBPARAGRAPH (II) OF THIS PARAGRAPH; PROVIDED, HOWEVER, THAT INCUMBENTS HOLDING THE SAME OR SIMILAR POSITIONS WITHIN THE SAME JURISDICTIONAL CLASSIFICATION WITHIN THE AUTHORITY WHO HAVE NOT COMPLETED THEIR PROBATIONARY SERVICE SHALL BE SUSPENDED OR DEMOTED AS THE CASE MAY BE BEFORE ANY PERMANENT INCUMBENTS, AND AMONG SUCH PROBATIONARY EMPLOYEES THE ORDER OF SUSPENSION OR DEMOTION SHALL BE DETERMINED AS IF SUCH EMPLOYEES WERE PERMANENT INCUMBENTS. THE PERSONNEL REVIEW BOARD MAY, BY RULE, DESIGNATE AS SEPARATE UNITS FOR SUSPENSION AND/OR DEMOTION UNDER THE PROVISIONS OF THIS SUBPARAGRAPH ANY DEPARTMENT, DIVISION OR SUBDIVISION OF THE AUTHORITY AND UPON THE ABOLITION OR REDUCTION OF POSITIONS IN SUCH SERVICE, SUSPENSION AND/OR DEMOTION SHALL BE MADE FROM AMONG INCUMBENTS HOLDING THE SAME OR SIMILAR POSITIONS IN SUCH SEPARATE UNIT.

(II) THE DATE OF ORIGINAL APPOINTMENT OF EMPLOYEES OF THE AUTHORITY SHALL BE THE DATE OF ORIGINAL APPOINTMENT ON A PERMANENT BASIS IN THE CLASSIFIED SERVICE OF THE AUTHORITY FOLLOWED BY CONTINUOUS SERVICE IN THE AUTHORITY UP TO THE TIME OF SUSPENSION OR DEMOTION; EXCEPT THAT FOR THOSE EMPLOYEES WHO WERE IN THE COMPETITIVE AND LABOR CLASSES OF THE AUTHORITY ON THE EFFECTIVE DATE OF THIS SECTION, THE DATE OF ORIGINAL APPOINTMENT SHALL BE THE DATE OF ORIGINAL APPOINTMENT ON A PERMANENT BASIS IN THE CIVIL SERVICE OF THE CITY OF NEW YORK FOLLOWED BY CONTINUOUS SERVICE IN THE CIVIL SERVICE OF THE CITY OF NEW YORK OR THE AUTHORITY UP TO THE TIME OF SUSPENSION OR DEMOTION. FOR THE PURPOSES OF THIS SUBPARAGRAPH, AN EMPLOYEE WHO RESIGNED AND WAS REINSTATED OR REAPPOINTED IN THE CLASSIFIED SERVICE WITHIN ONE YEAR OF THE RESIGNATION, OR WHO WAS TERMINATED BECAUSE OF AN OCCUPATIONAL DISABILITY AND WAS AFTERWARDS REINSTATED, SHALL BE DEEMED TO HAVE CONTINUOUS SERVICE.

(III) THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY SHALL SUPPLY SUCH INFORMATION AS IS NECESSARY FOR THE DETERMINATION OF RIGHTS FOR RETENTION, ABOLITION OF POSITIONS, REDUCTIONS IN RANK OR REINSTATEMENT OF EMPLOYEES OF THE AUTHORITY WHOSE ORIGINAL APPOINTMENT WAS PRIOR TO THE ENACTMENT OF THIS SECTION, OR ANY OTHER SUCH INFORMATION OR ASSIST-

ANCE NEEDED BY THE AUTHORITY OR BY THE PERSONNEL REVIEW BOARD IN ORDER TO TAKE OVER THE FUNCTIONS PREVIOUSLY PERFORMED BY THE MUNICIPAL CIVIL SERVICE COMMISSION.

(IV) IN ANY CASE WHERE AN EMPLOYEE OF THE AUTHORITY IS SUSPENDED OR DEMOTED BECAUSE OF ABOLITION OR REDUCTION OF POSITIONS, THE AUTHORITY SHALL NOTIFY THE EMPLOYEE OR HIS OR HER REPRESENTATIVE OF THE PENDING ACTION.

(K) (I) PREFERRED LISTS SHALL BE ESTABLISHED AS FOLLOWS: WHERE, BECAUSE OF ECONOMY, CONSOLIDATION OR ABOLITION OF FUNCTIONS, CURTAILMENT OF ACTIVITIES OR OTHERWISE AN EMPLOYEE IN THE COMPETITIVE CLASS OF SERVICE OF THE AUTHORITY IS SUSPENDED OR DEMOTED, THE AUTHORITY SHALL PLACE THE NAME OF SUCH EMPLOYEE UPON A PREFERRED LIST, TOGETHER WITH OTHERS WHO MAY HAVE BEEN SUSPENDED OR DEMOTED FROM THE SAME OR SIMILAR POSITIONS IN THE SAME JURISDICTIONAL CLASS, AND CERTIFY SUCH LIST, AS HEREINAFTER PROVIDED, FOR FILLING VACANCIES WITHIN THE AUTHORITY IN THE SAME JURISDICTIONAL CLASS IN THE FOLLOWING ORDER: FIRST, IN THE SAME OR SIMILAR POSITION; SECOND, IN ANY POSITION IN A LOWER GRADE IN LINE OF PROMOTION; AND THIRD, IN ANY COMPARABLE POSITION AS DETERMINED BY THE AUTHORITY. SUCH PREFERRED LIST SHALL BE CERTIFIED FOR FILLING A VACANCY IN ANY SUCH POSITION BEFORE CERTIFICATION IS MADE FROM ANY OTHER LIST, INCLUDING A PROMOTION ELIGIBLE LIST, NOTWITHSTANDING THE FACT THAT NONE OF THE PERSONS ON SUCH PREFERRED LIST WAS SUSPENDED FROM OR DEMOTED IN THE DEPARTMENT OR SUSPENSION AND DEMOTION UNIT IN WHICH SUCH VACANCY EXISTS. NO OTHER NAME SHALL BE CERTIFIED FROM ANY OTHER LIST FOR ANY SUCH POSITION UNTIL SUCH PREFERRED LIST IS EXHAUSTED. THE ELIGIBILITY FOR REINSTATEMENT OF A PERSON WHOSE NAME APPEARS ON ANY SUCH PREFERRED LIST SHALL NOT CONTINUE FOR A PERIOD LONGER THAN FOUR YEARS FROM THE DATE OF SEPARATION OR DEMOTION.

(II) EXCEPT AS HEREINAFTER PROVIDED, THE NAMES OF PERSONS ON A PREFERRED LIST SHALL BE CERTIFIED THEREFROM FOR REINSTATEMENT TO A VACANCY WITHIN THE AUTHORITY IN AN APPROPRIATE POSITION IN THE ORDER OF THEIR ORIGINAL PERMANENT APPOINTMENTS IN ORDER OF SENIORITY AS DESCRIBED IN SUBPARAGRAPH (II) OF PARAGRAPH (J) OF THIS SUBDIVISION. WHERE SUCH A VACANCY EXISTS IN A SEPARATE SUSPENSION AND/OR DEMOTION UNIT, THE NAMES OF PERSONS SUSPENDED FROM OR DEMOTED IN SUCH UNIT, AND NOT THOSE SUSPENDED FROM OR DEMOTED IN ANOTHER UNIT OR IN THE AUTHORITY GENERALLY SHALL BE CERTIFIED FIRST.

(III) NOTWITHSTANDING ANY OF THE PROVISIONS OF THIS PARAGRAPH, NO PERSON SUSPENDED OR DEMOTED PRIOR TO THE COMPLETION OF HIS OR HER PROBATIONARY TERM SHALL BE CERTIFIED FOR REINSTATEMENT UNTIL THE EXHAUSTION OF THE PREFERRED LIST OF ALL OTHER ELIGIBLES THEREON. UPON REINSTATEMENT, SUCH PROBATIONER SHALL BE REQUIRED TO COMPLETE HIS OR HER PROBATIONARY TERM.

(IV) THE PERSONNEL REVIEW BOARD SHALL ADOPT RULES PROVIDING FOR THE RELINQUISHMENT OF ELIGIBILITY FOR REINSTATEMENT UPON FAILURE OR REFUSAL TO ACCEPT REINSTATEMENT FROM A PREFERRED LIST.

(V) A PERSON REINSTATED FROM A PREFERRED LIST TO HIS OR HER FORMER POSITION OR A SIMILAR POSITION IN THE SAME GRADE SHALL RECEIVE AT LEAST THE SAME SALARY SUCH PERSON WAS RECEIVING AT THE TIME OF SUSPENSION OR DEMOTION, EXCEPT IN THE EVENT THAT A SALARY REDUCTION HAS BEEN IMPLEMENTED IN THE FORMER POSITION PRIOR TO THE REINSTATEMENT, IN WHICH CASE THE SALARY AT REINSTATEMENT MUST INCLUDE THE REDUCTION.

(VI) NOTWITHSTANDING ANY OTHER PROVISIONS OF THIS SECTION, THE AUTHORITY MAY DISQUALIFY FOR REINSTATEMENT AND REMOVE FROM A PREFERRED LIST THE NAME OF ANY ELIGIBLE WHO IS PHYSICALLY OR MENTALLY UNABLE TO PERFORM THE DUTIES OF THE POSITION FOR WHICH SUCH LIST IS ESTABLISHED, OR WHO

1 HAS BEEN GUILTY OF SUCH MISCONDUCT AS WOULD WARRANT HIS OR HER DISMISSAL
2 FROM THE PUBLIC SERVICE. NO PERSON SHALL BE DISQUALIFIED PURSUANT TO
3 THIS SUBDIVISION UNLESS HE OR SHE IS FIRST GIVEN A WRITTEN STATEMENT OF
4 THE REASONS THEREFOR AND AN OPPORTUNITY FOR A HEARING AT WHICH SUCH
5 REASONS SHALL BE ESTABLISHED BY APPROPRIATE EVIDENCE, AND AT WHICH SUCH
6 PERSON MAY BE REPRESENTED BY COUNSEL AND PRESENT EVIDENCE. THE AUTHORITY
7 MAY DESIGNATE A PERSON TO HOLD SUCH HEARING AND REPORT THEREON.

8 (VII) NOTWITHSTANDING ANY OTHER PROVISIONS OF THIS PARAGRAPH, ANY
9 PERSON MAY VOLUNTARILY REMOVE HIS OR HER NAME FROM A PREFERRED LIST BY
10 APPLICATION TO THE AUTHORITY.

11 (VIII) AN EMPLOYEE WHO IS ELIGIBLE TO BE PLACED ON A PREFERRED LIST
12 PURSUANT TO THIS PARAGRAPH AND WHO ELECTS, AS A MEMBER OF A PUBLIC
13 EMPLOYEE RETIREMENT SYSTEM, TO RETIRE UPON A SUSPENSION OR DEMOTION,
14 SHALL BE PLACED ON A PREFERRED LIST AND SHALL BE ELIGIBLE FOR REIN-
15 STATEMENT WITHIN THE AUTHORITY FROM SUCH LIST.

16 (IX) NOTHING IN THIS PARAGRAPH SHALL REQUIRE THE AUTHORITY TO FILL ANY
17 VACANCY.

18 (L) WITH RESPECT TO LEAVE FOR ORDINARY DISABILITY, SECTION SEVENTY-TWO
19 OF THE CIVIL SERVICE LAW SHALL BE APPLIED EXCEPT THAT THE INDEPENDENT
20 HEARING OFFICER PROVIDED FOR UNDER SUBDIVISION ONE OF SUCH SECTION SHALL
21 BE SELECTED FROM A PANEL DESIGNATED BY THE AUTHORITY.

22 5. UPON THE REQUEST OF THE PERSONNEL REVIEW BOARD OR THE AUTHORITY,
23 THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY SHALL PROVIDE TECHNI-
24 CAL ADVICE AND ASSISTANCE IN THE ADMINISTRATION OF THE PROVISIONS OF
25 THIS SECTION, WITH RESPECT TO ALL MATTERS PENDING ON THE EFFECTIVE DATE
26 OF THIS SECTION. THE AUTHORITY AND SUCH MUNICIPAL CIVIL SERVICE COMMIS-
27 SION MAY AGREE UPON THE TERMS OF SUCH ADVICE AND ASSISTANCE. THEY MAY
28 FURTHER AGREE UPON THE TERMS AND CONDITIONS OF THE PROVISION OF ADVICE
29 AND ASSISTANCE WITH RESPECT TO MATTERS ARISING AFTER SUCH EFFECTIVE
30 DATE, AND SUCH AGREEMENT MAY PROVIDE FOR COMPENSATION TO SUCH COMMISSION
31 FOR SUCH ADVICE AND ASSISTANCE.

32 6. NOTWITHSTANDING ANY PROVISION TO THE CONTRARY CONTAINED IN ANY
33 GENERAL, SPECIAL OR LOCAL LAW, AND SPECIFICALLY NOTWITHSTANDING THE
34 PROVISIONS OF SECTION SIXTY-FIVE OF THE CIVIL SERVICE LAW:

35 (A) THE AUTHORITY, WITH THE APPROVAL OF THE REVIEW BOARD, SHALL
36 PROPOSE A PLAN TO THE STATE CIVIL SERVICE COMMISSION TO REDUCE THE
37 NUMBER OF PROVISIONAL EMPLOYEES IN THE COMPETITIVE CLASS SERVING IN
38 EXCESS OF THE AUTHORIZED TIMEFRAMES TO A NUMBER NOT TO EXCEED FIVE
39 PERCENT OF THE COMPETITIVE CLASS WORKFORCE WITHIN FIVE YEARS FROM THE
40 EFFECTIVE DATE OF THIS SECTION. THE STATE CIVIL SERVICE COMMISSION SHALL
41 HAVE THE POWER TO ACCEPT, REJECT OR MODIFY SUCH PLAN, PROVIDED THAT ANY
42 MODIFICATIONS SHALL BE MADE BY THE COMMISSION ONLY WITH THE CONSENT OF
43 THE AUTHORITY. IF THE AUTHORITY DOES NOT CONSENT TO MODIFICATIONS MADE
44 BY THE COMMISSION WITHIN SIXTY DAYS, THEN THE PLAN MAY BE DISAPPROVED BY
45 SUCH COMMISSION. SHOULD THE AUTHORITY NOT PROPOSE AN ACCEPTABLE PLAN TO
46 SUCH COMMISSION WITHIN ONE YEAR OF THE EFFECTIVE DATE OF THIS SECTION,
47 SUCH COMMISSION MAY CREATE ITS OWN PLAN AND APPROVE A FINAL PLAN AFTER
48 AFFORDING THE AUTHORITY AND ITS REVIEW BOARD SIXTY DAYS TO SUBMIT
49 COMMENTS AND RECOMMENDATIONS. THE REVIEW BOARD AND SUCH COMMISSION SHALL
50 HAVE THE POWER TO DIRECT THE AUTHORITY TO TAKE SPECIFIC ACTIONS TO MEET
51 THE REQUIREMENTS OF THE APPROVED PLAN. THE APPROVED PLAN MAY BE MODIFIED
52 BY SUCH COMMISSION UPON APPLICATION BY THE AUTHORITY, MADE WITH APPROVAL
53 OF THE REVIEW BOARD. MODIFICATION PURSUANT TO THE PRECEDING SENTENCE MAY
54 EXTEND THE DURATION OF THE PLAN TO A DATE NO MORE THAN ONE YEAR BEYOND
55 THE FIVE-YEAR PERIOD OTHERWISE AUTHORIZED BY THIS SUBDIVISION. FAILURE
56 OF SUCH COMMISSION TO ACT UPON ANY SUBMISSION BY THE AUTHORITY PURSUANT

1 TO THIS SUBDIVISION WITHIN SIXTY DAYS SHALL BE DEEMED AN APPROVAL OF
2 SUCH SUBMISSION. ANY SUCH SIXTY-DAY TIMEFRAME SHALL BE TOLLED BY A
3 REQUEST BY SUCH COMMISSION FOR ADDITIONAL INFORMATION PENDING THE
4 RECEIPT OF SUCH INFORMATION. SUCH COMMISSION SHALL APPROVE THE PLAN AND
5 ANY MODIFICATION THEREOF IF IT FINDS THAT, CONSISTENT WITH AVAILABLE
6 RESOURCES AND THE NEED FOR CONTINUITY IN PUBLIC SERVICES, SUCH PLAN OR
7 MODIFICATION THEREOF PROVIDES A TIMELY AND PRACTICABLE IMPLEMENTATION
8 SCHEDULE IN FURTHERANCE OF THE PURPOSES OF THIS SUBDIVISION. NOTWITH-
9 STANDING ANY INCONSISTENT PROVISION OF THIS SUBDIVISION, WHERE A MODIFI-
10 CATION IS INSUBSTANTIAL, AND WILL NOT MATERIALLY AFFECT THE ABILITY OF
11 THE AUTHORITY TO ACHIEVE TIMELY SUBSTANTIAL COMPLIANCE WITH THE TIME
12 PERIODS SET FORTH IN THE PLAN, THE AUTHORITY WITH APPROVAL OF ITS REVIEW
13 BOARD, MAY SO CERTIFY AND THE MODIFICATION MAY BE IMPLEMENTED AND SHALL
14 BE FILED BY THE AUTHORITY WITH SUCH COMMISSION WITHIN FIVE BUSINESS
15 DAYS.

16 (B) UPON THE EFFECTIVE DATE OF THIS SECTION, THE PROVISIONS OF SUBDI-
17 VISIONS TWO, FIVE AND SIX OF SECTION SIXTY-FIVE OF THE CIVIL SERVICE LAW
18 SHALL NOT APPLY TO AUTHORITY EMPLOYEES DURING THE PERIOD OF DEVELOPMENT,
19 SUBMISSION, APPROVAL AND IMPLEMENTATION OF SAID PLAN, AND THE AUTHORITY
20 SHALL IN NO EVENT BE CONSIDERED A "DCAS EMPLOYER" WITHIN THE MEANING OF
21 PARAGRAPH (A) OF SUBDIVISION FIVE OF SUCH SECTION. THE PROVISIONS OF
22 SUBDIVISION TWO OF SUCH SECTION SHALL BE APPLICABLE TO ANY PROVISIONAL
23 EMPLOYEE SERVING IN A POSITION FOR WHICH AN APPROPRIATE ELIGIBLE LIST
24 HAS BEEN ESTABLISHED PURSUANT TO SUCH PLAN, UNLESS SUCH LIST IS NOT
25 ADEQUATE TO FILL ALL POSITIONS THEN HELD ON A PROVISIONAL BASIS OR IS
26 EXHAUSTED IMMEDIATELY FOLLOWING ITS ESTABLISHMENT.

27 7. EXCEPT AS OTHERWISE PROVIDED IN THIS TITLE, AN EMPLOYEE OF THE
28 AUTHORITY SHALL NOT BE CONSIDERED A STATE OR CITY EMPLOYEE FOR ANY
29 PURPOSES SET FORTH IN ARTICLES ONE THROUGH NINE OF THE CIVIL SERVICE
30 LAW.

31 8. THE AUTHORITY AND THE METROPOLITAN TRANSPORTATION AUTHORITY OR ANY
32 OF ITS AFFILIATES OR SUBSIDIARIES ARE AUTHORIZED TO ASSIST OR COOPERATE
33 IN THE PERFORMANCE OF THE RESPONSIBILITIES OR FUNCTIONS SET FORTH IN
34 THIS SECTION IN SUCH MANNER AS THE AUTHORITY AND THE METROPOLITAN TRANS-
35 PORTATION AUTHORITY DEEM APPROPRIATE.

36 9. ALL REFERENCES IN THIS SECTION TO THE MUNICIPAL CIVIL SERVICE
37 COMMISSION OF THE CITY SHALL INCLUDE, BUT NOT BE LIMITED TO, ALL THE
38 POWERS AND DUTIES OF A MUNICIPAL CIVIL SERVICE COMMISSION ASSIGNED TO
39 THE COMMISSIONER OF THE DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES,
40 THE DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES, THE MAYOR, THE CITY
41 CIVIL SERVICE COMMISSION AND/OR THE HEADS OF THE CITY AGENCIES AS
42 PROVIDED IN CHAPTER THIRTY-FIVE OF THE NEW YORK CITY CHARTER AND AS SET
43 FORTH IN THE PERSONNEL RULES AND REGULATIONS OF THE CITY OF NEW YORK.

44 S 5. Subdivision 1 of section 554 of the public authorities law, as
45 amended by chapter 1011 of the laws of 1984, is amended to read as
46 follows:

47 1. [Officers] EXCEPT AS PROVIDED IN SECTION FIVE HUNDRED FIFTY-FOUR-A
48 OF THIS TITLE, OFFICERS and employees of any board or department in or
49 of the city may be transferred to the authority, and shall be eligible
50 for such transfer and appointment without examination to offices and
51 positions under the authority. Notwithstanding the provisions of this
52 title, the officers and employees of the city, who are members or bene-
53 ficiaries of any existing pension or retirement system, shall continue
54 to have the rights, privileges, obligations and status with respect to
55 such system or systems, as are now prescribed by law; and all such
56 employees, who have been appointed to positions in the service of the

1 city under the rules and classifications of the municipal civil service
2 commission shall have the same status with respect thereto after trans-
3 fer to the authority as they had under their original appointments. Any
4 person appointed by the authority under the rules and classifications of
5 the municipal civil service commission of the city, originally or by
6 transfer or otherwise, including persons employed or eligible for
7 appointment under the board of education of the city or of any agency of
8 any kind whatsoever subject to the rules and classifications of the
9 municipal civil service commission of the city, shall have and shall
10 continue to have all the rights, privileges, obligations and status with
11 respect to such pension or retirement systems, including not only the
12 right to admission therein, but continuance and reinstatement therein,
13 to the same extent and in like manner as though he had been appointed,
14 transferred or restored to the civil service of the city, the board of
15 education or any other agency of any kind whatsoever subject to the
16 rules and classifications of the municipal civil service commission of
17 the city. The appointment and promotion of all employees of the authori-
18 ty shall be made in accordance with the provisions of the civil service
19 law under the jurisdiction of the municipal civil service commission of
20 the city.

21 S 6. The public authorities law is amended by adding a new section
22 554-a to read as follows:

23 S 554-A. PERSONNEL SYSTEM; PERSONNEL REVIEW BOARD. 1. THE FOLLOWING
24 WORDS AND PHRASES, AS USED IN THIS SECTION, SHALL HAVE THE FOLLOWING
25 MEANINGS:

26 (A) "PERSONNEL REVIEW BOARD" OR "REVIEW BOARD" MEANS THE BODY
27 APPOINTED PURSUANT TO THIS SECTION BY THE BOARD AND SHALL ACT IN THE
28 CAPACITY AND FULFILL THE ROLES WHICH WOULD BE PERFORMED BY THE COMMIS-
29 SION, CIVIL SERVICE COMMISSION AND MUNICIPAL CIVIL SERVICE COMMISSION
30 FOR THE PURPOSES OF APPLYING THE CIVIL SERVICE LAW TO POSITIONS FORMERLY
31 COVERED BY SECTION FIVE HUNDRED FIFTY-FOUR OF THIS TITLE.

32 (B) "CLASSIFIED SERVICE" MEANS ALL POSITIONS IN THE AUTHORITY WHICH
33 ARE NOT IN THE UNCLASSIFIED SERVICE.

34 (C) "JURISDICTIONAL CLASSIFICATION" MEANS THE ASSIGNMENT OF POSITIONS
35 IN THE CLASSIFIED SERVICE TO THE COMPETITIVE, NONCOMPETITIVE, EXEMPT OR
36 LABOR CLASSES.

37 (D) "POSITION CLASSIFICATION", "CLASSIFICATION", "RECLASSIFICATION"
38 AND "CLASSIFY" MEAN GROUPING TOGETHER UNDER COMMON AND DESCRIPTIVE
39 TITLES THOSE POSITIONS THAT ARE SUBSTANTIALLY SIMILAR IN THE ESSENTIAL
40 CHARACTER AND SCOPE OF THEIR DUTIES AND RESPONSIBILITIES AND REQUIRED
41 QUALIFICATIONS.

42 2. THE APPOINTMENT, PROMOTION AND CONTINUATION OF EMPLOYMENT OF ALL
43 EMPLOYEES OF THE AUTHORITY SHALL BE GOVERNED BY THE CIVIL SERVICE LAW
44 AND THE RULES AND REGULATIONS PRESCRIBED BY THE PERSONNEL REVIEW BOARD
45 WHICH SHALL ASSUME THE POWERS PREVIOUSLY EXERCISED BY THE COMMISSION,
46 CIVIL SERVICE COMMISSION AND BY THE MUNICIPAL CIVIL SERVICE COMMISSION
47 OF THE CITY. UNTIL SUCH TIME AS RULES ARE PROMULGATED BY THE PERSONNEL
48 REVIEW BOARD, THE AUTHORITY SHALL ADMINISTER ITS PERSONNEL ACTIONS
49 PURSUANT TO RULES AND REGULATIONS, CLASS SPECIFICATIONS AND PERSONNEL
50 ORDERS OF THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY IN EFFECT
51 ON THE EFFECTIVE DATE OF THIS SUBDIVISION. SUCH RULES AND REGULATIONS,
52 SPECIFICATIONS AND ORDERS SHALL COLLECTIVELY BE DEEMED TO CONSTITUTE THE
53 RULES AND REGULATIONS OF THE REVIEW BOARD UNTIL SUCH TIME AS THE REVIEW
54 BOARD PROMULGATES ITS OWN RULES AND REGULATIONS. DURING SUCH PERIOD, ANY
55 REFERENCE TO THE MUNICIPAL CIVIL SERVICE COMMISSION, THE COMMISSIONER OF
56 CITYWIDE ADMINISTRATIVE SERVICES, THE DEPARTMENT OF CITYWIDE ADMINISTRA-

1 TIVE SERVICES OR ANY OTHER GOVERNMENTAL OFFICER, EMPLOYEE, AGENCY OR
2 OFFICE CONTAINED IN SUCH RULES AND REGULATIONS, SPECIFICATIONS AND
3 ORDERS SHALL BE DEEMED TO REFER TO THE PERSONNEL REVIEW BOARD, THE
4 AUTHORITY OR SUCH OTHER POSITION OR PERSON AS MAY BE DESIGNATED BY THE
5 PERSONNEL REVIEW BOARD.

6 (A) NOTWITHSTANDING ANY PROVISION TO THE CONTRARY CONTAINED IN ANY
7 GENERAL, SPECIAL OR LOCAL LAW, AND EXCEPT AS PROVIDED IN THIS SUBDIVI-
8 SION, PERMANENT EMPLOYEES OF THE AUTHORITY SHALL CONTINUE TO HOLD THEIR
9 POSITIONS WITHOUT FURTHER EXAMINATION AND SHALL HAVE ALL THE RIGHTS AND
10 PRIVILEGES OF THE JURISDICTIONAL CLASS TO WHICH SUCH POSITIONS MAY BE
11 ALLOCATED, EXCEPT THAT EFFECTIVE WITH THE ENACTMENT OF THIS SECTION, ALL
12 MANAGERIAL POSITIONS THAT REPORT TO THE EXECUTIVE OFFICER OF THE AUTHOR-
13 ITY, THEIR DIRECT REPORTS, AND THE DIVISION HEADS THAT REPORT TO THESE
14 DIRECT REPORTS SHALL BE DESIGNATED AS NON-COMPETITIVE IN RECOGNITION
15 THAT IT IS NOT PRACTICABLE TO ASCERTAIN THE MERIT AND FITNESS FOR THESE
16 POSITIONS BY COMPETITIVE EXAMINATION. THIS PROVISION SHALL NOT ACT TO
17 CHANGE THE NON-COMPETITIVE CLASSIFICATION OF ANY OTHER POSITION OR TITLE
18 CLASSIFIED AS NON-COMPETITIVE AS OF THE EFFECTIVE DATE OF THIS SECTION.
19 FURTHER, NOTWITHSTANDING ANY PROVISION TO THE CONTRARY CONTAINED IN ANY
20 GENERAL, SPECIAL OR LOCAL LAW, OR ANY OTHER PROVISION CONTAINED IN THIS
21 SECTION, WITHIN ONE YEAR FROM THE APPOINTMENT OF THE REVIEW BOARD, THE
22 AUTHORITY MAY REQUEST THAT THE REVIEW BOARD APPROVE THE RECLASSIFICATION
23 OR CREATION OF OTHER POSITIONS AND TITLES WITHIN THE AUTHORITY'S MANAGE-
24 RIAL WORK FORCE AS NON-COMPETITIVE WITHOUT THE NECESSITY OF ANY FURTHER
25 REVIEW IN RECOGNITION THAT IT IS NOT PRACTICABLE TO ASCERTAIN THE MERIT
26 AND FITNESS FOR THESE POSITIONS THROUGH COMPETITIVE EXAMINATIONS, SO
27 LONG AS THE POSITIONS REQUESTED TO BE CLASSIFIED AS NON-COMPETITIVE ARE
28 NOT MORE THAN FIVE REPORTING LEVELS FROM THE EXECUTIVE OFFICER OF THE
29 AUTHORITY. SUCH REQUEST SHALL INCLUDE A DESCRIPTION OF THE DUTIES OF
30 SUCH POSITIONS AND AN EXPLANATION OF THE JUSTIFICATION FOR THE CLASSI-
31 FICATION AS NON-COMPETITIVE. THE REVIEW BOARD SHALL HAVE THE POWER TO
32 DESIGNATE SUCH POSITIONS AS NON-COMPETITIVE UPON RECEIPT OF SUCH REQUEST
33 OR WITHIN SUCH TIME AS IT FINDS APPROPRIATE. THIS SECTION SHALL NOT
34 PRECLUDE ANY OTHER APPLICATION FOR CLASSIFICATION OF POSITIONS OR TITLES
35 AS NON-COMPETITIVE IN ACCORDANCE WITH THE PROCEDURES OTHERWISE APPLICA-
36 BLE TO CLASSIFICATIONS.

37 (B) THE OFFICERS AND EMPLOYEES OF THE AUTHORITY SHALL CONTINUE TO BE
38 SUBJECT TO ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW AND FOR ALL SUCH
39 PURPOSES SHALL BE DEEMED "PUBLIC EMPLOYEES". NOTWITHSTANDING ANY
40 PROVISION TO THE CONTRARY IN ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW
41 OR ANY OTHER GENERAL, SPECIAL OR LOCAL LAW, ANY MATTER CONSIDERED TO BE
42 A TERM AND CONDITION OF EMPLOYMENT THAT HAD BEEN WITHIN THE EXCLUSIVE
43 AUTHORITY OF THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY ON OR
44 PRIOR TO THE EFFECTIVE DATE OF THIS SECTION THAT WAS NOT A MANDATORY
45 SUBJECT OF BARGAINING UNDER ARTICLE FOURTEEN OF THE CIVIL SERVICE LAW AS
46 A RESULT OF SUCH EXCLUSIVE AUTHORITY SHALL REMAIN A NON-MANDATORY
47 SUBJECT OF BARGAINING FOR THE AUTHORITY AFTER, AND REGARDLESS OF, THE
48 CHANGES SET FORTH IN THIS SECTION.

49 (C) NOTHING CONTAINED IN THIS SUBDIVISION SHALL SUPERSEDE, EXPAND,
50 IMPAIR OR DIMINISH THE RIGHTS OF ANY OFFICER OR EMPLOYEE OF THE AUTHORI-
51 TY UNDER OR PURSUANT TO SECTION TWO HUNDRED TWENTY OF THE LABOR LAW, OR
52 LIMIT EMPLOYEE RIGHTS TO INSTITUTE PROCEEDINGS AGAINST THE AUTHORITY IN
53 ACCORDANCE WITH ARTICLE SEVENTY-EIGHT OF THE CIVIL PRACTICE LAW AND
54 RULES.

55 3. (A) THE BOARD SHALL APPOINT A PERSONNEL REVIEW BOARD CONSISTING OF
56 THREE PERSONS. THE BOARD AND THE BOARD OF THE NEW YORK CITY TRANSIT

1 AUTHORITY SHALL JOINTLY APPOINT BY SEPARATE RESOLUTIONS THE MEMBERS OF
2 THE PERSONNEL REVIEW BOARD, AND SUCH MEMBERS SHALL ALSO SERVE AS THE
3 PERSONNEL REVIEW BOARD THAT IS ESTABLISHED UNDER PARAGRAPH (A) OF SUBDI-
4 VISION THREE OF SECTION TWELVE HUNDRED TEN-B OF THIS CHAPTER. PERSONS
5 APPOINTED TO THE PERSONNEL REVIEW BOARD MAY NOT BE CURRENT MEMBERS,
6 OFFICERS OR EMPLOYEES OF THE AUTHORITY, THE NEW YORK CITY TRANSIT
7 AUTHORITY, OR THE METROPOLITAN TRANSPORTATION AUTHORITY, INCLUDING
8 AFFILIATES AND/OR SUBSIDIARIES OF SUCH AUTHORITIES, OR CURRENT OFFICERS
9 OR AGENTS OF ANY LABOR ORGANIZATION REPRESENTING EMPLOYEES OF SUCH
10 AUTHORITIES, AFFILIATES, AND/OR SUBSIDIARIES.

11 (I) THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL BE APPOINTED FOR
12 THREE-YEAR TERMS, EXCEPT THAT THE TERMS OF THE MEMBERS OF THE PERSONNEL
13 REVIEW BOARD SHALL BE STAGGERED SO THAT THE TERM OF ONE MEMBER EXPIRES
14 EACH YEAR, WITH THE INITIAL TERM OF THE FIRST MEMBER EXPIRING AT THE
15 CONCLUSION OF THE THIRD YEAR FOLLOWING APPOINTMENT, THE INITIAL TERM OF
16 THE SECOND MEMBER EXPIRING AT THE CONCLUSION OF THE FOURTH YEAR AND THE
17 INITIAL TERM OF THE THIRD MEMBER EXPIRING AT THE CONCLUSION OF THE FIFTH
18 YEAR.

19 (II) ANY MEMBER OF THE PERSONNEL REVIEW BOARD MAY BE REMOVED PURSUANT
20 TO THE PROVISIONS OF SUBDIVISION ONE OF SECTION TWENTY-FOUR OF THE CIVIL
21 SERVICE LAW. IN THE EVENT OF SUCH A REMOVAL, OR OF A RESIGNATION BY A
22 MEMBER OF THE PERSONNEL REVIEW BOARD, THE BOARD OF THE TRIBOROUGH BRIDGE
23 AND TUNNEL AUTHORITY, IN CONJUNCTION WITH THE BOARD OF THE NEW YORK CITY
24 TRANSIT AUTHORITY, SHALL APPOINT A SUCCESSOR FOR THE UNEXPIRED TERM OF
25 THE MEMBER IN ACCORDANCE WITH THE REQUIREMENTS AND PROCEDURES SET FORTH
26 IN THIS PARAGRAPH.

27 (III) THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL ANNUALLY ELECT
28 ONE OF THE MEMBERS TO SERVE AS CHAIR.

29 (B) (I) THE PERSONNEL REVIEW BOARD SHALL PRESCRIBE AND AMEND RULES AND
30 REGULATIONS CONSISTENT WITH THE APPLICABLE PROVISIONS OF THE CIVIL
31 SERVICE LAW, FOR EFFECTING THE PROVISIONS OF THIS SECTION, INCLUDING BUT
32 NOT LIMITED TO RULES FOR:

33 (A) THE JURISDICTIONAL CLASSIFICATION OF OFFICES AND POSITIONS IN THE
34 CLASSIFIED SERVICE OF THE AUTHORITY;

35 (B) EXAMINATIONS, APPOINTMENTS, PROMOTIONS, TRANSFERS, AND REIN-
36 STATEMENTS;

37 (C) THE HEARING AND DETERMINATION OF APPEALS;

38 (D) THE DESIGNATION OF POSITIONS IN THE NON-COMPETITIVE CLASS WHICH
39 ARE CONFIDENTIAL OR REQUIRE THE PERFORMANCE OF FUNCTIONS INFLUENCING
40 POLICY; AND

41 (E) THE DESIGNATION AS SEPARATE UNITS FOR SUSPENSION OR DEMOTION UPON
42 THE ABOLITION OR REDUCTION OF POSITIONS IN ANY DEPARTMENT, DIVISION OR
43 SUBDIVISION OF THE AUTHORITY.

44 (II) THE PERSONNEL REVIEW BOARD SHALL HEAR AND DETERMINE APPEALS
45 INSTITUTED BY ANY PERSON BELIEVING HIMSELF OR HERSELF AGGRIEVED BY ANY
46 ACTION OR DETERMINATION OF THE AUTHORITY ALLEGED TO BE IN VIOLATION OF
47 THE APPLICABLE REVIEW BOARD RULES OR APPLICABLE PERSONNEL RULES AND
48 REGULATIONS, CLASS SPECIFICATIONS AND PERSONNEL ORDERS OF THE CITY OF
49 NEW YORK AND ALL OTHER APPLICABLE PROVISIONS OF LOCAL OR GENERAL LAWS
50 RELATING TO CIVIL SERVICE PERSONNEL UNTIL SUCH REVIEW BOARD RULES ARE
51 ADOPTED; PROVIDED, HOWEVER, THAT NO SUCH APPEAL SHALL BE ALLOWED IF THE
52 ACTION OR DETERMINATION INVOLVED WAS CONSIDERED AND APPROVED IN ADVANCE
53 BY THE PERSONNEL REVIEW BOARD.

54 (III) UPON SUBMISSION OF A NOTICE OF APPEAL FROM ANY INDIVIDUAL OR HIS
55 OR HER REPRESENTATIVE, THE PERSONNEL REVIEW BOARD SHALL REVIEW THE CLAIM
56 AND DETERMINE IF THE ACTION VIOLATED THE REVIEW BOARD RULES, PROMULGATED

1 UNDER THE POWERS GRANTED HEREIN, INCLUDING, BUT NOT LIMITED TO RULES
2 FOR:

3 (A) THE JURISDICTIONAL CLASSIFICATION OF OFFICES AND POSITIONS IN THE
4 CLASSIFIED SERVICE OF THE AUTHORITY;

5 (B) EXAMINATIONS, APPOINTMENTS, PROMOTIONS, TRANSFERS, AND REIN-
6 STATEMENTS; AND

7 (C) THE DESIGNATION OF POSITIONS IN THE NON-COMPETITIVE CLASS WHICH
8 ARE CONFIDENTIAL OR REQUIRE THE PERFORMANCE OF FUNCTIONS INFLUENCING
9 POLICY.

10 (IV) THE PERSONNEL REVIEW BOARD SHALL HAVE THE POWER TO ADMINISTER
11 OATHS AND TO ISSUE SUBPOENAS TO REQUIRE THE ATTENDANCE IN THIS STATE OF
12 WITNESSES AND THE PRODUCTION OF BOOKS AND PAPERS PERTINENT TO THE
13 APPEAL. FOR THIS PURPOSE THE PERSONNEL REVIEW BOARD SHALL POSSESS ALL
14 THE POWERS CONFERRED BY THE CIVIL PRACTICE LAW AND RULES UPON A BOARD,
15 COMMISSION OR COMMITTEE. THE PERSONNEL REVIEW BOARD AND ANY OFFICER OR
16 EMPLOYEE DESIGNATED IN WRITING BY THE AUTHORITY TO ACT ON BEHALF OF THE
17 PERSONNEL REVIEW BOARD MAY INVOKE THE POWER OF ANY COURT OF RECORD IN
18 THE STATE TO COMPEL WITNESSES TO ATTEND, TESTIFY AND PRODUCE BOOKS AND
19 PAPERS.

20 (C) THE SECRETARY OF THE AUTHORITY, OR SUCH OTHER PERSON EMPLOYED BY
21 THE AUTHORITY OR THE METROPOLITAN TRANSPORTATION AUTHORITY, ITS OTHER
22 AFFILIATES OR SUBSIDIARIES AS MAY BE DESIGNATED BY THE EXECUTIVE DIREC-
23 TOR, SHALL SERVE AS SECRETARY OF THE PERSONNEL REVIEW BOARD.

24 (D) THE MEMBERS OF THE PERSONNEL REVIEW BOARD SHALL RECEIVE THE NECES-
25 SARY TRAVEL AND OTHER EXPENSES INCURRED IN THE PERFORMANCE OF THE DUTIES
26 OF SUCH OFFICE, AND SHALL RECEIVE IN ADDITION A PER DIEM FEE FOR
27 SERVICES RENDERED AS SHALL BE DETERMINED BY THE BOARD.

28 (E) (I) ANY APPEAL AUTHORIZED BY THIS SUBDIVISION SHALL BE INSTITUTED
29 BY FILING WITH THE PERSONNEL REVIEW BOARD A WRITTEN NOTICE OF APPEAL
30 STATING THE RULE AND REGULATION, ACTION OR DETERMINATION WHICH IS THE
31 SUBJECT OF THE APPEAL, THE GROUNDS FOR THE APPEAL AND THE RULE OR REGU-
32 LATION CLAIMED TO BE VIOLATED AND SIGNED BY THE PERSON OR PERSONS
33 APPEALING OR THEIR REPRESENTATIVE.

34 (II) ANY SUCH APPEAL SHALL BE FILED WITHIN THIRTY DAYS FOLLOWING
35 NOTICE BY THE AUTHORITY OF THE ACTION OR DETERMINATION TO BE REVIEWED;
36 EXCEPT THAT THE PERSONNEL REVIEW BOARD FOR GOOD CAUSE SHOWN MAY WAIVE
37 SUCH THIRTY-DAY LIMITATION.

38 (III) THE PERSONNEL REVIEW BOARD MAY INVESTIGATE OR INQUIRE INTO THE
39 FACTS RELATIVE TO THE ACTION OR DETERMINATION APPEALED FROM AS MAY BE
40 DEEMED ADVISABLE AND SHALL AFFORD THE APPELLANT AND/OR HIS OR HER REPRE-
41 SENTATIVE AN OPPORTUNITY TO BE HEARD IN PERSON OR IN WRITING TO PRESENT
42 EVIDENCE AND ARGUMENT. THE PERSONNEL REVIEW BOARD MAY AFFIRM, MODIFY OR
43 REVERSE SUCH ACTION OR DETERMINATION.

44 (IV) THE PERSONNEL REVIEW BOARD SHALL DECIDE EACH APPEAL FILED WITHIN
45 SIXTY DAYS FOLLOWING THE DATE ON WHICH THE SUBMISSION OF FACTS, INFORMA-
46 TION AND EVIDENCE IS DEEMED COMPLETE BY THE PERSONNEL REVIEW BOARD.

47 (V) THE PERSON SEEKING REVIEW AND HIS OR HER REPRESENTATIVE SHALL BE
48 FURNISHED A COPY OF THE PERSONNEL REVIEW BOARD'S WRITTEN DECISION
49 CONCURRENTLY WITH ITS FILING WITH THE SECRETARY OF THE PERSONNEL REVIEW
50 BOARD. A DECISION OF THE PERSONNEL REVIEW BOARD SHALL BECOME FINAL AND
51 BINDING WHEN FILED WITH THE SECRETARY OF THE PERSONNEL REVIEW BOARD.
52 REVIEW OF ANY SUCH FINAL DECISION SHALL BE BY A PROCEEDING AUTHORIZED BY
53 ARTICLE SEVENTY-EIGHT OF THE CIVIL PRACTICE LAW AND RULES.

54 (F) BEFORE ADOPTING ANY RULE OR REGULATION AFFECTING THE RIGHTS OF
55 EMPLOYEES, THE PERSONNEL REVIEW BOARD SHALL PUBLISH NOTICE OF THE

1 PROPOSED RULE CHANGES NO LATER THAN THIRTY DAYS PRIOR TO THE PROPOSED
2 EFFECTIVE DATE.

3 (I) PUBLICATION OF THE NOTICE OF PROPOSED RULE-MAKING SHALL BE ACCOM-
4 PLISHED BY POSTING A COPY AT APPROPRIATE FACILITIES THROUGHOUT THE
5 AUTHORITY AS DETERMINED BY THE AUTHORITY AND BY SERVING A COPY OF THE
6 NOTICE BY CERTIFIED MAIL RETURN RECEIPT REQUESTED UPON THE UNIONS CERTI-
7 FIED OR RECOGNIZED TO REPRESENT EMPLOYEES OF THE AUTHORITY. PUBLICATION
8 SHALL BE COMPLETE UPON THE POSTING AND MAILING AS DESCRIBED ABOVE.

9 (II) A NOTICE OF THE PROPOSED RULE-MAKING SHALL CONTAIN THE COMPLETE
10 TEXT OF THE PROPOSED RULE OR RULES, AND THE LAST DATE UPON WHICH THE
11 PERSONNEL REVIEW BOARD WILL RECEIVE COMMENT UPON THE PROPOSED RULE OR
12 RULES; PROVIDED, HOWEVER, THAT IF THE TEXT OF THE PROPOSED RULE EXCEEDS
13 TWO THOUSAND WORDS, THE NOTICE SHALL CONTAIN ONLY A DESCRIPTION OF THE
14 SUBJECT, PURPOSE AND SUBSTANCE OF SUCH RULE, AND SHALL STATE FROM WHAT
15 PERSON THE COMPLETE TEXT MAY BE OBTAINED.

16 (III) THE PERSONNEL REVIEW BOARD MAY RECEIVE COMMENTS ON A PROPOSED
17 RULE OR RULES IN WRITING OR, IN AN APPROPRIATE CASE, MAY CONDUCT A HEAR-
18 ING UPON THE PROPOSED RULE.

19 (IV) ANY RULE ADOPTED BY THE PERSONNEL REVIEW BOARD SHALL TAKE EFFECT
20 WHEN SIGNED BY THE CHAIRPERSON OF THE PERSONNEL REVIEW BOARD. NOTICE OF
21 ADOPTION OF A RULE SHALL BE PUBLISHED WITHIN TEN BUSINESS DAYS OF ITS
22 ADOPTION IN THE SAME MANNER AS THE NOTICE OF PROPOSED RULE-MAKING.

23 (V) IN PROMULGATING ITS RULES, THE PERSONNEL REVIEW BOARD SHALL NOT BE
24 SUBJECT TO THE PROVISIONS OF THE STATE ADMINISTRATIVE PROCEDURE ACT, THE
25 EXECUTIVE LAW OR THE PROCEDURE FOR ADOPTING RULES CONTAINED IN THE CIVIL
26 SERVICE LAW.

27 (VI) THE SECRETARY TO THE PERSONNEL REVIEW BOARD SHALL MAINTAIN
28 MINUTES OF THE MEETINGS OF THE PERSONNEL REVIEW BOARD AND SHALL MAINTAIN
29 COMPLETE COPIES OF THE RULES AND REGULATIONS ADOPTED BY THE PERSONNEL
30 REVIEW BOARD. SUCH MINUTES AND RULES SHALL BE OPEN TO PUBLIC INSPECTION
31 AND COPYING DURING ALL ORDINARY BUSINESS HOURS OF THE AUTHORITY IN
32 ACCORDANCE WITH THE APPLICABLE PROVISIONS OF ARTICLE SIX OF THE PUBLIC
33 OFFICERS LAW.

34 4. (A) THE AUTHORITY SHALL HAVE THE POWER TO PREPARE AND PROPOSE
35 PERSONNEL RULES AND REGULATIONS FOR CONSIDERATION AND ADOPTION OR
36 MODIFICATION BY THE PERSONNEL REVIEW BOARD. SUCH ADOPTED RULES SHALL
37 GUIDE THE AUTHORITY IN THE ADMINISTRATION OF PERSONNEL SERVICE.

38 (B) THE AUTHORITY SHALL DETERMINE THE MERIT AND FITNESS OF CANDIDATES
39 FOR COMPETITIVE CLASS POSITIONS THROUGH THE PREPARATION AND ADMINIS-
40 TRATION OF CONTENT BASED EXAMINATIONS FOR ENTRY LEVEL AND PROMOTIONAL
41 POSITIONS. THE AUTHORITY'S RESPONSIBILITIES INCLUDE, BUT ARE NOT LIMITED
42 TO:

43 (I) CONDUCTING JOB ANALYSES TO IDENTIFY ESSENTIAL JOB DUTIES FOR THE
44 PREPARATION OF CONTENT BASED EXAMINATIONS AND ADMINISTERING SUCH EXAM-
45 INATIONS;

46 (II) ISSUING NOTICES OF EXAMINATION SETTING FORTH MINIMUM QUALIFICA-
47 TIONS REQUIRED, THE SUBJECTS OF THE EXAMINATION AND SUCH OTHER INFORMA-
48 TION AS IS APPROPRIATE;

49 (III) DETERMINING CANDIDATES' ELIGIBILITY FOR EXAMINATION;

50 (IV) ESTABLISHING ELIGIBLE LISTS BASED UPON THE RATINGS RECEIVED BY
51 CANDIDATES FOR HIRE AND PROMOTION; AND

52 (V) CERTIFICATION AND APPOINTMENT IN ACCORDANCE WITH THE REVIEW BOARD
53 RULES.

54 (C) THE AUTHORITY SHALL ESTABLISH REVIEW PROCEDURES FOR EXAMINATIONS
55 AND WHERE, FOLLOWING THE DULY ESTABLISHED PROCEDURES, A FINAL DETERMI-
56 NATION IS MADE AS TO THE ANSWERS THAT ARE ACCEPTABLE ON A PARTICULAR

EXAMINATION, COURT REVIEW SHALL BE LIMITED TO A DETERMINATION OF WHETHER SUCH DULY ESTABLISHED REVIEW PROCEDURES WERE FOLLOWED, AND NO COURT SHALL HAVE AUTHORITY TO DETERMINE WHETHER THE AUTHORITY'S DETERMINATION WAS CORRECT.

(D) THE AUTHORITY SHALL HAVE THE POWER, SUBJECT TO APPEAL TO THE PERSONNEL REVIEW BOARD OF ANY CLAIMED VIOLATION OF THE REVIEW BOARD RULES:

(I) TO CLASSIFY AND/OR RECLASSIFY ANY POSITIONS IN THE CLASSIFIED SERVICE OF THE AUTHORITY; AND

(II) TO ALLOCATE AND REALLOCATE TO AN APPROPRIATE SALARY GRADE ALL POSITIONS IN THE EXEMPT, COMPETITIVE, NON-COMPETITIVE AND LABOR CLASSES OF THE CLASSIFIED SERVICE OF THE AUTHORITY, INCLUDING TEMPORARY AND SEASONAL POSITIONS.

(E) THE AUTHORITY SHALL ALSO HAVE THE FOLLOWING POWERS AND DUTIES:

(I) TO ASCERTAIN AND RECORD THE DUTIES AND RESPONSIBILITIES OF ALL POSITIONS IN THE CLASSIFIED SERVICE OF THE AUTHORITY, TO ESTABLISH ADEQUATE SPECIFICATIONS SHOWING THE QUALIFICATIONS FOR, AND THE NATURE AND EXTENT AND SCOPE OF THE DUTIES AND RESPONSIBILITIES OF SUCH POSITIONS, AND TO ASSIGN UNIFORM TITLES TO POSITIONS THAT ARE SO SUBSTANTIALLY SIMILAR IN THEIR ESSENTIAL CHARACTER AND SCOPE OF THEIR DUTIES, RESPONSIBILITIES AND QUALIFICATION REQUIREMENTS THAT THE SAME DESCRIPTIVE TITLE MAY BE USED TO DESIGNATE THEM, AND TO ASSURE THAT THE SAME QUALIFICATIONS FOR APPOINTMENT THERETO MAY BE REASONABLY REQUIRED, THAT THE SAME TESTS OF FITNESS MAY BE ESTABLISHED, AND THAT THE SAME RATE OF COMPENSATION MAY BE REASONABLY APPLIED;

(II) TO INVESTIGATE ALL MATTERS AFFECTING THE CLASSIFICATION AND COMPENSATION OF POSITIONS, TO HEAR AND DETERMINE ALL COMPLAINTS WITH RESPECT TO THE CLASSIFICATION AND COMPENSATION OF POSITIONS, AND FROM TIME TO TIME TO REVIEW THE DUTIES, RESPONSIBILITIES, QUALIFICATION REQUIREMENTS AND COMPENSATION OF POSITIONS AND TO MAKE SUCH REVISIONS IN THE CLASSIFICATION OR COMPENSATION OF POSITIONS AS CHANGES IN THE SERVICE OF THE AUTHORITY MAY REQUIRE;

(III) TO PROVIDE TO ANY PERSON AGGRIEVED BY THE CLASSIFICATION OR ALLOCATION OF A POSITION A REASONABLE OPPORTUNITY TO PRESENT FACTS IN SUPPORT OF OR IN RELATION TO SUCH CLASSIFICATION OR ALLOCATION, AT A TIME AND IN SUCH MANNER AS IT MAY SPECIFY, AND TO RENDER AND FURNISH TO THE PERSON AGGRIEVED A WRITTEN DECISION THEREON; AND

(IV) FOR THE PURPOSES OF SECTIONS FORTY-TWO AND SEVENTY-FIVE OF THE CIVIL SERVICE LAW, AND NOTWITHSTANDING ANY INCONSISTENT PROVISION OF SUCH SECTIONS, AND SUBJECT TO THE REVIEW BOARD RULES, TO DESIGNATE POSITIONS IN THE NON-COMPETITIVE CLASS AS CONFIDENTIAL AND REQUIRING THE PERFORMANCE OF FUNCTIONS INFLUENCING POLICY. THIS PROVISION SHALL NOT AFFECT THE CLASSIFICATION OF ANY POSITION IN THE NON-COMPETITIVE CLASS AS CONFIDENTIAL OR REQUIRING THE PERFORMANCE OF FUNCTIONS INFLUENCING POLICY MADE BY THE APPROPRIATE CIVIL SERVICE COMMISSION PRIOR TO THE ADOPTION OF THE REVIEW BOARD RULES.

(F) ANY CLASSIFICATION OR RECLASSIFICATION OF A POSITION MADE PURSUANT TO THE REVIEW BOARD RULES AND ANY ALLOCATION OR REALLOCATION OF A POSITION TO A SALARY GRADE MADE BY THE AUTHORITY PURSUANT TO THIS SECTION SHALL BECOME EFFECTIVE ON THE DATE APPROVED BY THE EXECUTIVE OFFICER OF THE AUTHORITY OR HIS OR HER DESIGNEE.

(G) THE CLASSIFIED SERVICE OF THE AUTHORITY SHALL COMPRISE ALL POSITIONS NOT INCLUDED IN THE UNCLASSIFIED SERVICE. THE POSITIONS IN THE CLASSIFIED SERVICE OF THE AUTHORITY SHALL BE DIVIDED INTO FOUR CLASSES DESIGNATED AS THE EXEMPT CLASS, THE NON-COMPETITIVE CLASS, THE COMPETITIVE CLASS AND THE LABOR CLASS.

1 (I) THE EXEMPT CLASS SHALL CONSIST OF SUCH POSITIONS AND OFFICES WHICH
2 THE AUTHORITY SHALL DETERMINE TO BE IMPRACTICABLE TO FILL BY COMPETITIVE
3 OR NON-COMPETITIVE EXAMINATION.

4 (II) THE NON-COMPETITIVE CLASS SHALL INCLUDE ALL POSITIONS THAT ARE
5 NOT IN THE EXEMPT CLASS OR LABOR CLASS AND FOR WHICH THE AUTHORITY
6 CANNOT PRACTICALLY ASCERTAIN THE MERIT AND FITNESS OF APPLICANTS BY
7 COMPETITIVE EXAMINATION.

8 (III) THE LABOR CLASS SHALL COMPRISE ALL UNSKILLED LABORERS IN THE
9 SERVICE OF THE AUTHORITY. THE AUTHORITY MAY DETERMINE THAT A TITLE IN
10 THE LABOR CLASS IS APPROPRIATE TO PARTICIPATE IN A PROMOTIONAL EXAMINA-
11 TION FOR A HIGHER TITLE IN THE COMPETITIVE CLASS.

12 (IV) THE COMPETITIVE CLASS SHALL INCLUDE ALL POSITIONS WHERE THE
13 AUTHORITY HAS DETERMINED THAT THE MERIT AND FITNESS OF APPLICANTS MAY BE
14 DETERMINED BY COMPETITIVE EXAMINATION, AND SHALL INCLUDE ALL POSITIONS
15 IN THE CLASSIFIED SERVICE OF THE AUTHORITY EXCEPT SUCH POSITIONS AS ARE
16 IN THE EXEMPT CLASS, THE NON-COMPETITIVE CLASS OR THE LABOR CLASS.

17 (H) (I) ALL APPLICANTS SHALL BE SUBJECT TO BACKGROUND INVESTIGATIONS,
18 INCLUDING BUT NOT LIMITED TO THE CRIMINAL HISTORY OF ALL APPLICANTS FOR
19 EMPLOYMENT TO DETERMINE THE SUITABILITY OF SUCH APPLICANTS FOR EMPLOY-
20 MENT. SUCH INVESTIGATION SHALL INCLUDE BUT NOT BE LIMITED TO THE TAKING
21 OF FINGERPRINTS OF SUCH OFFICERS AND EMPLOYEES AS A PREREQUISITE FOR
22 EMPLOYMENT; PROVIDED, HOWEVER, THAT EVERY SET OF FINGERPRINTS TAKEN
23 PURSUANT TO THIS PARAGRAPH EITHER SHALL BE PROMPTLY SUBMITTED TO THE
24 DIVISION OF CRIMINAL JUSTICE SERVICES, OR ITS SUCCESSOR, WHERE IT SHALL
25 BE APPROPRIATELY PROCESSED AND FORWARDED TO THE FEDERAL BUREAU OF INVES-
26 TIGATION, OR ITS SUCCESSOR, AT A RATE REQUIRED BY SUCH AGENCIES FOR
27 STATE AND NATIONAL CRIMINAL HISTORY RECORD CHECKS OR THE AUTHORITY MAY
28 USE SUCH ALTERNATIVE MEANS TO PROCESS FINGERPRINTS FOR THE PURPOSE OF A
29 CRIMINAL HISTORY RECORD CHECK AS IT MAY DEEM APPROPRIATE.

30 (II) THE AUTHORITY MAY ALSO AUTHORIZE THE METROPOLITAN TRANSPORTATION
31 AUTHORITY OR ANY SUBSIDIARY OR AFFILIATE OF THE AUTHORITY OR OF THE
32 METROPOLITAN TRANSPORTATION AUTHORITY, ON BEHALF OF WHICH THE AUTHORITY
33 PROCESSES APPLICANTS, TO OBTAIN THE FINGERPRINTS OF SUCH APPLICANTS AND
34 THAT AUTHORITY SHALL CONDUCT THE BACKGROUND INVESTIGATION AS SET FORTH
35 IN SUBPARAGRAPH (I) OF THIS PARAGRAPH.

36 (I) (I) THE AUTHORITY IS AUTHORIZED TO ESTABLISH AND COLLECT FEES FROM
37 EVERY APPLICANT FOR EXAMINATION FOR A POSITION IN THE COMPETITIVE CLASS
38 OR FOR APPOINTMENT IN THE LABOR CLASS AND FROM EVERY APPOINTEE UPON ANY
39 PROVISIONAL APPOINTMENT OR UPON APPOINTMENT IN THE NON-COMPETITIVE
40 CLASS, AS SET FORTH IN THE REVIEW BOARD RULES.

41 (II) NOTWITHSTANDING THE PROVISIONS OF SUBPARAGRAPH (I) OF THIS PARA-
42 GRAPH, THE EXECUTIVE OFFICER OF THE AUTHORITY, SUBJECT TO THE APPROVAL
43 OF THE EXECUTIVE DIRECTOR, MAY ELECT TO WAIVE APPLICATION FEES, OR TO
44 ABOLISH FEES FOR SPECIFIC CLASSES OF POSITIONS OR TYPES OF EXAMINATIONS
45 OR CANDIDATES.

46 (III) ALL FEES COLLECTED HEREUNDER BY THE AUTHORITY SHALL CONSTITUTE
47 REVENUE FOR THE AUTHORITY.

48 (J) (I) WHERE, BECAUSE OF ECONOMY, CONSOLIDATION OR ABOLITION OF FUNC-
49 TIONS, CURTAILMENT OF ACTIVITIES OR OTHERWISE, POSITIONS IN THE COMPET-
50 ITIVE CLASS OF SERVICE OF THE AUTHORITY, ARE ABOLISHED OR REDUCED IN
51 RANK OR SALARY GRADE, INCUMBENTS HOLDING THE SAME OR SIMILAR POSITIONS
52 WITHIN THE SAME JURISDICTIONAL CLASSIFICATION WITHIN THE AUTHORITY SHALL
53 BE SUSPENDED OR DEMOTED IN THE INVERSE ORDER OF ORIGINAL APPOINTMENT ON
54 A PERMANENT BASIS IN THE CLASSIFIED SERVICE AS SET FORTH IN SUBPARAGRAPH
55 (II) OF THIS PARAGRAPH; PROVIDED, HOWEVER, THAT INCUMBENTS HOLDING THE

56 SAME OR SIMILAR POSITIONS WITHIN THE SAME JURISDICTIONAL CLASSIFICATION

1 WITHIN THE AUTHORITY WHO HAVE NOT COMPLETED THEIR PROBATIONARY SERVICE
2 SHALL BE SUSPENDED OR DEMOTED AS THE CASE MAY BE BEFORE ANY PERMANENT
3 INCUMBENTS, AND AMONG SUCH PROBATIONARY EMPLOYEES THE ORDER OF SUSPEN-
4 SION OR DEMOTION SHALL BE DETERMINED AS IF SUCH EMPLOYEES WERE PERMANENT
5 INCUMBENTS. THE PERSONNEL REVIEW BOARD MAY, BY RULE, DESIGNATE AS SEPA-
6 RATE UNITS FOR SUSPENSION AND/OR DEMOTION UNDER THE PROVISIONS OF THIS
7 SUBSECTION ANY DEPARTMENT, DIVISION OR SUBDIVISION OF THE AUTHORITY AND
8 UPON THE ABOLITION OR REDUCTION OF POSITIONS IN SUCH SERVICE, SUSPENSION
9 AND/OR DEMOTION SHALL BE MADE FROM AMONG INCUMBENTS HOLDING THE SAME OR
10 SIMILAR POSITIONS IN SUCH SEPARATE UNIT.

11 (II) THE DATE OF ORIGINAL APPOINTMENT OF EMPLOYEES OF THE AUTHORITY
12 SHALL BE THE DATE OF ORIGINAL APPOINTMENT ON A PERMANENT BASIS IN THE
13 CLASSIFIED SERVICE OF THE AUTHORITY, FOLLOWED BY CONTINUOUS SERVICE IN
14 THE AUTHORITY UP TO THE TIME OF SUSPENSION OR DEMOTION; EXCEPT THAT FOR
15 THOSE EMPLOYEES WHO WERE IN THE COMPETITIVE AND LABOR CLASSES OF THE
16 AUTHORITY ON THE EFFECTIVE DATE OF THIS SECTION, THE DATE OF ORIGINAL
17 APPOINTMENT SHALL BE THE DATE OF ORIGINAL APPOINTMENT ON A PERMANENT
18 BASIS IN THE CIVIL SERVICE OF THE CITY OF NEW YORK FOLLOWED BY CONTIN-
19 UOUS SERVICE IN THE CIVIL SERVICE OF THE CITY OF NEW YORK OR THE AUTHOR-
20 ITY UP TO THE TIME OF SUSPENSION OR DEMOTION. FOR THE PURPOSES OF THIS
21 SUBPARAGRAPH, AN EMPLOYEE WHO RESIGNED AND WAS REINSTATED OR REAPPOINTED
22 IN THE CLASSIFIED SERVICE WITHIN ONE YEAR OF THE RESIGNATION, OR WHO WAS
23 TERMINATED BECAUSE OF AN OCCUPATIONAL DISABILITY AND WAS AFTERWARDS
24 REINSTATED, SHALL BE DEEMED TO HAVE CONTINUOUS SERVICE.

25 (III) THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY SHALL SUPPLY
26 SUCH INFORMATION AS IS NECESSARY FOR THE DETERMINATION OF RIGHTS FOR
27 RETENTION, ABOLITION OF POSITIONS, REDUCTIONS IN RANK OR REINSTATEMENT
28 OF EMPLOYEES OF THE AUTHORITY WHOSE ORIGINAL APPOINTMENT WAS PRIOR TO
29 THE ENACTMENT OF THIS SECTION, OR ANY OTHER SUCH INFORMATION OR ASSIST-
30 ANCE NEEDED BY THE AUTHORITY OR BY THE PERSONNEL REVIEW BOARD IN ORDER
31 TO TAKE OVER THE FUNCTIONS PREVIOUSLY PERFORMED BY THE MUNICIPAL CIVIL
32 SERVICE COMMISSION.

33 (IV) IN ANY CASE WHERE AN EMPLOYEE OF THE AUTHORITY IS SUSPENDED OR
34 DEMOTED BECAUSE OF ABOLITION OR REDUCTION OF POSITIONS, THE AUTHORITY
35 SHALL NOTIFY THE EMPLOYEE OR HIS OR HER REPRESENTATIVE OF THE PENDING
36 ACTION.

37 (K) (I) PREFERRED LISTS SHALL BE ESTABLISHED AS FOLLOWS: WHERE,
38 BECAUSE OF ECONOMY, CONSOLIDATION OR ABOLITION OF FUNCTIONS, CURTAILMENT
39 OF ACTIVITIES OR OTHERWISE, AN EMPLOYEE IN THE COMPETITIVE CLASS OF
40 SERVICE OF THE AUTHORITY IS SUSPENDED OR DEMOTED, THE AUTHORITY SHALL
41 PLACE THE NAME OF SUCH EMPLOYEE UPON A PREFERRED LIST, TOGETHER WITH
42 OTHERS WHO MAY HAVE BEEN SUSPENDED OR DEMOTED FROM THE SAME OR SIMILAR
43 POSITIONS IN THE SAME JURISDICTIONAL CLASS, AND CERTIFY SUCH LIST, AS
44 HEREINAFTER PROVIDED, FOR FILLING VACANCIES WITHIN THE AUTHORITY IN THE
45 SAME JURISDICTIONAL CLASS IN THE FOLLOWING ORDER: FIRST, IN THE SAME OR
46 SIMILAR POSITION; SECOND, IN ANY POSITION IN A LOWER GRADE IN LINE OF
47 PROMOTION; AND THIRD, IN ANY COMPARABLE POSITION AS DETERMINED BY THE
48 AUTHORITY. SUCH PREFERRED LIST SHALL BE CERTIFIED FOR FILLING A VACANCY
49 IN ANY SUCH POSITION BEFORE CERTIFICATION IS MADE FROM ANY OTHER LIST,
50 INCLUDING A PROMOTION ELIGIBLE LIST, NOTWITHSTANDING THE FACT THAT NONE
51 OF THE PERSONS ON SUCH PREFERRED LIST WAS SUSPENDED FROM OR DEMOTED IN
52 THE DEPARTMENT OR SUSPENSION AND DEMOTION UNIT IN WHICH SUCH VACANCY
53 EXISTS. NO OTHER NAME SHALL BE CERTIFIED FROM ANY OTHER LIST FOR ANY
54 SUCH POSITION UNTIL SUCH PREFERRED LIST IS EXHAUSTED. THE ELIGIBILITY
55 FOR REINSTATEMENT OF A PERSON WHOSE NAME APPEARS ON ANY SUCH PREFERRED

1 LIST SHALL NOT CONTINUE FOR A PERIOD LONGER THAN FOUR YEARS FROM THE
2 DATE OF SEPARATION OR DEMOTION.

3 (II) EXCEPT AS HEREINAFTER PROVIDED, THE NAMES OF PERSONS ON A
4 PREFERRED LIST SHALL BE CERTIFIED THEREFROM FOR REINSTATEMENT TO A
5 VACANCY WITHIN THE AUTHORITY IN AN APPROPRIATE POSITION IN THE ORDER OF
6 THEIR ORIGINAL PERMANENT APPOINTMENTS IN ORDER OF SENIORITY AS DESCRIBED
7 IN SUBPARAGRAPH (II) OF PARAGRAPH (J) OF THIS SUBDIVISION. WHERE SUCH A
8 VACANCY EXISTS IN A SEPARATE SUSPENSION AND/OR DEMOTION UNIT, THE NAMES
9 OF PERSONS SUSPENDED FROM OR DEMOTED IN SUCH UNIT, AND NOT THOSE
10 SUSPENDED FROM OR DEMOTED IN ANOTHER UNIT OR IN THE AUTHORITY GENERALLY
11 SHALL BE CERTIFIED FIRST.

12 (III) NOTWITHSTANDING ANY OF THE PROVISIONS OF THIS PARAGRAPH, NO
13 PERSON SUSPENDED OR DEMOTED PRIOR TO THE COMPLETION OF HIS OR HER PROBATIONARY TERM SHALL BE CERTIFIED FOR REINSTATEMENT UNTIL THE EXHAUSTION
14 OF THE PREFERRED LIST OF ALL OTHER ELIGIBLES THEREON. UPON REINSTATEMENT, SUCH PROBATIONER SHALL BE REQUIRED TO COMPLETE HIS OR HER
15 PROBATIONARY TERM.

16 (IV) THE PERSONNEL REVIEW BOARD SHALL ADOPT RULES PROVIDING FOR THE
17 RELINQUISHMENT OF ELIGIBILITY FOR REINSTATEMENT UPON FAILURE OR REFUSAL
18 TO ACCEPT REINSTATEMENT FROM A PREFERRED LIST.

19 (V) A PERSON REINSTATED FROM A PREFERRED LIST TO HIS OR HER FORMER
20 POSITION OR A SIMILAR POSITION IN THE SAME GRADE SHALL RECEIVE AT LEAST
21 THE SAME SALARY SUCH PERSON WAS RECEIVING AT THE TIME OF SUSPENSION OR
22 DEMOTION, EXCEPT IN THE EVENT THAT A SALARY REDUCTION HAS BEEN IMPLEMENTED
23 IN THE FORMER POSITION PRIOR TO THE REINSTATEMENT, IN WHICH CASE
24 THE SALARY AT REINSTATEMENT MUST INCLUDE THE REDUCTION.

25 (VI) NOTWITHSTANDING ANY OTHER PROVISIONS OF THIS SECTION, THE AUTHORITY
26 MAY DISQUALIFY FOR REINSTATEMENT AND REMOVE FROM A PREFERRED LIST
27 THE NAME OF ANY ELIGIBLE WHO IS PHYSICALLY OR MENTALLY UNABLE TO PERFORM
28 THE DUTIES OF THE POSITION FOR WHICH SUCH LIST IS ESTABLISHED, OR WHO
29 HAS BEEN GUILTY OF SUCH MISCONDUCT AS WOULD WARRANT HIS OR HER DISMISSAL
30 FROM THE PUBLIC SERVICE. NO PERSON SHALL BE DISQUALIFIED PURSUANT TO
31 THIS SUBDIVISION UNLESS HE OR SHE IS FIRST GIVEN A WRITTEN STATEMENT OF
32 THE REASONS THEREFOR AND AN OPPORTUNITY FOR A HEARING AT WHICH SUCH
33 REASONS SHALL BE ESTABLISHED BY APPROPRIATE EVIDENCE, AND AT WHICH SUCH
34 PERSON MAY BE REPRESENTED BY COUNSEL AND PRESENT EVIDENCE. THE AUTHORITY
35 MAY DESIGNATE A PERSON TO HOLD SUCH HEARING AND REPORT THEREON.

36 (VII) NOTWITHSTANDING ANY OTHER PROVISIONS OF THIS PARAGRAPH, ANY
37 PERSON MAY VOLUNTARILY REMOVE HIS OR HER NAME FROM A PREFERRED LIST BY
38 APPLICATION TO THE AUTHORITY.

39 (VIII) AN EMPLOYEE WHO IS ELIGIBLE TO BE PLACED ON A PREFERRED LIST
40 PURSUANT TO THIS PARAGRAPH AND WHO ELECTS, AS A MEMBER OF A PUBLIC
41 EMPLOYEE RETIREMENT SYSTEM, TO RETIRE UPON A SUSPENSION OR DEMOTION,
42 SHALL BE PLACED ON A PREFERRED LIST AND SHALL BE ELIGIBLE FOR REINSTATEMENT
43 WITHIN THE AUTHORITY FROM SUCH LIST.

44 (IX) NOTHING IN THIS PARAGRAPH SHALL REQUIRE THE AUTHORITY TO FILL ANY
45 VACANCY.

46 (L) WITH RESPECT TO LEAVE FOR ORDINARY DISABILITY, SECTION SEVENTY-TWO
47 OF THE CIVIL SERVICE LAW SHALL BE APPLIED EXCEPT THAT THE INDEPENDENT
48 HEARING OFFICER PROVIDED FOR UNDER SUBDIVISION ONE OF SUCH SECTION SHALL
49 BE SELECTED FROM A PANEL DESIGNATED BY THE AUTHORITY.

50 5. UPON THE REQUEST OF THE PERSONNEL REVIEW BOARD OR THE AUTHORITY,
51 THE MUNICIPAL CIVIL SERVICE COMMISSION OF THE CITY SHALL PROVIDE TECHNICAL
52 ADVICE AND ASSISTANCE IN THE ADMINISTRATION OF THE PROVISIONS OF
53 THIS SECTION WITH RESPECT TO ALL MATTERS PENDING ON THE EFFECTIVE DATE
54 OF THIS SECTION. THE AUTHORITY AND SUCH MUNICIPAL CIVIL SERVICE COMMISSION

SION MAY AGREE UPON THE TERMS OF SUCH ADVICE AND ASSISTANCE. THEY MAY FURTHER AGREE UPON THE TERMS AND CONDITIONS OF THE PROVISION OF ADVICE AND ASSISTANCE WITH RESPECT TO MATTERS ARISING AFTER SUCH EFFECTIVE DATE, AND SUCH AGREEMENT MAY PROVIDE FOR COMPENSATION TO SUCH COMMISSION FOR SUCH ADVICE AND ASSISTANCE.

6. NOTWITHSTANDING ANY PROVISION TO THE CONTRARY CONTAINED IN ANY GENERAL, SPECIAL OR LOCAL LAW, AND SPECIFICALLY NOTWITHSTANDING THE PROVISIONS OF SECTION SIXTY-FIVE OF THE CIVIL SERVICE LAW:

(A) THE AUTHORITY, WITH THE APPROVAL OF THE REVIEW BOARD, SHALL PROPOSE A PLAN TO THE STATE CIVIL SERVICE COMMISSION TO REDUCE THE NUMBER OF PROVISIONAL EMPLOYEES IN THE COMPETITIVE CLASS SERVING IN EXCESS OF THE AUTHORIZED TIMEFRAMES TO A NUMBER NOT TO EXCEED FIVE PERCENT OF THE COMPETITIVE CLASS WORKFORCE WITHIN FIVE YEARS FROM THE EFFECTIVE DATE OF THIS SECTION. THE STATE CIVIL SERVICE COMMISSION SHALL HAVE THE POWER TO ACCEPT, REJECT OR MODIFY SUCH PLAN, PROVIDED THAT ANY MODIFICATIONS SHALL BE MADE BY THE COMMISSION ONLY WITH THE CONSENT OF THE AUTHORITY. IF THE AUTHORITY DOES NOT CONSENT TO MODIFICATIONS MADE BY THE COMMISSION WITHIN SIXTY DAYS, THEN THE PLAN MAY BE DISAPPROVED BY SUCH COMMISSION. SHOULD THE AUTHORITY NOT PROPOSE AN ACCEPTABLE PLAN TO SUCH COMMISSION WITHIN ONE YEAR OF THE EFFECTIVE DATE OF THIS SECTION, SUCH COMMISSION MAY CREATE AND APPROVE A FINAL PLAN AFTER AFFORDING THE AUTHORITY SIXTY DAYS TO SUBMIT COMMENTS AND RECOMMENDATIONS. THE REVIEW BOARD AND SUCH COMMISSION SHALL HAVE THE POWER TO DIRECT THE AUTHORITY TO TAKE SPECIFIC ACTIONS TO MEET THE REQUIREMENTS OF THE APPROVED PLAN. THE APPROVED PLAN MAY BE MODIFIED BY SUCH COMMISSION UPON APPLICATION BY THE AUTHORITY, MADE WITH APPROVAL OF THE REVIEW BOARD. MODIFICATION PURSUANT TO THE PRECEDING SENTENCE MAY EXTEND THE DURATION OF THE PLAN TO A DATE NO MORE THAN ONE YEAR BEYOND THE FIVE-YEAR PERIOD OTHERWISE AUTHORIZED BY THIS SUBDIVISION. FAILURE OF SUCH COMMISSION TO ACT UPON ANY SUBMISSION BY THE AUTHORITY PURSUANT TO THIS SUBDIVISION WITHIN SIXTY DAYS SHALL BE DEEMED AN APPROVAL OF SUCH SUBMISSION. ANY SUCH SIXTY-DAY TIMEFRAME SHALL BE TOLLED BY A REQUEST BY SUCH COMMISSION FOR ADDITIONAL INFORMATION PENDING THE RECEIPT OF SUCH INFORMATION. SUCH COMMISSION SHALL APPROVE THE PLAN AND ANY MODIFICATION THEREOF IF IT FINDS THAT, CONSISTENT WITH AVAILABLE RESOURCES AND THE NEED FOR CONTINUITY IN PUBLIC SERVICES, SUCH PLAN OR MODIFICATION THEREOF PROVIDES A TIMELY AND PRACTICABLE IMPLEMENTATION SCHEDULE IN FURTHERANCE OF THE PURPOSES OF THIS SUBDIVISION. NOTWITHSTANDING ANY INCONSISTENT PROVISION OF THIS SUBDIVISION, WHERE A MODIFICATION IS INSUBSTANTIAL, AND WILL NOT MATERIALLY AFFECT THE ABILITY OF THE AUTHORITY TO ACHIEVE TIMELY SUBSTANTIAL COMPLIANCE WITH THE TIME PERIODS SET FORTH IN THE PLAN, THE AUTHORITY WITH APPROVAL OF ITS REVIEW BOARD, MAY SO CERTIFY AND THE MODIFICATION MAY BE IMPLEMENTED AND SHALL BE FILED BY THE AUTHORITY WITH SUCH COMMISSION WITHIN FIVE BUSINESS DAYS.

(B) UPON THE EFFECTIVE DATE OF THIS SECTION, THE PROVISIONS OF SUBDIVISIONS TWO, FIVE AND SIX OF SECTION SIXTY-FIVE OF THE CIVIL SERVICE LAW SHALL NOT APPLY TO AUTHORITY EMPLOYEES DURING THE PERIOD OF DEVELOPMENT, SUBMISSION, APPROVAL AND IMPLEMENTATION OF SAID PLAN, AND THE AUTHORITY SHALL IN NO EVENT BE CONSIDERED A "DCAS EMPLOYER" WITHIN THE MEANING OF PARAGRAPH (A) OF SUBDIVISION FIVE OF SUCH SECTION. THE PROVISIONS OF SUBDIVISION TWO OF SUCH SECTION SHALL BE APPLICABLE TO ANY PROVISIONAL EMPLOYEE SERVING IN A POSITION FOR WHICH AN APPROPRIATE ELIGIBLE LIST HAS BEEN ESTABLISHED PURSUANT TO SUCH PLAN, UNLESS SUCH LIST IS NOT ADEQUATE TO FILL ALL POSITIONS THEN HELD ON A PROVISIONAL BASIS OR IS EXHAUSTED IMMEDIATELY FOLLOWING ITS ESTABLISHMENT.

1 7. EXCEPT AS OTHERWISE PROVIDED IN THIS TITLE, AN EMPLOYEE OF THE
2 AUTHORITY SHALL NOT BE CONSIDERED A STATE OR CITY EMPLOYEE FOR ANY
3 PURPOSES SET FORTH IN ARTICLES ONE THROUGH NINE OF THE CIVIL SERVICE
4 LAW.

5 8. THE AUTHORITY AND THE METROPOLITAN TRANSPORTATION AUTHORITY OR ANY
6 OF ITS AFFILIATES OR SUBSIDIARIES ARE AUTHORIZED TO ASSIST OR COOPERATE
7 IN THE PERFORMANCE OF THE RESPONSIBILITIES OR FUNCTIONS SET FORTH IN
8 THIS SECTION IN SUCH MANNER AS THE AUTHORITY AND THE METROPOLITAN TRANS-
9 PORTATION AUTHORITY DEEM APPROPRIATE.

10 9. ALL REFERENCES IN THIS SECTION TO THE MUNICIPAL CIVIL SERVICE
11 COMMISSION OF THE CITY SHALL INCLUDE, BUT NOT BE LIMITED TO, ALL THE
12 POWERS AND DUTIES OF A MUNICIPAL CIVIL SERVICE COMMISSION ASSIGNED TO
13 THE COMMISSIONER OF THE DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES,
14 THE DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES, THE MAYOR, THE CITY
15 CIVIL SERVICE COMMISSION AND/OR THE HEADS OF THE CITY AGENCIES AS
16 PROVIDED IN CHAPTER THIRTY-FIVE OF THE NEW YORK CITY CHARTER AND AS SET
17 FORTH IN THE PERSONNEL RULES AND REGULATIONS OF THE CITY OF NEW YORK.

18 S 7. This act shall take effect on the ninetieth day after it shall
19 have become a law; provided, however, that the New York city transit
20 authority, the triborough bridge and tunnel authority, the New York city
21 department of citywide administrative services, and all other affected
22 agencies, officers and employees shall take all actions necessary for
23 the timely implementation of this act upon its effective date. Such
24 actions are hereby authorized to include, but need not be limited to,
25 the appointment of a personnel review board pursuant to subdivision 3 of
26 section 1210-b and subdivision 3 of section 554-a of the public authori-
27 ties law, as added by sections four and six of this act, respectively.