



Livingston County

Labor Relations Coordinator - BOCES (Examination Date 4/5/2025)

LOCATION	GV BOCES	JOB TYPE	Full-Time
JOB NUMBER	OC #60008880	DEPARTMENT	Civil Service
OPENING DATE	02/07/2025	CLOSING DATE	3/6/2025 4:00 PM Eastern

Description

LAST EXAM APPLICATION FILING DATE: THURSDAY, MARCH 6, 2025 at 4:00 PM

EXAMINATION DATE: SATURDAY, APRIL 5, 2025

EXAM FEE:

- **Livingston County Residents:** The exam fee will be waived for current legal residents of Livingston County.
- **Military Veterans:** The exam fee will be waived for any Military Veteran who submits a copy of their DD214 Member form.
- **Non Livingston County Residents: The exam fee is \$10.00.**
 - This must be paid by cash, money order, certified check, cashier's check or fee waiver. No other forms of payment will be accepted.
 - All exam fees must be delivered or mailed to Livingston County Human Resources Department, 6 Court Street, Room 206, Geneseo, New York 14454.
 - Fee due by the last filing date, Thursday, March 6 at 4:00 PM.
 - Late fees and fees in unacceptable payment forms will NOT be accepted.
 - The fee is non-refundable.
 - **YOUR APPLICATION WILL NOT BE REVIEWED WITHOUT A FEE.**

APPLICATION FEE WAIVER: A waiver of application fee will be allowed if you are unemployed and primarily responsible for the support of a household. In addition, a waiver of application fee will be allowed if you are determined eligible for Medicaid, or receiving Supplemental Security Income payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a State or local social service agency. All claims for application fee waiver are subject to verification. To request a fee waiver, complete a "Request for Application Fee Waiver and Certification" form and submit it with your application by the close of business on the application deadline as listed on this announcement. Application waiver forms are available at the Livingston County Human Resources Department or on our website at <https://livingstoncountyny.gov/539/Employment-Application-and-other-Forms>.

APPLICATION PROCESS:

Online applications can be submitted using the "Apply" button for this exam announcement.

This exam announcement can be found at: <https://www.governmentjobs.com/careers/livingstoncounty/transferjobs>

Paper applications are no longer accepted.

POSITION INFORMATION:

LOCATION: Genesee Valley BOCES

SALARY: Varies.

DUTIES: This is an administrative/advisory position involving collective bargaining, counseling on labor relations issues, and participation in labor relations and personnel activities. The incumbent provides services for Genesee Valley BOCES and the component districts of the Genesee Valley BOCES. Work is performed in the office and in the field. The incumbent works under the general supervision of the Superintendent and may supervise clerical staff. A Labor Relations Coordinator does related work as required.

Typical Qualifications

RESIDENCY: Candidates must have been legal residents of the following jurisdiction(s) for at least four months immediately preceding the date of the written test:

- Livingston County, or
- One of the following Counties: Allegany, Genesee, Monroe, Ontario, Steuben or Wyoming

Applicants must meet all requirements for one of the following qualification options in order to be approved for examination and/or appointment:

Qualification Option #	1	2
Training/Education	<ul style="list-style-type: none">• Possession of a Juris Doctor degree^[1] from a New York State or regionally accredited law school.	<ul style="list-style-type: none">• Possession of a Master's degree^[2] from a New York State or regionally accredited college or university in labor relations or a closely related field of study.
General experience	<ul style="list-style-type: none">• None required.	<ul style="list-style-type: none">• None required.
Supervisory experience	<ul style="list-style-type: none">• N.A.	<ul style="list-style-type: none">• N.A.
License/ Certification	<ul style="list-style-type: none">• Possession of a valid New York State driver's license.	<ul style="list-style-type: none">• Possession of a valid New York State driver's license.
Other requirements	<ul style="list-style-type: none">• See Special Qualifications below.	<ul style="list-style-type: none">• See Special Qualifications below.

SPECIAL QUALIFICATIONS:

1. An appropriate driver's license must be maintained throughout employment.
2. A driving record evidencing safe and responsible vehicle operation is required.
3. Must authorize and execute any necessary releases to enable the appointing authority to verify licensure and driving history involving violations and/or crimes.

[1] A higher level law degree is also acceptable.

[2] A higher level degree is also acceptable.

EDUCATIONAL DEGREE: If an educational degree is a minimum qualification for this title, you may be approved to take the examination if you are within 12 months of attaining the educational degree. In order to be conditionally approved, you will need to clearly indicate on your application for examination the degree you expect to receive and the date on which you expect to receive it. If your application is conditionally approved, you will be issued an admission letter and will be permitted to take the examination on the scheduled date. You must provide to the Livingston County Human Resources Department proof of your receipt of the required educational degree. You will be restricted from certification for permanent appointment until such time that the educational requirement is met. Exam fees will not be refunded.

Supplemental Information

EXAM SUBJECTS: The exam is a test designed to evaluate knowledge, skills and/or abilities in the following areas:

Advising and interacting with others: These questions test for the ability to interact with other people in order to gather and present information and to provide assistance and advice in a courteous and professional manner.

Preparing written material: These questions test for the ability to present information clearly and accurately, and to organize paragraphs logically and comprehensibly. For some questions, you will be given information in two or three sentences followed by four restatements of the information. You must then choose the best version. For other questions, you will be given paragraphs with their sentences out of order. You must then choose, from four suggestions, the best order for the sentences.

Public personnel administration (PAP): These questions test for knowledge of the principles and practices used in applying New York State, federal, and local laws, rules, and policies to situations encountered in planning and executing the personnel functions in a government agency. Questions may cover such areas as recruitment, selection, and placement; position classification; performance evaluation; and employee relations.

Administering a negotiated labor agreement: These questions test for a knowledge of labor/management issues relating to the administration of a negotiated labor agreement and the ability to interpret and apply the terms and conditions of the agreement. Questions may cover such areas as dealing with representatives of employee unions, employee grievances, disciplinary actions, arbitration, employee leave policy, performance evaluations, training, employee assistance programs, health and safety matters, layoff procedures, health insurance benefits, and salary adjustments.

EXAM SCORE: Successful candidates will have their names placed on the eligible list in the order of final scores. The names of qualified candidates will remain on the eligible list for the length of the eligible list unless the candidate is appointed from the list or declines appointment from the list.

ADMISSION NOTICE: All applications will be reviewed as they are received. If additional information is needed to process your application, you will be notified by e-mail and given an opportunity to submit additional information to support your application prior to the last filing date. If your application is approved, you will be sent an admission notice approximately one week before the exam date. If you have not received your admission notice three days before the date of the exam, call the Livingston County Human Resources Department.

PERMISSIBLE TOOLS/EQUIPMENT FOR USE DURING WRITTEN EXAM: Candidates are permitted to use quiet, hand-held solar or battery operated calculators. Devices with typewriter keyboards, such as computers, spell checkers, personal digital assistants, address books, language translators, dictionaries, phones and any similar devices are not permitted. You may not bring books or other reference materials into the exam room. Any phones that are brought into the exam room must be out of sight and silenced for the duration of the exam. Candidates may not use such phones in any way during the exam.

EXAM RATING: This written examination is being prepared and rated by the New York State Department of Civil Service in accordance with Section 23-2 of the Civil Service Law. The provisions of the New York State Civil Service Rules and Regulations dealing with the rating of examinations apply to this written test.

EXAM GUIDE: The New York State Department of Civil Service has not prepared a test guide for this examination. However, candidates may find information in the publication 'General Guide to Written Tests' helpful in preparing for this test. This publication is available on line at: <https://www.cs.ny.gov/testing/testguides.cfm>. Candidates not having access to a computer or the internet may request copy of the test guide from the Livingston County Human Resources Department. If you wish to order a guide by mail, send your request with a self-addressed stamped envelope to the Livingston County Government Center, Human Resources Department, 6 Court St., Geneseo, NY 14454-1043.

TAKING MULTIPLE EXAMS: Persons also applying for examinations offered by another Civil Service agency within New York which are held on the same date must complete a cross filer form, available from the Livingston County Human Resources Department or on our website at <https://livingstoncountyny.gov/539/Employment-Application-and-other-Forms>.

Arrangements must be made to take all examinations at one test site. Unless this form is filed with the Livingston County Human Resources Department at least three weeks prior to the exam date, we cannot ensure that such arrangements will be made. Candidates taking multiple exams on the same date with Livingston County do not have to file a cross-filer form.

Candidates taking more than one exam in different exam series will be allowed the specified length of time for each exam, up to a maximum of eight hours. Example: candidates taking one exam which allows six hours and another exam in a different series which allows four hours, you must complete both tests in eight hours, but you can spend no more time on each exam than the time allotted for that exam.

VETERANS CREDITS: Additional credits are available to veterans who meet certain established requirements. Veterans who have not used their credits may make application for their use. The Veterans Credits application form is available at the Human Resources Department or on our website at <https://livingstoncountyny.gov/539/Employment-Application-and-other-Forms>. Applications for veterans credits must be accompanied by a copy of the candidate's DD214 Member 4 form. No credit may be added after the eligible list has been established.

CHILDREN OF FIRE FIGHTERS AND POLICE OFFICERS KILLED IN THE LINE OF DUTY: In conformance with Section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duty shall be entitled to receive an additional ten points in a competitive exam for original appointment in the same municipality in which his or her parent served. If you are qualified to participate in this exam and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. No credit may be added after the eligible list has been established.

DISABILITY ACCOMMODATIONS: Any person with a disability requesting reasonable accommodations in order to participate in examinations will be accommodated. To request accommodation, candidates must complete a Livingston County Civil Service Exam Accommodation Request form and submit it to the Livingston County Human Resources Department at least two weeks prior to the date of the exam. Forms may be obtained from the Human Resources Department or on our website at <https://livingstoncountyny.gov/539/Employment-Application-and-other-Forms>.

RELIGIOUS OBSERVER ACCOMMODATIONS: If you need an alternate test date because you are a Religious Observer (for religious reasons, cannot be tested on date of examination(s)), you must provide written notice of your need to the Livingston County Human Resources Department by the application deadline. Such notice must include: (1) the exam title, (2) the exam number, and (3) the reason(s) why you cannot take the exam on the scheduled date. The request must be

supported by documentation regarding your need.

ACTIVE MILITARY MEMBERS: Special testing arrangements may be available to applicants who are active military members. For further information contact the Livingston County Human Resources Department before submitting an application.

ALTERNATE TEST DATE: Under very limited circumstances, a candidate may be allowed to take an exam on an alternate test date. If you cannot take the exam on the scheduled date, please consult the Livingston County Alternate Test Date Policy which may be viewed on the Human Resources Office page of the Livingston County website <https://livingstoncountyny.gov/539/Employment-Application-and-other-Forms>. In general a request is due to the Human Resources Department two weeks before the examination date. Requests that are not made in a timely manner will be disapproved.

CANDIDATE NAME, EMAIL, AND ADDRESS CHANGES: It is the responsibility of the candidate to notify Livingston County Civil Service of any changes of name, email and/or address. NO attempt will be made to locate candidates who have moved. The form can be found on our website at <https://livingstoncountyny.gov/539/Employment-Application-and-other-Forms>.

EQUAL EMPLOYMENT OPPORTUNITY: Livingston County is an Equal Opportunity Employer. Discrimination on the basis of a protected classification is prohibited with respect to all aspects of employment. Protected classifications include: race, color, sex, sexual orientation, religion, age, national origin, marital status, disability, veteran status, genetic information, domestic violence victim status, gender identity and gender expression, or for any other reason prohibited by law.

PUBLIC EMPLOYERS UNDER LIVINGSTON COUNTY'S CIVIL SERVICE JURISDICTION: The following public employers are under Livingston County's Civil Service jurisdiction and use Livingston County's eligible lists to fill competitive class positions:

County: Livingston.

Libraries: Bell Memorial Library, Dansville Public Library, Wadsworth Public Library.

Villages: Avon, Caledonia, Dansville, Geneseo, Leicester, Lima, Livonia, Mt. Morris, Nunda.

Towns: Avon, Caledonia, Conesus, Geneseo, Groveland, Leicester, Lima, Livonia, Mt. Morris, N. Dansville, Nunda, Ossian, Portage, Sparta, Springwater, West Sparta, York.

Schools: Avon, Caledonia-Mumford, Dansville, Geneseo, Keshequa, Livonia, Mt. Morris, Wayland-Cohocton, York.

Special Districts: Genesee Valley BOCES, Livingston County Water and Sewer Authority.

FURTHER INFORMATION: Contact the Human Resources Department or visit the County's website at:

Livingston County Human Resources Department

6 Court St., Room 206

Geneseo, NY 14454

(585) 243-7570

Livingston County website, Human Resources Dept. page

<https://livingstoncountyny.gov/207/Human-Resources>

Employer

Livingston County

Address

6 Court Street, Room 206

Geneseo, New York, 14454

Phone

585-243-7570

Website

<https://www.livingstoncounty.us/>