



Department of
Civil Service

PUBLIC SAFETY RECRUITMENT BEST PRACTICES



JUNE 17, 2026

MEET THE PANELISTS



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Personnel Officer



Kim Kamagate
City of Rochester
Senior Human Resource
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Gina Picinich
Westchester County
Acting Commissioner of Human
Resources



Carole Ruiz
Hamilton County
Personnel Officer

PANELIST QUESTIONS

What strategies does your agency use to increase the number of applicants for public safety positions such as Police Officer or Correction Officer?

Has your agency used social media as a recruitment tool?

PANELIST QUESTIONS

How do you collaborate with your Police Chiefs or Sheriffs Offices to attract candidates?

How do you find out about potential transfer candidates?

PANELIST QUESTION

How frequently do you give the ELLEO exam? Correction Officer? Firefighter?

How long do you establish your eligible lists for/ how long is a candidate eligible for? One year? Four years? Continuous recruitment?

PANELIST QUESTIONS

What is one accomplishment in the area of public safety recruitment that you are most proud of?

How do you measure success?

PANELIST QUESTION

How do you recruit female
Correction Officers?

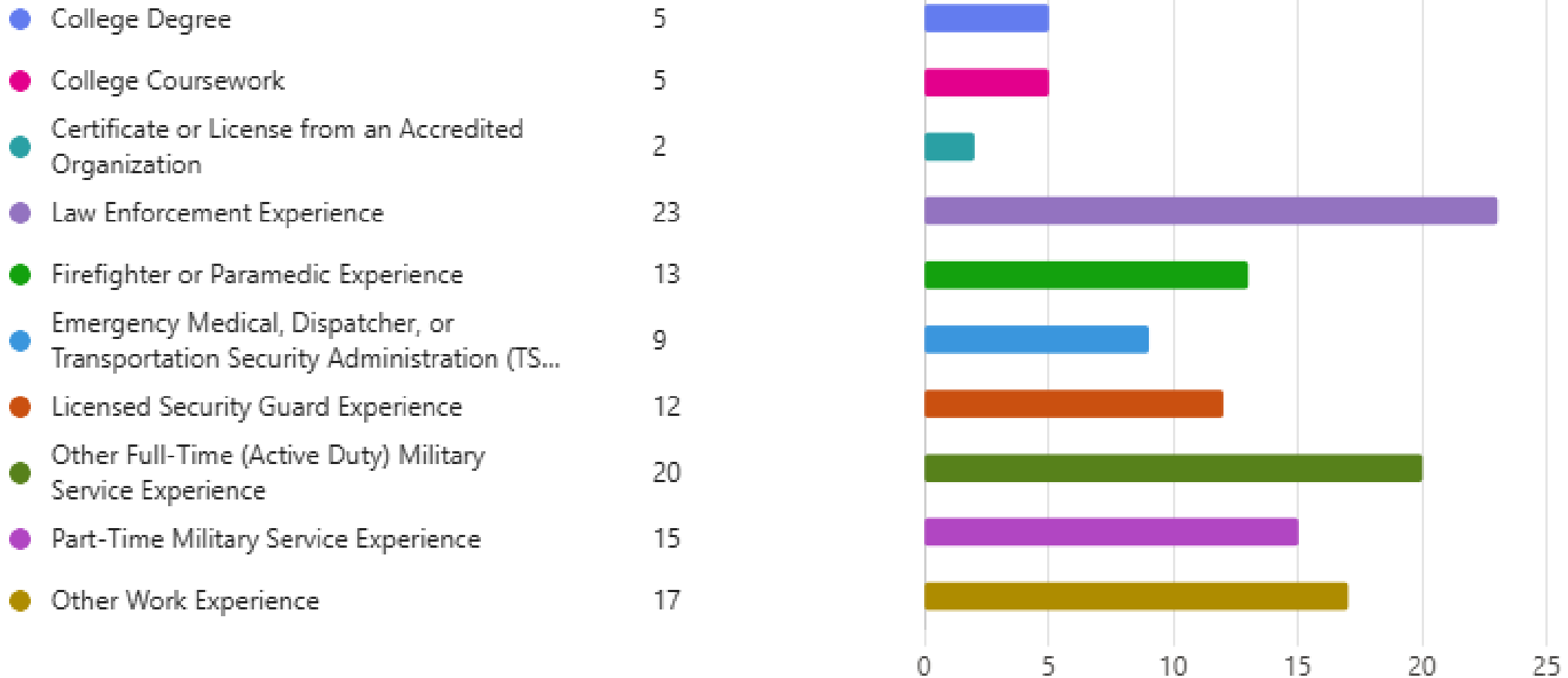
Do you certify your eligible list on the basis of sex?

PANELIST QUESTIONS

Do you participate in job fairs, community events or other “face-to-face” events with potential applicants?

How do you communicate the timeframe or set the expectation for the length of the process?

BEST PREDICTORS OF SUCCESS: CORRECTION OFFICER



Survey of Incumbent Officers 7/2/26



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