

STATE OF NEW YORK

8574

2019-2020 Regular Sessions

IN ASSEMBLY

September 13, 2019

Introduced by M. of A. REYES -- read once and referred to the Committee on Governmental Employees

AN ACT to amend the civil service law, in relation to the compensation paid to persons employed in positions requiring foreign language skills, requiring the establishment of career ladders for persons holding such positions, requiring establishment of supervisory positions for persons required to have foreign language skills, and requiring the department of civil service to annually report to the governor and the legislature on persons in state service holding positions requiring foreign language skills

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. Section 121 of the civil service law is amended by adding a
2 new subdivision 2-a to read as follows:

3 2-a. Positions requiring foreign language skills. The director of the
4 classification and compensation division shall classify any position
5 requiring foreign language skills to be paid a differential as deter-
6 mined by the director for permanent competitive and non-competitive
7 employees in a language parenthetics title or in a position where the
8 duties require them to use a foreign language. In addition such director
9 shall establish and classify supervisory positions for employees who are
10 required to have foreign language skills such that such persons in
11 supervisory positions are adequately compensated for their language
12 skills and experience, and who are able to effectively supervise and
13 evaluate persons holding positions requiring foreign language skills.

14 § 2. Subdivision 5 of section 121 of the civil service law, as added
15 by chapter 907 of the laws of 1971, is amended to read as follows:

16 5. Career ladders. The director of the classification and compensation
17 division may, in order to implement a plan for the progressive advance-
18 ment of employees in an occupational group, based on their acquiring, as
19 prescribed by such director, of either training or experience or both,

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

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1 reclassify the positions of the incumbents who meet the prescribed qual-
2 ifications to titles allocated to higher salary grades. The advancement
3 of an incumbent pursuant to this subdivision is not, and is not to be
4 deemed, a reallocation. The director of the classification and compen-
5 sation division shall, in order to provide for the progressive advance-
6 ment of employees in an occupational group who were required to have
7 foreign language skills, reclassify and promote such employees to higher
8 positions and salary grades.

9 § 3. The civil service law is amended by adding a new section 124 to
10 read as follows:

11 § 124. Reports; foreign language skills. The department shall annual-
12 ly, on or before the first of March, report to the governor and the
13 legislature on employees in state service who are required to have
14 foreign language skills. Such report shall include, but not be limited
15 to:

- 16 1. the number of employees required to have foreign language skills;
- 17 2. the salaries paid to such employees;
- 18 3. the state agency employing such employees and the location of such
19 agency;
- 20 4. the gender of such employees;
- 21 5. the ethnicities of such employees;
- 22 6. the number of such employees taking exams for supervisory posi-
23 tions;
- 24 7. the exams for positions which do not require foreign language
25 skills which are made available to such employees; and
- 26 8. the number of such employees who have been advanced to positions
27 which do not require foreign language skills.

28 § 4. Subdivision 2 of section 130 of the civil service law, as added
29 by chapter 307 of the laws of 1979, is amended to read as follows:

30 2. Allocation of positions. All positions allocated pursuant to title
31 A of this article [~~eight of this chapter~~] shall be allocated to an
32 appropriate salary grade as prescribed in subdivision one of this
33 section, and all positions in a promotional series shall be allocated to
34 salary grades which properly reflect the varying degrees of responsibil-
35 ities and duties to be performed, and training and foreign language
36 skills required.

37 § 5. This act shall take effect immediately; provided, however, that
38 section two of this act shall take effect on the one hundred eightieth
39 day after it shall have become a law. Effective immediately, the addi-
40 tion, amendment and/or repeal of any rule or regulation necessary for
41 the implementation of this act on its effective date are authorized to
42 be made and completed on or before such effective date.