

# STATE OF NEW YORK

8644

## IN SENATE

May 10, 2018

Introduced by Sen. SEPULVEDA -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions

AN ACT to direct the president of the state civil service commission to study and report upon how the use of a career portfolio application process would impact diversity, recruitment and hiring of minorities in the public sector

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

1 Section 1. The president of the state civil service commission shall  
2 cause a study to be performed to analyze how the use of a career portfo-  
3 lio application process, rather than an exam-only process, would impact  
4 diversity, recruitment and hiring of minorities in the public sector.  
5 Such study shall consider the account portfolio application process in  
6 other states or in other countries and it shall examine how such process  
7 impacts minority recruitment and hiring. A career portfolio application  
8 shall be defined as a visual representation of a job candidate's abili-  
9 ties, skills, capabilities, knowledge, qualities, experiences, accom-  
10 plishments, education, interests, professional goals and objectives and  
11 it represents a candidate's work potential. Such career portfolio appli-  
12 cation is a collection of tangible materials that represent work-related  
13 events and accomplishments in a candidate's life.

14 § 2. On or before two hundred seventy days after the effective date of  
15 this act, the president of the state civil service commission shall  
16 complete the study conducted pursuant to section one of this act and  
17 shall thereafter deliver a copy of the findings of the study and any  
18 legislative recommendations he or she deems to be necessary to the  
19 governor, the temporary president of the senate and the speaker of the  
20 assembly.

21 § 3. This act shall take effect immediately.

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

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