# 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:**

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

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

§ 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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