STATE OF NEW YORK

1766

2019-2020 Regular Sessions

IN SENATE

January 16, 2019

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 conduct a study on the current civil service examination process to identify and provide recommendations to improve current methodologies used regarding the examination process to ensure diversity in recruitment and hiring 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 is hereby directed to conduct a study on the current civil service examination process to identify existing resources and provide recommendations on how to improve current methodologies used regarding the examination process to ensure diversity in the recruitment and hiring in the public sector. Such study shall review the various needs of applicants based on age, race, creed, color, national origin, native language, sexual orientation, gender identity or expression, sex, disability or marital status. The study must also review available resources to ensure that each of the needs of the above applicants are sufficiently met to ensure that there are no undue barriers that could limit opportunities and prevent a diverse public sector workforce. Such resources shall include, but not be limited to, transportation, accessibility to examination location and times of examinations, technology, preparation courses on general exams, translators, tests available in applicant's native language, preparation materials or other study materials provided to applicants before examinations are scheduled, mentors or a mentorship program, or any other testing accommodations deemed necessary for a documented disability. If resources are not available, the commission shall make recommendations regarding how such resources can be provided. Such commission shall also make other recommendations regarding the

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

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examination process to ensure diversity in recruitment and hiring in the public sector.

§ 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 pursuant to section one of this act and shall thereafter deliver a copy of the findings 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.