

# STATE OF NEW YORK

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1766

2019-2020 Regular Sessions

## IN SENATE

January 16, 2019

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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:

1 Section 1. The president of the state civil service commission is  
2 hereby directed to conduct a study on the current civil service examina-  
3 tion process to identify existing resources and provide recommendations  
4 on how to improve current methodologies used regarding the examination  
5 process to ensure diversity in the recruitment and hiring in the public  
6 sector. Such study shall review the various needs of applicants based  
7 on age, race, creed, color, national origin, native language, sexual  
8 orientation, gender identity or expression, sex, disability or marital  
9 status. The study must also review available resources to ensure that  
10 each of the needs of the above applicants are sufficiently met to ensure  
11 that there are no undue barriers that could limit opportunities and  
12 prevent a diverse public sector workforce. Such resources shall include,  
13 but not be limited to, transportation, accessibility to examination  
14 location and times of examinations, technology, preparation courses on  
15 general exams, translators, tests available in applicant's native  
16 language, preparation materials or other study materials provided to  
17 applicants before examinations are scheduled, mentors or a mentorship  
18 program, or any other testing accommodations deemed necessary for a  
19 documented disability. If resources are not available, the commission  
20 shall make recommendations regarding how such resources can be provided.  
21 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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1 examination process to ensure diversity in recruitment and hiring in the  
2 public sector.

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

9 § 3. This act shall take effect immediately.