STATE OF NEW YORK

4852

2021-2022 Regular Sessions

IN SENATE

February 16, 2021

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

AN ACT to amend the civil service law, in relation to the compensation paid to persons employed in positions requiring foreign language skills and directing the department of civil service to conduct a study on certain job titles that require proficiency in a language other than English

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

Section 1. Section 130 of the civil service law is amended by adding a new subdivision 15 to read as follows:

15. The director of classification and compensation shall, subject to the approval of the director of the budget, establish a pay differential for titles that require specialized skill, ability, training, or knowledge including, but not limited to, proficiency in a language other than English.

§ 2. The department of civil service is hereby directed to conduct a study and publish a report on civil service job titles that require proficiency in a language other than English. The study and report shall include, but not be limited to:

1. a list of employees in job titles that require proficiency in a language other than English and the number of employees in each title;

2. the jurisdictional classification and appointment type of such job titles;

3. the salary grades and allocations of such job titles;

4. a determination of whether the current salary allocations for each job title adequately reflect the title's responsibilities and duties;

5. whether any changes should be made to the current job descriptions of such job titles to reflect more accurately the actual duties of such titles;

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

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6. the gender and race/ethnicity identification of the employees in such job titles;

7. a list of state offices and/or departments with employees in such job titles and the location of such job titles;

8. the number of times that examinations are held for appointment or promotion into titles that require proficiency in a language other than English in the past five years;

9. the number of individuals that have taken examinations for appointment or promotion into titles that require proficiency in a language other than English in the past five years;

10. the number of times that existing employees in titles that require proficiency in a language other than English advanced to a different job title within the past five years; and

11. a determination of whether there should be a career ladder for job titles that require proficiency in a language other than English.

§ 3. Every public employer as defined in this section shall provide all requested assistance and information to the department of civil service in conducting the study required by this act. It shall be the duty of each officer of the public employer to comply with and aid in all proper ways in carrying into effect the provisions of this study. For the purposes of this act, the term "public employer" shall mean those employers with offices and positions in the classified service of the state and its civil divisions and the term "classified service" shall have the same meaning as in section 40 of the civil service law.

§ 4. The department of civil service shall submit such published report pursuant to section two of this act to the speaker of the assembly, the minority leader of the assembly, the temporary president of the senate, the minority leader of the senate, and the governor's office of employee relations no later than one year after the effective date of this act.

§ 5. This act shall take effect immediately.