

# STATE OF NEW YORK

986--A

2025-2026 Regular Sessions

## IN SENATE

(Prefiled)

January 8, 2025

Introduced by Sen. BROUK -- read twice and ordered printed, and when printed to be committed to the Committee on Civil Service and Pensions -- recommitted to the Committee on Civil Service and Pensions in accordance with Senate Rule 6, sec. 8 -- committee discharged, bill amended, ordered reprinted as amended and recommitted to said committee

AN ACT to direct the department of civil service to conduct a study on competitive examinations for public employment to determine whether the contents of such examinations have a discriminatory effect on minority examinees; and providing for the repeal of such provision upon expiration thereof

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

1 Section 1. For the purposes of this act the following terms shall have  
2 the following meanings:  
3 (a) "agency" means any department, board, bureau, commission, divi-  
4 sion, office, council, committee, public benefit corporation or public  
5 authority at least one of whose members is appointed by the governor.  
6 (b) "competitive examination" means competitive examinations for  
7 public employment held by the state department of civil service and by  
8 municipal commissions, as such term is defined by section two of the  
9 civil service law.  
10 (c) "minority" shall have the same meaning as "minority group member",  
11 as defined in subdivision four of section two hundred ten of the econom-  
12 ic development law.  
13 § 2. (a) The department of civil service shall conduct a study on  
14 competitive examinations for public employment held by the state depart-  
15 ment of civil service and by municipal commissions to determine whether  
16 the contents of such examinations have a discriminatory effect on minor-  
17 ity examinees.

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

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1 (b) Such study shall include, but not be limited to:

2 (i) the total number of minority and non-minority competitive examina-  
3 tion examinees;

4 (ii) a comparison of competitive examination results for minority  
5 examinees compared to non-minority examinees;

6 (iii) an agency by agency, and municipality by municipality, breakdown  
7 containing the percentage of minority employees hired each year compared  
8 to non-minorities;

9 (iv) an investigation on the questions and other contents of compet-  
10 itive examinations to determine whether any such questions or other  
11 contents have or could have a discriminatory effect on minority exami-  
12 nees compared to non-minority examinees, and if so, the nature of such  
13 discriminatory effect;

14 (v) an investigation of ancillary factors contributing to competitive  
15 examinations having a discriminatory effect on minority examinees  
16 compared to non-minority examinees, including, but not limited to acces-  
17 sibility to competitive examination locations, times competitive exam-  
18 inations are held, accessibility to competitive examination preparation  
19 courses and study materials, and technological barriers; and

20 (vi) any other information the president of the department of civil  
21 service shall deem necessary.

22 § 3. The department of civil service may request, and is authorized to  
23 receive, any information from any agency that is relevant and material  
24 to the completion of the study under section two of this act. Such  
25 information received by the department of civil service shall be subject  
26 to the same requirements for confidentiality and limitations on use, if  
27 any, as are applicable to such agency's use of such information and may  
28 only be utilized by the department and the commissioner of civil service  
29 for purposes authorized by this act.

30 § 4. No later than one year after the effective date of this act, the  
31 state department of civil service shall deliver a report of its findings  
32 of the study conducted pursuant to section two of this act to the gover-  
33 nor, the temporary president of the senate, the speaker of the assembly,  
34 the minority leader of the senate, and the minority leader of the assem-  
35 bly. The contents of such report shall not contain the personally iden-  
36 tifiable information of any individual.

37 § 5. This act shall take effect immediately and shall expire and be  
38 deemed repealed two years after such date.