

STATE OF NEW YORK

337

2025-2026 Regular Sessions

IN SENATE

(Prefiled)

January 8, 2025

Introduced by Sen. BAILEY -- 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 appointments from eligible lists

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

1 Section 1. Subdivision 4 of section 23 of the civil service law, as
2 amended by chapter 403 of the laws of 2011, is amended and a new subdivi-
3 sion 4-c is added to read as follows:

4 4. Use of state and county eligible lists, as the source of new hires,
5 by municipal commissions. A municipal commission, in the absence of an
6 eligible list of its own, may request the state civil service depart-
7 ment, county civil service commission or county personnel officer to
8 furnish it with the names of persons on an appropriate eligible list
9 established by the department, commission or personnel officer, which,
10 if so requested by the municipal commission, shall be limited to resi-
11 dents of the city, or town or civil division in which appointments are
12 to be made, or to residents of the county or judicial district in which
13 such city, town or civil division is located, or to any reasonable
14 combination of political subdivisions both in and outside of New York
15 state contiguous to the city or civil division in which appointment is
16 to be made or contiguous to the political subdivision in which such city
17 or civil division is located, except for the position of director of
18 facilities I, II, & III of a school district located within the state
19 which shall use the list developed pursuant to subdivision five of
20 section seventeen of this ~~chapter~~ title. Such municipal commission may
21 certify such names for appointment to a position under its jurisdiction
22 in the same manner as certifications are made from the eligible lists of
23 such commission. If the state civil service department, county civil
24 service commission or county personnel officer, upon the request of such

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

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1 commission, has certified an appropriate eligible list to fill a partic-
2 ular position, such list shall continue to be used until superseded by
3 an eligible list established by such municipal commission for such posi-
4 tion, or until such list expires or is exhausted or is otherwise termi-
5 nated.

6 4-c. Alternate lists for police departments. Police departments where
7 a list pursuant to subdivision four of this section does not adequately
8 represent minority populations and the existing police department's
9 ethnic, racial or women composition deviates from the community upon
10 which they serve by twenty-five percent or more, a municipal commission
11 may use alternate lists, including but not limited to the county list,
12 for the filling of vacancies by both resident and non-resident minority
13 group members, as defined by section three hundred ten of the executive
14 law, and women in order to achieve diversity in the workforce. Alternate
15 lists created by police departments in surrounding municipalities shall
16 be provided and police departments shall hire from such alternate lists
17 until such police department's ethnic, racial or women composition no
18 longer deviates from the community upon which they serve by twenty-five
19 percent or more, upon which time the municipal commission shall be
20 required to use its own eligible list. Police departments shall hire
21 candidates from alternate lists based on merit and fitness, further the
22 rule of three shall apply.

23 § 2. This act shall take effect immediately.