



Legislation Text

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By Council Members Cumbo, the Public Advocate (Ms. James), Crowley, Williams, Kallos, Rosenthal, Miller, Rodriguez, Treyger, Constantinides, Richards, Grodenchik, Menchaca, Lancman, Salamanca, Torres, Cohen, Levin, Koslowitz, Espinal, Barron, Rose, Reynoso, Johnson, Cabrera, Dromm, Garodnick, Vacca, Gentile, Perkins, Eugene, Maisel, Ferreras-Copeland, Van Bramer, King, Palma, Chin, Lander, Koo, Greenfield, Vallone, Deutsch, Gibson, Levine and Cornegy

A Local Law to amend the administrative code of the city of New York, in relation to reporting of pay and employment equity data

Be it enacted by the Council as follows:

Section 1. Chapter 2 of title 12 of the administrative code of the city of New York is amended by adding a new section 12-208 to read as follows:

§ 12-208 Pay and employment equity data. a. Not later than July 15, 2018, and on or before July 15 annually thereafter, all city agencies shall provide to the department of citywide administrative services information relevant to pay and employment equity. Such information for each employee within such agency shall include:

1. the date of hire;
2. the current job category as determined by the department of citywide administrative services, when applicable;
3. the current job title category provided by the United States department of labor and the federal equal employment opportunity commission, as follows: officials and managers; professionals; technicians; sales workers; office and administrative support; craft workers; operatives; laborers; and service workers;
4. the job title and initial compensation, before expected deductions and expected bonuses and overtime compensation, upon date of hire;

5. the current job title and total current compensation, before deductions, and including bonuses and overtime compensation;

6. the start date of such employee's currently held position;

7. the total number of hours worked;

8. the gender of such employee, where available; and

9. the racial group of such employee, where available;

b. The department shall issue a report to the mayor and the speaker of the council no later than January 15, 2019, and no later than January 15 annually thereafter, and shall make such report available to the public.

Such report shall include, but not be limited to the following:

1. disaggregated data from each agency as provided by subdivision a;

2. aggregated results of such data;

3. recommended legislative, regulatory, and other changes to agency policies to address problems associated with pay and employment equity and to close or eliminate gaps in pay and job inequalities for city employees.

§ 2. This local law takes effect immediately.

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