

Fiscal Impact Statement Prepared By New York City Mayor's Office of Management and Budget



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Disclaimer: This fiscal impact statement is a preliminary estimate and subject to change based upon further data analysis or changes in bill text. This legislation is summarized as understood by the administration as of the date this statement was prepared and does not include or consider subsequent text changes. This fiscal impact statement is not legally binding on the administration. "Total" columns represent the respective sum over a four-year period; note that fiscal impacts continue after year four.

Proposed Intro No. / Title: *Intro 808-A / in relation to information required in job listings*

Sponsors: Brooks-Powers, Fariás, Louis, Hanks, Krishnan, Avilés, Ayala, Ossé, Won, Hudson, Salaam, Joseph, Brannan, Riley, Stevens, Cabán and Sanchez

Committee: Civil and Human Rights

Summary of Legislation: This bill requires that job postings include information on non-wage benefits such as bonuses, stocks, equity, health insurance, and paid leave. This bill also requires employers to maintain job posting data for three years after the hire date for a position. Additionally, this legislation requires employers to disclose compensation information to current employees, annually and upon request, for any position similar to that employee's current role.

Effective Date: 120 days after enactment.

First Fiscal Year Legislation Takes Effect: Fiscal Year 2026

First Fiscal Year with Full Impact: Fiscal Year 2026

Agencies Impacted: City Commission on Human Rights (CCHR)

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	(\$556,348)	(\$406,348)	(\$406,348)	(\$406,348)	(\$1,775,392)
Revenue	0	0	0	0	0
Total	(\$556,348)	(\$406,348)	(\$406,348)	(\$406,348)	(\$1,775,392)

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	(\$556,348)	(\$406,348)	(\$406,348)	(\$406,348)	(\$1,775,392)

Impact on Expenditures (Expense):

CCHR would require both Personnel Services (PS) and Other Than Personnel Services (OTPS) funding to institute the new rules regarding job postings.

The anticipated PS cost is \$406,348 based on the cost (excluding fringe) for 4 new staff members to address inquiries, track violations, draft rules, and issue decisions.

Staff include:

- One Executive Agency Counsel (125,000)
- one Supervising Attorney (\$125,000)
- one Agency Attorney II (\$92,446)
- one administrative staff (\$63,902)

The anticipated OTPS expenditures of \$150,000 in the first fiscal year is for an outreach campaign to educate New Yorkers about the updated job posting requirements.

C. Revenue

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Impact on Revenues: There is no anticipated impact on revenue.

D. Capital

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	0	0	0	0	0

Impact on Expenditures (Capital): There is no anticipated impact on capital expenditures.