



Legislation Details (With Text)

**File #:** Int 0516-2022 **Version:** A **Name:** Establishing a recruitment and retention plan for firefighters.  
**Type:** Introduction **Status:** Enacted  
**In control:** Committee on Fire and Emergency Management

**On agenda:** 6/16/2022

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**Title:** A Local Law to amend the administrative code of the city of New York, in relation to establishing a recruitment and retention plan for firefighters

**Sponsors:** Adrienne E. Adams, Shaun Abreu, Sandra Ung, Alexa Avilés, Lincoln Restler, Julie Won, Erik D. Bottcher, Selvena N. Brooks-Powers, Marjorie Velázquez, Shekar Krishnan, Amanda Farías, Carmen N. De La Rosa, Pierina Ana Sanchez, Crystal Hudson, Mercedes Narcisse, Julie Menin, Kevin C. Riley, Tiffany Cabán, Althea V. Stevens, Linda Lee, Shahana K. Hanif, Kristin Richardson Jordan, Darlene Mealy

**Indexes:** Report Required

**Attachments:** 1. Summary of Int. No. 516-A, 2. Summary of Int. No. 516, 3. Int. No. 516, 4. June 16, 2022 - Stated Meeting Agenda, 5. Hearing Transcript - Stated Meeting 6-16-22, 6. Minutes of the Stated Meeting - June 16, 2022, 7. Committee Report 9/19/22, 8. Hearing Testimony 9/19/22, 9. Hearing Transcript 9/19/22, 10. Proposed Int. No. 516-A - 10/27/22, 11. Committee Report 11/3/22, 12. Hearing Transcript 11/3/22, 13. November 3, 2022 - Stated Meeting Agenda, 14. Hearing Transcript - Stated Meeting 11-3-22, 15. Minutes of the Stated Meeting - November 3, 2022, 16. Int. No. 156-A (FINAL), 17. Fiscal Impact Statement, 18. Mayor's Letter, 19. Local Law 116

Date	Ver.	Action By	Action	Result
6/16/2022	*	City Council	Introduced by Council	
6/16/2022	*	City Council	Referred to Comm by Council	
9/19/2022	*	Committee on Fire and Emergency Management	Hearing Held by Committee	
9/19/2022	*	Committee on Fire and Emergency Management	Laid Over by Committee	
11/3/2022	*	Committee on Fire and Emergency Management	Hearing Held by Committee	
11/3/2022	*	Committee on Fire and Emergency Management	Amendment Proposed by Comm	
11/3/2022	*	Committee on Fire and Emergency Management	Amended by Committee	
11/3/2022	A	Committee on Fire and Emergency Management	Approved by Committee	Pass
11/3/2022	A	City Council	Approved by Council	Pass
11/3/2022	A	City Council	Sent to Mayor by Council	
11/16/2022	A	Mayor	Hearing Held by Mayor	
11/28/2022	A	Mayor	Bill Signing Scheduled by Mayor	
11/28/2022	A	Mayor	Signed Into Law by Mayor	
11/29/2022	A	City Council	Recved from Mayor by Council	

Int. No. 516-A

By The Speaker (Council Member Adams) and Council Members Abreu, Ung, Avilés, Restler, Won, Bottcher, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa, Sanchez, Hudson, Narcisse, Menin, Riley, Cabán, Stevens, Lee, Hanif, Richardson Jordan and Mealy

A Local Law to amend the administrative code of the city of New York, in relation to establishing a recruitment and retention plan for firefighters

Be it enacted by the Council as follows:

Section 1. Title 15 of the administrative code of the city of New York is amended by adding a new section 15-144 to read as follows:

§ 15-144 Recruitment and retention of firefighters. a. The department, in consultation with the department of citywide administrative services, shall develop and implement a plan regarding the recruitment and retention of firefighters. Such plan shall address the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter. Such plan shall include, but need not be limited to:

1. Identifying and remediating obstacles faced in the recruitment, examination, training, hiring and retention of individuals from populations that are underrepresented within the rank of firefighter, including but not limited to considerations of racial and gender equity;

2. Recommending recruitment campaigns, including the use of online, print and billboard advertisements, that encourage individuals from populations that are underrepresented within the rank of firefighter to apply to the open competitive firefighter exam; and

3. Providing, through the office of recruitment and retention, support for the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter, assistance and support for firefighter candidates and mentorship programs for firefighter candidates and probationary firefighters.

b. Reporting. The department shall post a report on its website by March 1 of each year regarding the department's efforts to implement the provisions described in subdivision a of this section during the preceding year. Such report shall include but need not be limited to:

1. An overview of the department's efforts to recruit and retain individuals from populations that are underrepresented within the rank of firefighter, including reference to expenditures for such efforts and staffing of the department's office of recruitment and retention.

2. The projected changes in the percentage of firefighters from populations that are underrepresented within the rank of firefighter following each of the upcoming three testing cycles, disaggregated by gender, race and ethnicity, or other such factors indicative of the department's efforts to recruit and retain individuals from populations that are underrepresented within the rank of firefighter;

3. The number of recruitment events that department employees attended or held on behalf of the department;

4. The number of recruitment contacts made with prospective firefighters at any such recruitment events described in paragraph 3 of this subdivision;

5. The number of individuals who participated in department programming offered to support individuals in preparing for the fire academy and the candidate physical ability test, disaggregated by program offered and by the percentage of individuals who self-identify as members of populations that are underrepresented within the rank of firefighter; and

6. The percentage of probationary firefighters within the fire academy who participated in mentorship programming, disaggregated by the percentage of individuals who self-identify as members of populations that are underrepresented within the rank of firefighter.

§ 2. This local law takes effect immediately.

Session 12:  
LS 9477  
JDK  
5/25/2022

Session 11:  
Int. 1740-2019  
LS #8512; 8513; 11089; 11090; 11091