



Legislation Details (With Text)

File #:	Int 0527-2022	Version:	A	Name:	Pay Equity Package - Evaluation and expansion of diverse recruitment and retention within the municipal government.
Type:	Introduction	Status:	Enacted	In control:	Committee on Civil Service and Labor
On agenda:	6/16/2022				
Enactment date:	2/21/2023	Enactment #:	2023/028		
Title:	A Local Law to amend the New York city charter and the administrative code of the city of New York, in relation to the evaluation and expansion of diverse recruitment and retention within the municipal government				
Sponsors:	Carmen N. De La Rosa, Farah N. Louis, Shahana K. Hanif, Shaun Abreu, Jennifer Gutiérrez, Crystal Hudson, Lincoln Restler, Pierina Ana Sanchez, Amanda Farías, Julie Menin, Justin L. Brannan, Tiffany Cabán, Alexa Avilés, Mercedes Narcisse, Sandy Nurse, Marjorie Velázquez, Carlina Rivera, James F. Gennaro				
Indexes:	Report Required				
Attachments:	1. Summary of Int. No. 527-A, 2. Summary of Int. No. 527, 3. Int. No. 527, 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 9/22/22, 8. Hearing Testimony 9/22/22, 9. Hearing Transcript 9/22/22, 10. Pay Equity in NYC Report - September 2022, 11. Proposed Int. No. 527-A - 1/26/23, 12. Committee Report 2/2/23, 13. Hearing Transcript 2/2/23, 14. Committee Report - Stated Meeting, 15. February 2, 2023 - Stated Meeting Agenda, 16. Hearing Transcript - Stated Meeting 2-2-23, 17. Minutes of the Stated Meeting - February 2, 2023, 18. Int. No. 527-A (FINAL), 19. Fiscal Impact Statement, 20. Mayor's Letter, 21. Local Law 28				

Date	Ver.	Action By	Action	Result
6/16/2022	*	City Council	Introduced by Council	
6/16/2022	*	City Council	Referred to Comm by Council	
9/22/2022	*	Committee on Civil Service and Labor	Hearing Held by Committee	
9/22/2022	*	Committee on Civil Service and Labor	Laid Over by Committee	
9/22/2022	*	Committee on Civil and Human Rights	Hearing Held by Committee	
9/22/2022	*	Committee on Civil and Human Rights	Laid Over by Committee	
2/2/2023	*	Committee on Civil Service and Labor	Amendment Proposed by Comm	
2/2/2023	*	Committee on Civil Service and Labor	Amended by Committee	
2/2/2023	A	Committee on Civil Service and Labor	Approved by Committee	Pass
2/2/2023	*	Committee on Civil Service and Labor	Hearing Held by Committee	
2/2/2023	A	City Council	Approved by Council	Pass
2/2/2023	A	City Council	Sent to Mayor by Council	
2/21/2023	A	Mayor	Hearing Held by Mayor	

2/21/2023 A Mayor

Signed Into Law by Mayor

2/21/2023 A City Council

Recved from Mayor by Council

Int. No. 527-A

By Council Members De La Rosa, Louis, Hanif, Abreu, Gutiérrez, Hudson, Restler, Sanchez, Farías, Menin, Brannan, Cabán, Avilés, Narcisse, Nurse, Velázquez, Rivera and Gennaro

A Local Law to amend the New York city charter and the administrative code of the city of New York, in relation to the evaluation and expansion of diverse recruitment and retention within the municipal government

Be it enacted by the Council as follows:

Section 1. Paragraph 9 of subdivision c of section 814.1 of the New York city charter is redesignated paragraph 10, and a new paragraph 9 is added to such subdivision to read as follows:

(9) Train city agencies on how to review and evaluate whether job postings and recruitment materials for civil service positions reflect unconscious bias that could discourage a diverse pool of applicants from applying, and how to amend such postings and materials accordingly, if applicable.

§ 2. Chapter 2 of title 12 of the administrative code of the city of New York is amended by adding a new section 12-213 to read as follows:

§ 12-213 Data on applicants for civil service examinations and admission and graduation statistics from agency training programs. a. No later than January 1, 2024, and each January 1 thereafter, the department of citywide administrative services shall submit to the mayor and the speaker of the council a report containing the following information for the prior fiscal year:

1. The total number of applicants for open-competitive civil service examinations, promotion civil service examinations, and qualified incumbent examinations, and the number of such applicants who:

(a) Took the computer-based multiple-choice portion of such examination;

(b) Achieved a passing score on the computer-based multiple-choice portion of such examination;

(c) Took the computer-based rated education and experience portion of such examination;

(d) Achieved a passing score on the computer-based rated education and experience portion of such

examination;

(e) Were invited to take the physical portion of such examination, if applicable;

(f) Took or began to take the physical portion of such examination, if applicable;

(g) Passed the physical portion of such examination, if applicable;

(h) Were certified on an eligible list, if applicable;

(i) Accepted any appointment to a position that was offered; and

(j) For promotion lists, were on an existing eligible candidate list;

2. For each agency training program that is required for, or relevant to, an applicant's appointment to a position based on an open-competitive civil service examination or a promotion civil service examination, the name of the agency training program, the total number of applicants enrolled in such program, and the number of applicants who:

(a) Completed the program;

(b) Passed and graduated from the program, if applicable;

(c) Passed but did not graduate from the program, if applicable;

(d) Did not pass or graduate from the program, if applicable;

(e) Accepted any appointment offered based on graduation from the program, if applicable;

3. All information received by the department of citywide administrative services pursuant to subdivision c of this section; and

4. A written analysis based upon the information required by paragraphs 1, 2, and 3 of this subdivision that evaluates the department's efforts to provide equal opportunity for a diverse universe of municipal employees and applicants for employment.

b. All data reported pursuant to subdivision a of this section shall be aggregated by borough, and

disaggregated by gender and by race or ethnicity.

c. Each agency shall collect and submit to the department of citywide administrative services by August 31, 2023, and annually thereafter, the following information for the prior fiscal year:

1. Expenditures related to recruiting candidates for open-competitive civil service examinations and promotion civil service examinations. Such expenditures shall be aggregated citywide and disaggregated by borough;

2. A list of recruiting events, including location, held by the agency to promote open-competitive civil service examinations; and

3. A list of any preparatory materials developed for applicants or potential applicants for open-competitive civil service examinations or promotion civil service examinations.

d. No report required pursuant to this section shall contain personally identifiable information. If any category requested contains between 1 and 5 individuals, the number of such individuals shall be replaced with a symbol. A category that contains 0 individuals shall be reported as 0.

§ 3. Subdivision b of section 21-991 of the administrative code of the city of New York, as added by local law number 173 for the year 2018, is amended to read as follows:

b. No later than November 1, 2019, and annually thereafter no later than November 1 of each year, the department of citywide administrative services shall provide and the department shall distribute to each high school, to be shared with every student of such school who will be graduating from high school in the current or following school year, the following information in writing, in hard copy or electronically if availability of similar documents occurs electronically, using plain and simple language:

1. General information about the city's civil service process, including the related application process, hiring system, descriptions of what such tests will include and the scoring process for such examinations;

2. [The title of each upcoming civil service examination that is open to high school graduates, along

with the relevant job descriptions and the relevant salaries;

3. The testing period for each such civil service examination and the related application and scheduling period, with a note that exact dates and times for both periods are usually released online each month;

4. Applicable fees for each such civil service examination, including information on fee waivers;

5. A link to the online application system for civil service examinations;

6.] A link to the civil service examination information page of the department of citywide administrative services website, with a note that this online page contains additional and up-to-date information about examination locations and timing and job eligibility requirements and a link to the exam schedules; and

[7] 3. Any other information that the department deems relevant.

§ 4. This local law takes effect 120 days after it becomes law.

Session 12

MMB/NC/JG

LS #6237, 6238, 6239, 6240 and 8334

1/25/23; 3:59 p.m.

Session 11

NJC

LS #18031, 18033, 18034 and 18035

9/1/21