

# 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 984 / in relation to a study on pay and employment equity for private employees*

**Sponsors:** Fariás, Cabán, Brooks-Powers, Williams, Menin, Restler, Ung, Hanif, Brannan, Ossé, Hudson, Krishnan, Brewer, Avilés, Sanchez, Banks, Schulman, Won, Louis

**Committee:** Civil and Human Rights

**Summary of Legislation:** This legislation requires the Mayor’s Office of Data Analytics, CCHR, and DCWP to collect data and report on compliance with human rights law in areas like pay and employee benefits, employment rates and retention rates. This requirement pertains to employers in the City with 150 or more employees. The agencies must report their findings to Council annually.

**Effective Date:** Immediately after enactment.

**First Fiscal Year Legislation Takes Effect:** Fiscal Year 2025

**First Fiscal Year with Full Impact:** Fiscal Year 2025

**Agencies Impacted:** Mayor’s Office of Data Analytics (MODA), City Commission on Human Rights (CCHR), Department of Consumer and Worker Protection (DCWP)

## Fiscal Impact Analysis

### A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	(\$360,000)	(\$360,000)	(\$360,000)	(\$360,000)	(\$1,440,000)
Revenue	0	0	0	0	0
<b>Total</b>	<b>(\$360,000)</b>	<b>(\$360,000)</b>	<b>(\$360,000)</b>	<b>(\$360,000)</b>	<b>(\$1,440,000)</b>

### B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	(\$360,000)	(\$360,000)	(\$360,000)	(\$360,000)	(\$1,440,000)

**Impact on Expenditures (Expense):**

CCHR would require both Personnel Services (PS) and Other Than Personnel Services (OTPS) funding to collect, analyze, and report on the required data.

The anticipated PS cost is \$310,000 to fund 3 staff in a new unit focusing on pay and workplace equity. Staff include a unit director, policy analyst, and researcher.

The anticipated OTPS expenditures of \$50,000 would fund the editing, revision, and dissemination of the required annual report.

Note that there is also funding is needed to develop and maintain a new IT system to facilitate the receipt and analysis of data submitted by implicated employers. The scope is not fully developed, but is likely to be expansive and require significant resources.

**C. Revenue**

	<b>Fiscal Year 1</b>	<b>Fiscal Year 2</b>	<b>Fiscal Year 3</b>	<b>Fiscal Year 4</b>	<b>Total</b>
Expenditures	0	0	0	0	0

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

**D. Capital**

	<b>Fiscal Year 1</b>	<b>Fiscal Year 2</b>	<b>Fiscal Year 3</b>	<b>Fiscal Year 4</b>	<b>Total</b>
Expenditures	0	0	0	0	0

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