

New York City Council Committees on Civil and Human Rights, and Women and Gender Equity

Testimony of Department of Citywide Administrative Services Chief Human Capital Officer and Deputy Commissioner Katrina Porter

April 17, 2025

Introduction

Good afternoon, Chairs De La Rosa, Williams, and Louis and members of the committees on Civil Service and Labor, Civil and Human Rights, and Women and Gender Equity. My name is Katrina Porter, and I am the Chief Human Capital Officer for the City of New York, and Deputy Commissioner of Human Capital at the Department of Citywide Administrative Services, more commonly known as DCAS. I am joined here today by my colleague, DCAS Assistant Commissioner for Workforce Operations Kadian Outar.

Equity in the Workforce

Equity in the workforce is more than a goal, but an absolute critical mission, and I am proud to help lead this effort in city government. More than that, I'm grateful for your continued partnership and interest in this matter and welcome the opportunity to discuss it with you all again today.

At DCAS, we remain invested in creating pipelines for people from all backgrounds to grow into good paying careers as part of the City's workforce – it's how we ensure our government reflects the diversity of the nearly 8.5 million people we serve.

As we continue to focus on strengthening our workforce, increasing diversity, and creating new opportunities, we are also cognizant of the challenges posed by historic and systemic inequities as they relate to occupational segregation and pay equity. The complexities of these issues continue to be found in workplaces beyond government and across all sectors.

Our first line of defense has been and will continue to be our civil service system. By design, it prioritizes merit and fitness and helps mitigate issues with pay inequity. Furthermore, the salaries for the vast majority of employees are set through collective bargaining between the City -- represented by the Office of Labor Relations, and unions representing our City workers; this ensures our employees themselves have a seat at the table through their union representatives. Data shows that the greatest pay equity is exhibited within civil service titles. Administrative Staff Analyst, Correction Officer and Assistant Corporation Counsel are examples of civil service titles with gender parity. This ensures that at every level, pay is equal so that whoever sits in that role is being paid a comparable amount as their peers regardless of gender or ethnicity.

But we know there is still more to be done, and we're using data to build out an apples to apples comparison to better understand where we stand in relation to other sectors. When looking at and evaluating the City's workforce, DCAS looks at the entire agency population which includes the Department of Education and the Health and Hospitals Corporation, which together account for nearly 180,000 city employees, or a little more than half of the city's workforce. With the inclusion of DOE and H+H, overall, the citywide wage gap decreases to \$.91 on the dollar.

According to [recent data](#) from the Pew Research Center, nationally, women earn 85 cents for every dollar. With that, the City of New York is outperforming national averages. As further demonstrated in the FY24 Workforce Profile Report, which looks specifically at the public sector, women earn 91 cents for every dollar earned by men as noted a moment ago. This shows that city government continues to outpace the national trend and the New York City private sector.

Despite the progress in pay equity, occupational segregation continues to be a cause of income inequality and has remained persistent and prevalent in the job market. Given the gravity of these issues, we continue to prioritize the analysis of pay structures to help inform critical policies that can further address pay inequity. As mandated in Local Law 27, we are advancing our plans to work with a vendor to conduct a pay equity analysis across 60 titles. While the initial selection took longer than we expected, we have selected a vendor to support us in this work and are nearing completion of the contract. We look forward to seeing the results of this analysis and sharing them with the Council and New Yorkers.

As we continue to forge ahead, we know that the municipal staff in the aggregate is made up of a majority of women, particularly women of color. However, we are also keenly aware and committed to ensuring that those women -- once they're in the door -- advance into higher-paying positions which will improve equity in our workforce, and at the same time reduce the gender pay gap.

Recruitment Pipeline

Core to building equity is the development and steady flow of candidates through multiple recruitment pipelines. With this in mind, we continue to focus on creating opportunities and sharing resources for those interested in municipal employment through DCAS' Workforce Operations team. They carry out essential functions to bolster recruitment through engagement and education. The team provides targeted, data-driven solutions aimed at addressing recruitment challenges on behalf of the City.

Within Workforce Operations, we house the Office of Citywide Recruitment (OCR) and the Pathways Program. OCR focuses on building relationships, advising, developing and executing large scale recruitment strategies and providing information to historically underserved communities that are underrepresented in city government. Since 2022, OCR has expanded its presence and network and continues to conduct Civil Service 101 sessions – a training program developed by OCR to simplify the civil service process, promote the civil service exams, and highlight the benefits of working for the City of New York. This is in addition to continued partnerships with NYC Public Schools to share information about the vast opportunities in municipal government and internships.

In conjunction with OCR, the Pathway Program features several opportunities for people to join the municipal workforce. These include:

- The Civil Service Pathway Fellowship -- a DCAS/City University of New York partnership, that provides recent CUNY graduates with a two- year fellowship and a pathway to permanent civil service employment;
- Public Service Corps which engages current college students interested in gaining government experience;
- Urban Fellows, a competitive program that provides opportunities in all facets of city government;
- and our Summer Internship Program which is geared towards college students looking for temporary employment.

We've also implemented new forward-thinking approaches to expand opportunities including administering the first-ever public safety bridge exam encompassing a multitude of titles with one exam and reforming the city's Minimum Qualification Requirements for civil service titles. To date, DCAS has completed the review of 90 civil service titles, and of these 61 have been revised. These revisions impact 53,448 City jobs and expand qualification requirements which were previously restrictive and difficult for many applicants to meet. We have revised qualification requirements by adding pathways to qualify via work experience in lieu of college, by aligning them with industry standards, updated State regulations, or licensing criteria, and by broadening the kinds of qualifying education and experience.

Together, these opportunities open up possibilities for a range of diverse and talented candidates to move into careers in government. And we know this work will progressively increase equity and access within our workforce.

Retention and Professional Development

Our efforts aren't just limited to recruitment, as we recognize retention and professional development are equally as important. We want to foster a culture across city government that prioritizes growth, advancement, and opportunity for all employees.

Other efforts undertaken by DCAS include:

- **The Salary Benchmarking Tool**—provides agencies with minimum, mean, median, and maximum salary information at the agency and civil service title level, aggregated from employee level data and compares that salary information against other agencies of similar size, function, and citywide.
- **NYCityLearn** — our new learning management system launched last September, which increases access to training and professional development opportunities and resources.
- **NYC Management Academy** —equips mid-level managers and emerging leaders with a grounding in fundamental management principles and best practices to meet the unique demands of managing in city government and provides access to more senior level positions.

This is just a small sampling of the City's efforts to increase retention and foster increased professional development opportunities, which supplement our additional work like career

counseling, our training expos, expanding resources for agencies, and of course, partnering with our sister agencies to increase employee benefits.

Proposed Legislation – Intro. 0675-2024

While we appreciate the Council's continued work to address the gender pay disparity, we respectfully do not support Intro. 675, as it duplicates work already underway by the Administration to address this matter. In close coordination and collaboration with the Commission on Gender Equity, and through the Pay Equity Cabinet, we are actively analyzing pay equity across our diverse municipal workforce and implementing strategies to address disparities by gender and race. Additionally, the City is already developing a comprehensive True Cost of Living measure, as required by the NYC Charter, to reflect the real cost of living in New York City.

Conclusion

We thank the Council for its ongoing commitment to increasing pay equity and improving the city's municipal workforce. At DCAS, we will continue to reimagine and fortify our efforts to address inequities in pay, in close partnership with our fellow agencies and the Council.

Thanks again, and at this time, I am happy to answer any questions.



Consortium for Worker Education

305 Seventh Ave, Third Floor, New York, NY 10001

212.647.1900 | www.cwe.org

Testimony to the New York City Council Committee on Civil Service and Labor and the Committee on Women and Gender Equity

April 17, 2025

Dear Honorable Members of the City Council:

My name is Marco A. Carrión and I am the Executive Director of the **Consortium for Worker Education (CWE)**, an organization dedicated to uplifting and empowering New York City workers through education, occupational training, childcare, and job placement services. CWE serves as the workforce development arm of the NYC Central Labor Council and provides essential training to 36 union locals, as well as partnering with over 40 community organizations across all five boroughs to equip New Yorkers with the tools they need to succeed in the workforce.

CWE supports *Int. 0675*, which would establish a task force to study gender pay disparity and economic self-sufficiency within the city workforce. This bill represents a critical opportunity for the City to take meaningful steps toward addressing the deep inequities in our economy. Amidst devastating cuts and violations by the federal administration, CWE stands firmly behind the Council's efforts to push for greater support for New York's workers.

Addressing Gender Pay Disparity

As an organization dedicated to improving the lives of New York City's workers, we understand firsthand how the persistent gender pay gap affects families and communities. While progress has been made, women—especially women of color—continue to earn less than their male counterparts for the same work. This disparity not only hampers individual economic mobility but also creates systemic inequalities that harm entire communities.

By establishing a task force focused on addressing gender pay disparities, this legislation will provide a vital platform to study the barriers that women face and make recommendations for policies that ensure equitable pay for all.

Increasing Economic Self-Sufficiency

In addition to addressing the pay gap, *Int. 0675*'s emphasis on economic self-sufficiency is something CWE strongly supports. It is essential that all workers—regardless of gender, race, or background—have access to fair wages, benefits, and career advancement opportunities. The programs CWE offers, such as childcare services, job placement, and workforce training, are designed to help New Yorkers break through barriers to economic independence. This proposed legislation's focus on creating a task force to study gender parity and economic self-sufficiency aligns with our own goals of creating pathways to sustainable, rewarding careers.

Solidarity with Unionization Drives

At CWE, we also stand in solidarity with workers across New York City who are organizing and demanding better working conditions, fair wages, and respect in the workplace. Unionization is a fundamental tool for empowering workers and ensuring their voices are heard. Workers in every industry are increasingly turning to unions to fight against the erosion of their rights and to demand better treatment from their employers.

We strongly affirm the right of every worker to organize freely, without fear of intimidation or union-busting tactics. We appreciate the Council's commitment to support workers' right to unionize and ensure that union elections are free from anti-democratic practices, a crucial part of advancing economic justice in our city.

Conclusion

The Consortium for Worker Education is proud to support the proposed legislation and resolutions. They align with our mission of empowering New York City's workers through education, advocacy, and job placement. This legislation, if passed, will play a pivotal role in addressing the gender pay gap, increasing economic self-sufficiency, and protecting the rights of workers to organize. It is a vital step toward creating a more equitable and just workforce for all New Yorkers.

We urge the City Council to pass this bill and take the necessary action to ensure that workers across the city are supported in their efforts to achieve economic justice. Thank you for your time and consideration.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Kadon Outar

Address: 1 Centre St.

I represent: DS93

Address: 1 Centre Street

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THE CITY OF NEW YORK**

Appearance Card

Admin

I intend to appear and speak on Int. No. _____ Res. No. _____

☐ in favor ☐ in opposition

Date: 4/17/25

(PLEASE PRINT)

Name: Matthew Graham

Address: _____

I represent: Commission on Gender Equity

Address: 253 Broadway 9th Fl.

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Name: Daniel Pollak

Address: _____

I represent: _____

Address: _____

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Date: April 17, 2025

(PLEASE PRINT)

Name: SILVIA MONTALBAN

Address: _____

I represent: DCA S

Address: Deputy Commissioner / Chief Citywide

Equity and Inclusion Officer

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Appearance Card

ADMIN

I intend to appear and speak on Int. No. _____ Res. No. _____

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Date: _____

(PLEASE PRINT)

Name: Katrina Porter, Chief Human Capital Officer

Address: and Deputy Commissioner

I represent: DCAS

Address: 1 Ctr. Street

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Date: _____

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Name: YOUNG D JENNINGS

Address: _____

I represent: _____

Address: _____

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Appearance Card

I intend to appear and speak on Int. No. 0368 Res. No. _____

☒ in favor ☐ in opposition

Date: 4-17-2025

(PLEASE PRINT)

Name: Christopher Hierro

Address: [REDACTED] Brooklyn NY 11238

I represent: Myself

Address: _____

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Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. 0368

☒ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Michael De Barge

Address: [REDACTED] 02000 Park NY 11416

I represent: SFM Local 802 member / Midtown Radio & Records inc

Address: 9141 92ND ST, 11416

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Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. 0368221

☒ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Marshall Moran

Address: [REDACTED] Rochester, NY 11805

I represent: United Musicians and Allied Workers

Address: _____

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Appearance Card

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I intend to appear and speak on Int. No. _____ Res. No. 0368-2024

☒ in favor ☐ in opposition

Date: 4-17-2025

(PLEASE PRINT)

Name: THOM BEEMER

Address: [REDACTED] BROOKLYN 11226

I represent: UMAW

Address: _____

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THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. 368

☒ in favor ☐ in opposition

Date: 4/17/25

(PLEASE PRINT)

Name: Andrew J. Paulsen

Address: [REDACTED] NY, NY 10036

I represent: _____

Address: _____

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THE CITY OF NEW YORK

Appearance Card

10

I intend to appear and speak on Int. No. _____ Res. No. 368

☒ in favor ☐ in opposition

Date: 4/17/25

(PLEASE PRINT)

Name: Francisco Cathcart

Address: [REDACTED] 11225

I represent: myself

Address: [REDACTED] 11225

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THE CITY OF NEW YORK

Appearance Card

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☒ in favor ☐ in opposition

Date: 4-17-25

(PLEASE PRINT)

Name: DAMON KIZURSKI

Address: [REDACTED] CAMBRIDGE MA

I represent: UMAW

Address: WEAPUNAW.ORG

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Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. 0368-2024

☒ in favor ☐ in opposition

Date: 4-17-25

(PLEASE PRINT)

Name: ROSEAN FIELDS

Address: [REDACTED] BROOKLYN

I represent: UMAW

Address: _____

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Appearance Card

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☒ in favor ☐ in opposition

Date: 4/17/25

(PLEASE PRINT)

Name: ANNE AINSIE BOCCATO

Address: [REDACTED] BROOKLYN, NY 11206

I represent: UMAW

Address: _____

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Appearance Card

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Date: 4/17/2025

(PLEASE PRINT)

Name: Sharon Brown

Address: _____

I represent: Rose of Sharon Enterprises

Address: 43 Madison Street 2F

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Date: _____

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Name: Elijan Diaz

Address: _____

I represent: Self

Address: _____

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Appearance Card

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☒ in favor ☐ in opposition

Date: 04.17.25

(PLEASE PRINT)

Name: ANDREW WALDRON

Address: _____

I represent: _____

Address: _____

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THE CITY OF NEW YORK**

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☒ in favor ☐ in opposition

Date: 4/17/25

(PLEASE PRINT)

Name: Joey DeFrancesco

Address: _____

I represent: United Musicians and Allied Workers

Address: _____

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☐ in favor ☐ in opposition

Date: 4/17/2025

(PLEASE PRINT)

Name: Tyler Burchfield

Address: _____ BK 11207

I represent: _____

Address: _____

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THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. 368

☒ in favor ☐ in opposition

Date: _____

(PLEASE PRINT)

Name: Spencer Peppot

Address: [REDACTED] Ridgewood NY 11385

I represent: _____

Address: _____

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Date: 4/17/25

(PLEASE PRINT)

Name: _____

Address: Raul Rivero

I represent: _____

Address: _____

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