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. Unless otherwise stated, information used in the preparation of this Fiscal Impact Statement is sourced from the agencies impacted and the NYC Mayor's Office of Management and Budget.

Proposed Intro No. / Title: *Int. 984-A / Study on pay and employment equity for private employees*

Sponsors: Farías, Cabán, Brooks-Powers, Williams, Menin, Restler, Ung, Hanif, Brannan, Ossé, Hudson, Krishnan, Brewer, Avilés, Sanchez, Banks, Schulman, Won, Louis, Marte, Nurse, Zhuang, Hanks, Rivera, Gutiérrez

Committee: Civil and Human Rights

Summary of Legislation: This legislation requires an agency designated by the mayor to evaluate pay reports submitted by employers with 200 or more employees. The agency will assess compensation levels, race, gender or ethnicity data for disparity patterns. The assessment will include recommendations to address any disparities identified.

Effective Date: In conjunction with Introduction 982 of 2024

First Fiscal Year Legislation Takes Effect: Fiscal Year 2026

First Fiscal Year with Full Impact: Fiscal Year 2026

Agencies Impacted: Commission on Gender Equity

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	($138,000)	($138,000)	($138,000)	($138,000)	($552,000)
Revenue	0	0	0	0	0
Total	($138,000)	($138,000)	($138,000)	($138,000)	($552,000)

Date Prepared: October 6, 2025

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	($138,000)	($138,000)	($138,000)	($138,000)	($552,000)

Impact on Expenditures (Expense):

Int 982-A and Int 984-A together would require $138,000 in annual Personal Service (PS) resources, including fringe, to hire one data analyst to support the establishment of the submission form and review pay equity reports.

C. Revenue

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

Impact on Revenue:

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.

Date Prepared: October 6, 2025