

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 1064 / in relation to requiring transparency concerning promotional opportunities*

Sponsors: Williams, Fariás, Nurse, Stevens, Gutiérrez, Hanks, Banks, Krishnan, Marte, Louis

Committee: Civil and Human Rights

Summary of Legislation: This bill adds to Section 8-107 (Unlawful Discriminatory Practices) of New York City's administrative code by requiring employers who have more than 100 employees to make reasonable efforts to inform their current workforce that a position is vacant or is soon-to-be vacant. The employers must also inform their current workforce about the selected candidate's experience and credentials to better prepare current employees for similar roles in the future.

Effective Date: 120 days after enactment

First Fiscal Year Legislation Takes Effect: Fiscal Year 2026

First Fiscal Year with Full Impact: Fiscal Year 2026

Agencies Impacted: City Commission on Human Rights

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	(\$431,348)	(\$281,348)	(\$281,348)	(\$281,348)	(\$1,275,392)
Revenue	0	0	0	0	0
Total	(\$431,348)	(\$281,348)	(\$281,348)	(\$281,348)	(\$1,275,392)

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	(\$431,348)	(\$281,348)	(\$281,348)	(\$281,348)	(\$1,275,392)

Impact on Expenditures (Expense):

CCHR would require both Personnel Services (PS) and Other Than Personnel Services (OTPS) funding to institute and enforce the legislation.

The anticipated PS cost is \$281,348 based on the need for 3 staff members to address inquiries, provide legal guidance, track violations and issue decisions.

Staff needs, excluding fringe, include:

- one Executive Agency Counsel (\$125,000),
- one Agency Attorney II (\$92,446), and
- one administrative staff (\$63,902).

The anticipated OTPS expenditures of \$150,000 support an outreach campaign to educate New Yorkers about the update to job listing requirements.

C. Revenue

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

Impact on Revenues: 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.