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. 1391 / Establishment of compensation and training standards for security guards*

Sponsors: Adams, Hudson, Brannan, Narcisse, Cabán, Menin, Hanks, Won, Restler, De La Rosa, Ung, Moya, Schulman, Farías, Gennaro, Ayala, Gutiérrez, Hanif, Brewer, Bottcher, Krishnan, Marte, Brooks-Powers, Dinowitz, Salaam, Banks, Abreu, Lee, Powers, Ossé, Avilés, Stevens, Louis, Zhuang, Feliz, Riley, Salamanca, Nurse, Joseph, Williams, Mealy

Committee: Consumer and Worker Protection

Summary of Legislation: This legislation makes the Department of Consumer and Worker Protection (DCWP) responsible for developing minimum wage and paid leave standards for security guards employed in the private sector. DCWP would be responsible for enforcing employer compliance with relevant pay and benefits requirements and must develop a process by which security guards can submit complaints regarding their employer. Furthermore, DCWP must report annually on complaints received and investigations undertaken in relation to these requirements.

Effective Date: 120 days after enactment

First Fiscal Year Legislation Takes Effect: Fiscal Year 2027

First Fiscal Year with Full Impact: Fiscal Year 2027

Agencies Impacted: Department of Consumer and Worker Protection

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	($5,325,000)	($4,425,000)	($4,425,000)	($4,425,000)	($18,600,000)
Revenue	0	0	0	0	0
Total	($5,325,000)	($4,425,000)	($4,425,000)	($4,425,000)	($18,600,000)

Date Prepared: October 27, 2025

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	($5,325,000)	($4,425,000)	($4,425,000)	($4,425,000)	($18,600,000)

Impact on Expenditures (Expense):

It is anticipated that DCWP would require $4,405,000 in annual Personal Service (PS) resources, including fringe, to hire 33 staff to develop, implement, and enforce the requirements. The staff is broken down as follows: 9 inspectors, 3 associate inspectors, 3 computer systems specialists, 4 research scientists, 8 agency attorneys, 4 administrative associates, 1 administrative manager, and 1 community relations specialist.

It is also anticipated that DCWP would require $900,000 in one-time Other Than Personal Service (OTPS) resources in year 1 to contract with IT consultants for system upgrades. DCWP additionally anticipates $20,000 in annual OTPS costs for software fees and licenses.

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 27, 2025