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|  | **The Council of the City of New York****Finance Division****Tanisha Edwards, Chief Financial Officer and Deputy Chief of Staff to the Speaker****Fiscal Impact Statement****Proposed Int. No. 516-A****Committee:** Fire and Emergency Management |
| **Title:** A Local Law to amend the administrative code of the city of New York, in relation to establishing a recruitment and retention plan for firefighters. | **Sponsors:** By The Speaker (Council Member Adams) and Council Members Abreu, Ung, Avilés, Restler, Won, Bottcher, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa, Sanchez, Hudson, Narcisse, Menin and Riley |
| **Summary of Legislation:** The proposed legislation would require the Fire Department (FDNY), in consultation with the Department of Citywide Administrative Services (DCAS), to develop and implement a plan regarding the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter. In doing so, the FDNY must: (i) identify and remediate obstacles faced in recruitment, examination, training, hiring and retention of individuals from populations underrepresented within the rank of firefighter, including consideration of racial and gender equity; (ii) recommend recruitment plans that encourage individuals from populations underrepresented within the rank of firefighter to apply to become a firefighter; and (iii) providing support for the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter. FDNY would also be required to post an annual report on its website that includes an overview of its recruitment and retention efforts, including reference to all related budgetary expenditures for such efforts, and the projected change in the percentage of firefighters from populations that are underrepresented within the rank of firefighter. |
| **Effective Date:** This law takes effect immediately. |
| **Fiscal Year (FY) In Which Full Fiscal Impact Anticipated:** Fiscal Year 2024 |
| **Fiscal Impact Statement:**

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|  | **Effective FY23** | **Succeeding****FY24** | **Full Fiscal****Impact FY24** |
| **Revenues (+)** | $0 | $0 | $0 |
| **Expenditures (-)**  | $0 | $0 | $0 |
| **Net** | $0 | $0 | $0 |

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| **Impact on Revenues:** It is estimated that there would be no impact on revenues resulting from the enactment of this legislation. |
| **Impact on Expenditures:** It is estimated that there would be no impact on expenditures resulting from the enactment of this legislation, as FDNY would use existing resources to fulfill its requirements. |
| **Source of Funds To Cover Estimated Costs:** N/A |
| **Source of Information:**  NYC Council Finance **ESTIMATE PREPARED BY:** Tanveer Singh, Legislative Financial Analyst, NYC Council Finance Division**ESTIMATE REVIEWED BY**: Jack Storey, Unit Head, NYC Council Finance DivisionCrilhien Francisco, Assistant Director, NYC Council Finance Division |
| **Legislative History:** The legislation was introduced to the full Council on June 16, 2022, as Intro. 516 and referred to the Committee on Fire and Emergency Management (Committee). The legislation was considered by the Committee at a hearing held on September 19, 2022, and the bill was laid over. The legislation was subsequently amended and the amended version, Proposed Into. No. 516-A will be considered by the Committee on November 3, 2022. Upon successful vote by the Committee, Proposed Intro. No. 516-A will be submitted to the full Council for a vote on November 3, 2022.  |

**Date Prepared:** 11/02/2022