

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL SERVICE AND LABOR

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September 14, 2023

Start: 10:25 a.m.

Recess: 10:29 a.m.

HELD AT: COUNCIL CHAMBERS - CITY HALL

B E F O R E: Carmen N. De La Rosa, Chairperson

COUNCIL MEMBERS:

Tiffany Caban
Eric Dinowitz
Oswald Feliz
Rita C. Joseph
Julie Menin
Francisco P. Moya
Sandy Nurse

2 SERGEANT-AT-ARMS: This is a microphone
3 check for the Committee on Civil Service and Labor.
4 Today's date is September 14, 2023, located in
5 Council Chambers, recorded by Steve Sadowsky.

6 SERGEANT-AT-ARMS: Welcome to today's New
7 York City Council hearing on the Committee on Civil
8 Service and Labor.

9 Please silence all cell phones and
10 electronic devices. Do not approach the dais. If you
11 need assistance, contact a Sergeant-at-Arms.

12 Chair, we are ready to begin.

13 CHAIRPERSON DE LA ROSA: [GAVEL] Good
14 morning and welcome to today's vote of the Civil
15 Service and Labor Committee. I am Committee Chair,
16 Council Member Carmen De La Rosa.

17 Today, we are voting on Proposed Intro.
18 877-B sponsored by Council Member Abreu in relation
19 to exit surveys and interviews for resigning and
20 retiring employees of City agencies. The Committee is
21 focused on addressing the stubborn vacancy crisis
22 plaguing our City agencies. As of adoption of the
23 Fiscal Year 2024 budget in July, there were 20,004
24 vacancies across municipal government. I think I'm
25 going to say that again. 20,004 vacancies across

2 municipal government. This crisis has burdened both
3 current City employees who are struggling to maintain
4 agency operations and New Yorkers who are receiving
5 delayed and inadequate City services. While there is
6 no panacea to rebuild a depleted City workforce, this
7 bill is one tool that the City can use to create a
8 comprehensive strategy to help attract and retain
9 City workers. Proposed Intro. 877-B would require the
10 Department of Citywide Administrative Services to
11 create a comprehensive exit survey and interview
12 protocols designed to gather feedback from resigning
13 and retiring municipal employees regarding their
14 experience in the City's civil service. Agencies
15 would be required to offer both an electronic exit
16 survey to all resigning and retiring employees and an
17 in-person exit interview to a set of percentage of
18 resigning and retiring employees based on the
19 agency's size. Exit surveys and interviews would be
20 completed on a voluntary basis and would be
21 administered by the employing agency on or before the
22 employee's last day of employment. DCAS would be
23 required to submit an annual report to the Equal
24 Employment Practices Commission and the Speaker of
25 the Council summarizing the responses received in the

2 exit surveys and interview. The goal of the exit
3 survey and interviews is to inform each agency's
4 evaluation of their employment practices and promote
5 their reform. This bill seeks to improve the working
6 condition and experiences of the City's employees and
7 more immediately to address high vacancy rates across
8 City agencies. I am pleased that the Committee is
9 bringing this bill to a vote, and I'm proud to
10 support.

11 I'd like to thank Committee Staff for
12 their hard work in preparing for this vote, Policy
13 Analyst Elizabeth Arzt and Rie Ogasawara as well as
14 my Chief-of-Staff James Burke, Legislative Director
15 Kiana Diaz, and Comms Director Fray Familia.

16 Council Member Abreu is not here, but he
17 supports the bill and is grateful we're bringing it
18 to a vote, and I turn to the Clerk to call the roll.

19 COMMITTEE CLERK WILLIAM MARTIN: Thank
20 you. Good morning. William Martin, Committee Clerk.
21 Roll call vote Committee on Civil Service and Labor
22 on Proposed Introduction 877-B. Chair De La Rosa.

23 CHAIRPERSON DE LA ROSA: Aye.

24 COMMITTEE CLERK WILLIAM MARTIN: Moya.

25 COUNCIL MEMBER MOYA: I vote aye.

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2 COMMITTEE CLERK WILLIAM MARTIN: Thank
3 you. Dinowitz.

4 COUNCIL MEMBER DINOWITZ: Aye.

5 COMMITTEE CLERK WILLIAM MARTIN: Caban.

6 COUNCIL MEMBER CABAN: Aye.

7 COMMITTEE CLERK WILLIAM MARTIN: Joseph.

8 COUNCIL MEMBER JOSEPH: Aye.

9 COMMITTEE CLERK WILLIAM MARTIN: Menin.

10 COUNCIL MEMBER MENIN: Aye.

11 COMMITTEE CLERK WILLIAM MARTIN: Nurse.

12 COUNCIL MEMBER NURSE: Aye.

13 COMMITTEE CLERK WILLIAM MARTIN: Thank

14 you. Council Member Feliz.

15 COUNCIL MEMBER FELIZ: Aye.

16 COMMITTEE CLERK WILLIAM MARTIN: With a

17 vote of eight in the affirmative, zero in the

18 negative, and no abstentions, item has been adopted

19 by the Committee.

20 CHAIRPERSON DE LA ROSA: The hearing is

21 adjourned.

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date September 18, 2023