

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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June 6, 2024
Start: 10:38 a.m.
Recess: 10:42 a.m.

HELD AT: COUNCIL CHAMBERS - CITY HALL

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

COUNCIL MEMBERS:

Tiffany Cabán
Erik D. Bottcher
Eric Dinowitz
Oswald Feliz
Kamillah Hanks
Julie Menin
Francisco P. Moya

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2 SERGEANT-AT-ARMS: Check, check. Mic
3 check.

4 SERGEANT-AT-ARMS: Good morning, and
5 welcome to the New York City Council vote of the
6 Committee on Civil Service and Labor.

7 At this time, can everybody please
8 silence your cell phones.

9 Chair, we are ready to begin.

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

14 Municipal employment has long been a
15 source of economic security for women and people of
16 color. City jobs are coveted because they are more
17 likely to be unionized, well-paid, and provide
18 benefits and protections for workers. Yet in this
19 year's Paid Disparity Report, published by the
20 Council's Data Team, the Council determined that
21 occupational segregation and paid disparities were
22 still apparent in our municipal workforce, driven
23 primarily by the concentration of women and employees
24 of color in low-paying titles. Furthermore, this
25 report highlighted that headcount reductions during

2 and since the COVID-19 pandemic disproportionately
3 affected women and employees of color. In response,
4 this package of legislation was drafted, seeking to
5 improve access to promotional titles with higher pay
6 and to identify equity-based issues within the
7 workforce to help improve retention. That's why I'm
8 proud to support this legislative package that will
9 foster a supportive work environment and equip
10 employees with the guidance to achieve their career
11 goals.

12 First, Intro. 743-A, sponsored by myself,
13 mandates that DCAS offer comprehensive career
14 counseling to our municipal employees. This is a
15 significant step towards ensuring that every
16 individual in our City's workforce has access to the
17 professional development and promotional
18 opportunities that they deserve.

19 Intro. 767-A, sponsored by Council Member
20 Hudson, aims to introduce workforce culture surveys
21 administered by DCAS. These surveys are crucial for
22 gaining insight into the experiences of City
23 employees. This feedback is essential for fostering a
24 culture of continuous improvement and ensuring that
25 our workforce feels valued and heard.

2 Intro. 809-A, sponsored by myself,
3 requires DCAS to provide detailed reports regarding
4 the Department's determination of promotional exam
5 applicant eligibility. This reaffirms our commitment
6 to the meritocracy and equal opportunities for all
7 municipal employees.

8 Lastly, Reso 306-B, sponsored by myself,
9 urges DCAS to grant additional promotional points on
10 promotional exams to those who have completed the
11 agency's executive development and management and
12 supervision trainings or who have earned a degree or
13 certificate. By recognizing and rewarding educational
14 and professional development achievement, we are
15 incentivizing our employees to continuously improve
16 their skills and knowledge, which will in turn
17 benefit the entire city.

18 Together, these measures represent a
19 robust commitment to our municipal workforce. They
20 underscore our dedication to creating a supportive
21 and fair work environment that recognizes and rewards
22 hard work, dedication, and continuous learning.

23 I'd like to thank Committee Staff for
24 their hard work in preparing for this vote, Policy
25 Analyst Elizabeth Arzt, Committee Counsel Rie

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2 Ogasawara as well as my Chief-of-Staff James Burke,
3 Legislative Director Kiana Diaz, and Comms Director,
4 Fray Familia.

5 I will now turn over to the Clerk to call
6 the roll.

7 COMMITTEE CLERK WILLIAM MARTIN: Good
8 morning. William Martin, Committee Clerk. Roll call
9 vote Committee on Civil Service and Labor. All items
10 are coupled. Chair De La Rosa.

11 CHAIRPERSON DE LA ROSA: Aye on all.

12 COMMITTEE CLERK WILLIAM MARTIN: Moya.

13 COUNCIL MEMBER MOYA: I vote aye.

14 COMMITTEE CLERK WILLIAM MARTIN: Thank
15 you. Dinowitz.

16 COUNCIL MEMBER DINOWITZ: Aye.

17 COMMITTEE CLERK WILLIAM MARTIN: Feliz.

18 COUNCIL MEMBER FELIZ: Aye on all.

19 COMMITTEE CLERK WILLIAM MARTIN: Cabán.

20 COUNCIL MEMBER CABÁN'S CHILD: Aye.

21 COUNCIL MEMBER CABÁN: Aye.

22 COUNCIL MEMBER CABÁN'S CHILD: Aye.

23 COUNCIL MEMBER CABÁN: Good job.

24 COMMITTEE CLERK WILLIAM MARTIN: Thank
25 you, thank you, and thank you. Bottcher.

2 COUNCIL MEMBER BOTTCHEER: Aye.

3 COMMITTEE CLERK WILLIAM MARTIN: Hanks.

4 COUNCIL MEMBER HANKS: Aye.

5 COMMITTEE CLERK WILLIAM MARTIN: Menin.

6 COUNCIL MEMBER MENIN: Aye.

7 COMMITTEE CLERK WILLIAM MARTIN: Salaam.

8 With a vote of eight in the affirmative, zero with a
9 negative, and no abstentions, all items have been
10 adopted by the Committee.

11 CHAIRPERSON DE LA ROSA: Okay, so with
12 that, I want thank all the Committee Members for
13 coming today. I also want to give a shoutout to our
14 Council Members in training here, _____ and _____,
15 who are joining us with Member Cabán to listen in on
16 what we do here in the City Council. Welcome to the
17 Committee on Civil Service and Labor.

18 All right, thank you. This Committee is
19 adjourned. [GAVEL]

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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 July 4, 2024