

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 871 - in relation to extending reasonable workplace accommodations to caregivers*

Sponsors: Hanks, Ayala, Salaam, Brooks-Powers, Banks, Nurse, Brannan, Gutiérrez, Brewer, De La Rosa, Hanif, Louis, Hudson, Ossé, Krishnan

Committee: Civil and Human Rights

Summary of Legislation: This legislation creates the right to reasonable workplace accommodations for caregivers, as defined in the New York City Human Rights Law. This bill also requires employers to participate in dialogue regarding the caregiver’s reasonable accommodations.

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 (CCHR)

Fiscal Impact Analysis

A. Total Impact (Expense and Revenue)

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expense	(\$1,101,305)	(\$951,305)	(\$951,305)	(\$951,305)	(\$3,955,220)
Revenue	0	0	0	0	0
Total	(\$1,101,305)	(\$951,305)	(\$951,305)	(\$951,305)	(\$3,955,220)

B. Expense

	Fiscal Year 1	Fiscal Year 2	Fiscal Year 3	Fiscal Year 4	Total
Expenditures	(\$1,101,305)	(\$951,305)	(\$951,305)	(\$951,305)	(\$3,955,220)

Impact on Expenditures (Expense):

CCHR would require both Personnel Services (PS) and Other Than Personnel Services (OTPS) funding to institute the new accommodations for caregivers and to facilitate dialogues.

The anticipated PS cost is \$951,305 for 10 additional headcount including attorneys, directors, and human rights specialists. A detailed list of anticipated staff lines and salaries (excluding fringe) are below.

- One Executive Agency Counsel (\$125,000 each)
- Executive Director of Training Development (\$100,000 each)
- Two Supervising Attorneys (\$125,000 each)
- Two Agency Attorney Level IIs (\$92,446 each)
- One Agency Attorney Level I (\$81,838 each)
- One Community Coordinator (\$70,022)
- One Associate Human Rights Specialist (\$75,651)
- One Human Rights Specialist (\$63,902)

The anticipated OTPS expenditures of \$150,000 covers and 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.