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|  | **The Council of the City of New York**  **Finance Division**  **Latonia Mckinney, Director**  **Fiscal Impact Statement**  **Proposed Intro. No.: 1253-A**  **Committee: Civil Rights** |
| **Title:**  A Local Law to amend the administrative code of the city of New York, in relation to prohibiting employers from inquiring about or relying on a prospective employee’s salary history. | **Sponsor:** By the Public Advocate (Ms. James), Council Members Crowley, Cumbo, Rosenthal, Salamanca, Lander, Ferreras-Copeland, Williams, Richards, Palma, Dromm, Rose, Reynoso, Gibson, Espinal, Cornegy, Kallos, Koslowitz, Rodriguez, Levine, Menchaca, Constantinides, Treyger, Torres, Miller, Mendez, Maisel, Chin, Barron, Mealy, Cohen, King, Levin and Eugene |
| **Summary of Legislation:** Proposed Int. No.1253-A would prohibit employers from making salary history inquiries or relying on salary history to determine a prospective applicant’s salary, helping to break the cycle of pay inequity by reducing the likelihood that a person will be prejudiced by prior salary levels. Instead, employers would be encouraged to set salaries based on factors such as resources and market rates. | |
| **Effective Date:** This local law would take effect 180 days after it becomes law, provided that the commission on human rights may take such actions as are necessary to implement this local law, including the promulgation of rules, before such date. | |
| **Fiscal Year In Which Full Fiscal Impact Anticipated:** Fiscal 2018 | |
| **Fiscal Impact Statement:**   |  |  |  |  | | --- | --- | --- | --- | |  | **Effective FY18** | **FY Succeeding**  **Effective FY19** | **Full Fiscal** Impact FY19 | | **Revenues (+)** | **$0** | **$0** | **$0** | | **Expenditures (-)** | **$0** | **$0** | **$0** | | **Net** | **$0** | **$0** | **$0** | | |
| **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 this proposed legislation would have no impact on expenditures and that existing resources could be used to implement the requirements of the legislation. However, the New York City Commission on Human Rights has indicated that it would need additional budgetary resources to implement Proposed Intro. 1253-A for both Personal Service (PS) and Other Than Personal Services (OTPS) costs. The Commission anticipates that it would need four agency attorneys, one supervising attorney, five human rights specialists, one administrative support staff member and one communications coordinator. In addition, the Commission estimates OTPS costs of $2 million for a media outreach campaign. Nonetheless, the Finance Division estimates that there would be no fiscal impact and the Commission on Human Rights can use existing resources to implement the Bill. | |
| **Source of Funds To Cover Estimated Costs:** N/A | |
| **Source of Information:** New York City Council Finance Division  New York City Commission on Human Rights | |
| **Estimate Prepared By**: Sheila D. Johnson, Financial Analyst    **Estimate Reviewed By:**  Regina Poreda Ryan, Deputy Director  Eric Bernstein, Counsel  Eisha Wright, Unit Head    **Legislative History:** This legislation was introduced as Int. No. 1253 by the Council on August 16, 2016 and referred to the Committee on Civil Rights. The Committee considered the legislation at a hearing on December 13, 2016 and the legislation was laid over. The bill was subsequently amended, and the amended version, Proposed Intro. No. 1253-A, will be voted on by the Committee on April 4, 2017. Upon successful vote by the Committee, Proposed Intro. 1253-A will be submitted to the full Council for a vote on April 5, 2017. | |

**Date Prepared:** April 3, 2017