



Legislation Text

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Int. No. 922

By Council Members Cumbo, Crowley, Rosenthal, Chin, Eugene, Ferreras-Copeland, King, Koo, Lancman, Levin, Mendez, Rose, Williams, Barron, Arroyo, Cornegy, Palma, Mealy and Richards

A Local Law to amend the administrative code of the city of New York, in relation to the creation of a fair hiring practices task force.

Be it enacted by the Council as follows:

Section 1. The administrative code of the city of New York is amended to add a new section 3-117 to read as follows:

§3-117. Fair hiring practices task force.

a. There is hereby established a fair hiring practices task force, which shall consist of ten members, none of whom may be employed by the city of New York, as follows: three members shall be appointed by the mayor, three members shall be appointed by the speaker of the council, and four members shall appointed jointly by the speaker of the council and the mayor.

b. Membership on the task force shall not constitute the holding of a public office, and members of the task force shall not be required to take and file oaths of office before serving on the task force. Members of the task force shall serve without compensation.

c. The task force shall meet at least four times per year. At its first meeting, the task force shall select a chairperson from among its members by majority vote of the task force.

d. The task force may establish its own rules and procedures with respect to the conduct of its meetings and other affairs not inconsistent with law.

e. Each member shall serve for a term of 24 months, to commence after the final member of the task

force is appointed. Any vacancies in the membership of the task force shall be filled in the same manner as the original appointment. A person filling such vacancy shall serve for the unexpired portion of the term of the succeeded member.

f. No member of the task force shall be removed from office except for cause and upon notice and hearing by the appropriate appointing official.

g. The task force may request and shall receive all possible cooperation from any department, division, board, bureau, commission, borough president, agency or public authority of the city of New York, for assistance, information, and data as will enable the task force to properly carry out its functions.

h. The task force shall issue a report to the mayor and council no later than twelve months after the final member of the task force is appointed. Such report shall include the following:

(i) An analysis of whether physical tests employed by city agencies, offices, departments, or other governmental entities in hiring, including any physical tests given to city employees hired on a probationary or conditional basis, create a discriminatory impact on the basis of gender, race, or any other improper ground;

(ii) Recommendation for changes to any improper hiring practices;

(iii) Strategies for ensuring city agencies, offices, departments, and other governmental entities employees reflect the city's diversity regarding race, gender, ethnicity, and related criteria; and

(iv) Any other recommendations regarding fair hiring practices by city agencies, offices, departments, or other governmental entities.

i. The task force shall terminate upon the publication of the report.

§2. This local law shall take effect immediately.