



Legislation Text

File #: Int 0515-2022, **Version:** *

Int. No. 515

By The Speaker (Council Member Adams) and Council Members Cabán, Hanif, Abreu, Brewer, Louis, Ung, Gutiérrez, Hudson, Restler, Won, Bottcher, De La Rosa, Sanchez, Farías, Menin and Brannan

A Local Law to amend the New York city charter, in relation to agency diversity plans, salary data and comparable worth analyses

Be it enacted by the Council as follows:

Section 1. Paragraph 19 of subdivision a of section 815 of the New York city charter, as amended by local law number 12 for the year 2019, is amended to read as follows:

(19) To establish measures and programs to ensure a fair and effective affirmative employment plan to provide equal employment opportunity for minority group members and women who are employed by, or who see employment with, the agency and, in accordance with the uniform procedures and standards established by the department of citywide administrative services for this purpose, to adopt and implement an annual plan to accomplish this objective. Such plan shall include an analysis of the agency's compensation data and measures to address pay disparity and occupational segregation, diversity and inclusion training, schedule and workplace accommodations and access to facilities, including access for individuals with disabilities, gender appropriate bathrooms and lactation rooms. Copies of such plans shall be filed with the mayor, council, department of citywide administrative services, equal employment practices commission, and city civil service commission and shall be made available for reasonable public inspection. In carrying out duties related to this paragraph, the heads of city agencies shall cooperate fully with the department of citywide administrative services' office of diversity and inclusion in accordance with section 814.1; and

§ 2. Section 815 of the New York city charter is amended by adding new subdivision 1 to read as

follows:

1. No later than September 30, 2022 and each September 30 annually thereafter, the head of each city agency shall publish and submit to the mayor, speaker of the council, department of citywide administrative services and the equal employment practices commission a report on the number of new full-time and part-time employees retained by each agency, the number of employees promoted at each agency, their level of promotion, old and new titles and their change in pay, the number of employees terminated by the agency and their pay at the time of termination, the number of employees that left the agency and the pay received by such employees. The required report shall include aggregated data from each agency showing the frequency of full-time, part-time and seasonal employees retained by agency, EEO-4 job group, pay band, racial group, ethnicity, gender, exit interview information disclosing the reason for leaving an agency, and the factors that affected an employee's pay including parental leave, family and medical leave, schedule accommodations or other relevant information. Such report shall include aggregated data from each agency showing in a format that prevents the disclosure of the racial group, ethnicity and gender of any employee, while maximizing the level of detail at which such data is reported

§ 3. Subdivision d of section 831 of the New York city charter is amended by adding a new paragraph 11 to read as follows:

11. To send to the mayor and the speaker of the council a comparable worth analysis no later than February 15, 2023 and each February 15 annually thereafter. The comparable worth analysis shall consider the nature of the work required by each role, the demands of the role, and the skills a worker utilizes in the role. Such report shall include the methodology used to produce the report and information on the metrics utilized in the comparison, the agencies and roles compared, and the following:

(a) a comparable worth analysis, within each agency, of positions held primarily by agency employees who have identified as non-male and non-white and the compensation for these roles, as compared with positions held primarily by agency employees who have identified as male and white and the compensation for

these roles; and

(b) a comparable worth analysis, across different agencies, of similar positions held primarily by employees who have identified as non-male and non-white and the compensation for these roles, as compared with similar positions held primarily by employees who have identified as male and white and the compensation for these roles.

§ 4. This local law takes effect 120 days after it becomes law.

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6/9/22 4:16 PM