



**LOCAL LAW 18
PAY AND DEMOGRAPHICS REPORT**

OCTOBER 2020

This report is submitted in accordance with the mandates of Local Law 18 of 2019.

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1. BACKGROUND

Local Law 18 of 2019 (LL18) requires the Department of Citywide Administrative Services (DCAS) to collect data from agencies relevant to pay and employment of the City's municipal workforce every year and to make this data available to the Mayor's Office of Data Analytics (MODA). MODA is then responsible for three requirements:

1. issue a report on specific attributes of the data, aggregated by pay band, and post the report on the MODA Open Source Analytics Library;
2. provide data as required by LL18 to the City Council for 90 days; and
3. starting with the second year of the reporting cycle (2021), conduct an analysis of the data in conjunction with DCAS, to identify potential disparities based on gender, race, or other protected classes in terms of pay, employment rates, and retention rates.

This is the first annual publication of the **Pay and Demographics Report** on City of New York agency workforce pay and employment information in compliance with requirement #1 above for 2020.¹ The Report is based on City employee data as of December 31, 2018.

The Report consists of the Agency Report Table, which presents aggregated employee pay and demographic information, and documentation on how the data was aggregated.

The full contents of this report are posted on the MODA Open Source Analytics Library:

<https://moda-nyc.github.io/Project-Library/projects/pay-and-demographics>

¹ Although LL18 required publication of the initial annual report by May 31, 2020, pandemic conditions required deployment of substantial City resources to emergency Covid-19 response initiatives, impacting routine operations across agencies, and delaying publication of the 2020 Report to October 2020.

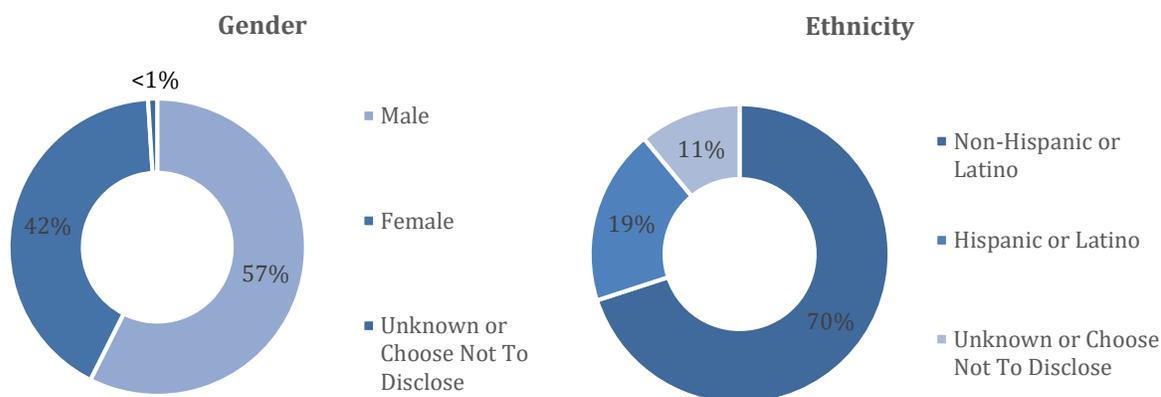
2. AGENCY REPORT TABLE

A. OVERVIEW

The **Agency Report Table** aggregates pay and employment characteristics in accordance with LL18 requirements.² The Agency Report Table is presented in wide format in Appendix A, where each demographic attribute is a column, and in long format on NYC Open Data,³ where each row represents employees with a common set of pay and demographic attributes.

The Table covers over 180,000 employees from 36 City agencies and offices. The Table is a point-in-time snapshot of employees who were either active or on temporary leave (parental leave, military leave, illness, etc.) as of December 31st, 2018.⁴ The full list of agencies under the purview of LL18 is in Appendix B. To protect the privacy of employees, the sign "<5" is used instead of the actual number for groups of less than five (5) employees, in accordance with the Citywide Privacy Protection Policies and Protocols.⁵

i. Demographic Composition of City Employees⁶



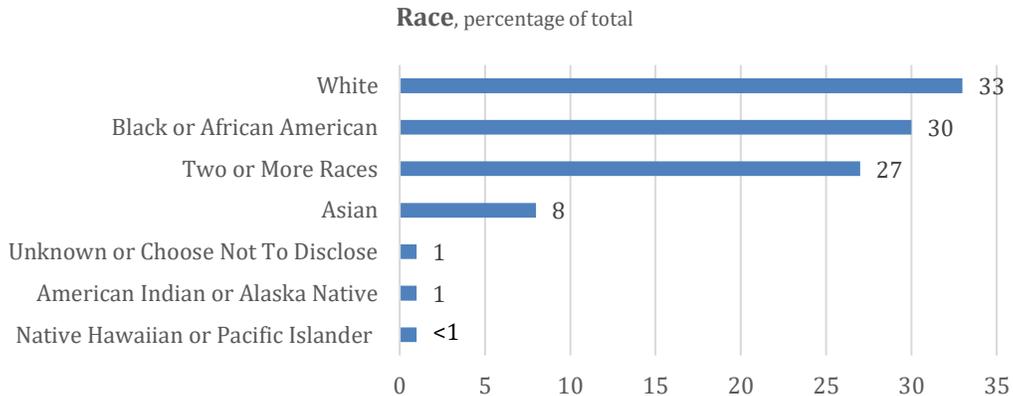
² Local Law 18: "Aggregated data from each agency showing the frequency of full-time, part-time and seasonal employees by agency, EEO-4 job group, pay band, racial group, ethnicity and gender."

³ NYC Open Data, Local Law 18 Pay and Demographics Report - Agency Report Table: <https://data.cityofnewyork.us/City-Government/Local-Law-18-Pay-and-Demographics-Report-Agency-Re/423i-ukqr>

⁴ MODA also received pay and employment information on seasonal employees active as of summer 2018 to support representation of the range of seasonal employees employed by the City.

⁵ See Sections 3.2.1 and 5.6.1 of the New York City's [Citywide Privacy Protection Policies and Protocols](#) issued by the Mayor's Office of Information Privacy as of January 2019.

⁶ Gender: *Unknown or Choose Not To Disclose* and Race: *Native Hawaiian or Pacific Islander* are depicted visually as 1%, yet represent <1%.



B. KEY TERMS AND DEFINITIONS IN THE AGENCY REPORT TABLE

Each of the terms used in the Agency Report Table are described below. The following information is also contained in the data dictionary on the NYC Open Data Portal.⁷

Field Name	Description	Expected Values
Agency name	Name of the agency the employee works for. Includes Local Law 18 covered agencies only.	<ul style="list-style-type: none"> • See Appendix B
EEO-4 Job Category	<p>EEO-4 Job Category is used by the U.S. Equal Employment Opportunity Commission (EEOC) to classify a group of employees with comparable job responsibilities at comparable levels within an organization. DCAS classifies and maps each civil service title to one of the eight EEO-4 Job Categories as part of its legal mandate to submit EEO-4 reports every two years.</p> <ul style="list-style-type: none"> • The mapping of civil service titles to EEO-4 job categories is available as an attachment to the public dataset on the NYC Open Data Portal. 	<ul style="list-style-type: none"> • Administrative Support • Officials and Administrators • Paraprofessionals • Professionals • Protective Service • Service and Maintenance • Skilled Craft • Technicians

⁷ NYC Open Data, Local Law 18 Pay and Demographics Report - Agency Report Table: <https://data.cityofnewyork.us/City-Government/Local-Law-18-Pay-and-Demographics-Report-Agency-Re/423i-ukqr>

Field Name	Description	Expected Values
Pay Band	A pay band represents the minimum and maximum pay range of a specified width that an employee's pay falls in.	<ul style="list-style-type: none"> • For full-time employees, \$5,000 pay bands, e.g. \$30,000-\$34,999 • For part-time and seasonal employees, \$0.50 pay bands, e.g. \$17.50-\$17.99
Employee Status	Whether an employee is a full-time, part-time, or seasonal. ⁸ Full-time employees work a standard work week in a full-time title with a regular annual work schedule whereas part-time employees work fewer than 35 hours per week or are in titles having no standard hours per week or days per year. Seasonal employees such as lifeguards and many parks workers may work in either a part-time or full-time capacity.	<ul style="list-style-type: none"> • Full-time • Part-time • Seasonal
Race	Race category self-identified by the employee.	<ul style="list-style-type: none"> • American Indian or Alaska Native • Asian • Black or African American • Native Hawaiian or Pacific Islander • Two or More Races • Unknown or Choose Not to Disclose • White
Ethnicity	Whether the employee is Hispanic or Latino, which is self-identified by the employee.	<ul style="list-style-type: none"> • Hispanic or Latino • Non-Hispanic or Latino • Unknown or Choose Not to Disclose

⁸ See the City of New York's [FY18 Workforce Profile Report](#) (pg. 11 and 88) for the City's definitions of full-time, part-time and seasonal employees.

Field Name	Description	Expected Values
Gender	Gender category self-identified by the employee.	<ul style="list-style-type: none"> Female Male Unknown or Choose Not to Disclose
Number of Employees	Total number of employees in this group.	<ul style="list-style-type: none"> <5, or Numerical value

C. METHODOLOGY TO CREATE THE AGENCY REPORT TABLE

i. Pay Annualization and Conversion

Of more than 180,000 employee records, approximately 95% of employees whose pay is calculated on an annual basis or hourly basis does not require salary standardization before assigning a pay band. For the remaining approximately 5% of records (9,136 employees):

- 7,961 records of full-time employees whose pay is calculated on a daily or hourly basis were annualized.
- 1,175 records of part-time employees whose pay is calculated on a pro-rated annual basis were converted to hourly pay.

See **Appendix C** for additional details, including the full list of annualization and conversion rates used.

Type of Employee						
	Full-time Employees			Part-time Employees		Seasonal Employees
Total Number of Employees	166,840			10,616		3,680
Pay Calculation Frequency	Annual (158,879)	Daily (6,133)	Hourly (1,828)	Hourly (9,441)	Prorated Annual (1,175)	Hourly (3,680)
Examples of Civil Service Titles	Firefighter, Sanitation Worker, Community Coordinator	Auto-mechanic, Electrician, Construction Laborer	Public Health Nurse, Urban Park Ranger, Clerical Associate	School Crossing Guard, Hearing Officer, College Aide	School Lunch Aide, School Lunch Assistant, Cook, Chaplain	Life Guard, City Seasonal Aide, City Park Worker

Type of Employee						
Pay Standardized	No	Yes	Yes	No	Yes	No
Grand Total Number of Employees: 181,136						

ii. Pay Band Selection Methodology

The Agency Report Table provides two separate pay band denominations: (1) a **per-year pay band of \$5,000 for full-time employees**, and (2) a **per-hour pay band of \$0.50 for part-time and seasonal employees**.

The values for these pay bands were selected to preserve the granularity of reporting without increasing the number of employee record aggregations with less than 5 observations.⁹

⁹ Specifically, 76% of records based on a \$5,000-pay band approach had an observed count of less than 5. By contrast, 81% of records based on a \$2,500-pay band approach has an observed count of less than 5. When compared across agencies, a \$5,000-pay band has lower percentages of observed count of less than 5 employees for several small and mid-sized agencies.

3. 2021 REPORT

Next year's Report will be released in May 2021, based on data that reflects a snapshot of City employees as of December 31st, 2019. This report will include the following two additional gender categories, which went into effect during the hiring process in 2019.

- Non-binary (not female/woman or male/man)
- Other (a gender not listed)

4. CONTACT

For questions regarding the Agency Report Table dataset or data dictionary on NYC Open Data, please visit the [Contact Us](#) page on the NYC Open Data Portal. For questions on the Report, please visit the [Contact Us](#) page on the MODA website.

APPENDICES

APPENDIX A: AGENCY REPORT TABLE

Please see pages 10 through 143 for the wide format Agency Report Table on pay and demographic information of over 180,000 City employees as of December 31, 2018.

The data in the Table is organized by:

- Employee Status by Full-Time, Part-Time, and Seasonal
- Agency Name by alphabetical order
- EEO-4 Job Category by alphabetical order
- Pay Band by increasing compensation

The data includes pay that is less than the current 2020 minimum wage effective as of December 31st, 2017¹⁰ for 13 part-time employees in College Aides and Community Service Aides titles (EEO-4 Job Category: Para-professionals). This is because the contractual collective bargaining increase was signed in 2019 with a salary effective date of December 31, 2017.

¹⁰ NYS Minimum Wage (<https://labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm>). The minimum wage on December 31st, 2017 was \$13 for large employers in New York City.

#	Employee Status	Agency Name	EEO-4 Job Category	Pay Band	Hispanic or Latino															Non-Hispanic or Latino															Unknown or Choose Not to Disclose																								
					Female					Male					Unknown or Choose Not to Disclose					Female					Male					Unknown or Choose Not to Disclose					Female					Male					Unknown or Choose Not to Disclose														
					American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Pacific Islander	Two or More Races	Unknown or Choose Not to Disclose	White	American Indian or Alaska Native	Asian	Black or African American
2376	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	40000-44999	<5	0	10	0	13	326	12	<5	0	<5	0	<5	0	<5	108	844	<5	10	9	151	0	53	173	0	<5	<5	30	0	<5	0	0	0	0	0	<5	0	0	0	<5	155	<5	0	0	<5	0	<5	0	0	0	<5	39	0	0	0	<5
2377	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	45000-49999	0	0	8	<5	10	305	9	0	0	0	<5	77	<5	0	0	14	92	1094	<5	8	8	220	<5	120	382	<5	<5	0	109	0	0	0	0	0	0	0	<5	0	<5	119	0	0	0	<5	0	0	44	0	0	0	0				
2378	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	50000-54999	0	0	0	0	<5	8	0	0	0	0	<5	<5	0	0	0	<5	37	0	<5	<5	<5	0	<5	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
2379	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	55000-59999	0	0	<5	0	<5	124	<5	0	0	<5	0	<5	35	0	0	0	5	30	476	<5	<5	<5	86	0	25	139	0	0	<5	33	0	0	0	0	0	0	0	0	0	<5	0	0	36	0	0	0	0	0	0	9	<5	0	0	0	
2380	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	60000-64999	0	0	<5	0	<5	<5	<5	0	0	0	0	<5	5	<5	0	0	0	8	53	0	<5	0	14	0	5	12	0	0	0	10	0	0	0	0	0	0	0	0	0	<5	<5	<5	0	0	0	0	0	<5	0	0	0	0			
2381	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	65000-69999	0	0	<5	0	<5	74	<5	0	0	0	0	0	29	<5	0	0	<5	24	276	0	<5	<5	27	0	26	116	0	0	<5	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<5					
2382	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	70000-74999	0	0	0	0	0	16	<5	0	0	0	0	<5	10	0	0	0	<5	8	56	0	0	0	10	0	12	30	0	0	0	12	0	0	0	0	0	0	0	0	0	<5	0	0	0	0	0	0	0	0	0	8	0	0	0	0	
2383	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	75000-79999	0	0	<5	0	<5	23	<5	<5	0	<5	0	<5	16	<5	0	0	<5	16	150	<5	0	0	58	0	17	59	0	<5	<5	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
2384	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	80000-84999	0	0	0	0	0	18	<5	0	0	0	0	0	11	0	0	0	0	13	74	0	0	0	29	0	13	33	0	<5	0	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<5	0	0	0	<5		
2385	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	85000-89999	0	0	0	0	<5	9	<5	0	0	0	0	0	<5	<5	0	0	0	7	41	0	0	0	35	0	5	17	0	0	0	26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
2386	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	90000-94999	0	0	0	0	0	14	0	0	0	0	0	0	9	0	0	0	0	14	39	0	0	0	34	0	28	23	0	<5	<5	37	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2387	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	95000-99999	0	0	0	0	0	5	<5	0	0	0	0	<5	10	0	0	0	0	14	19	0	0	<5	13	0	26	12	0	<5	0	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2388	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	100000-104999	0	0	0	0	0	<5	0	0	0	0	0	<5	0	0	0	0	0	17	16	0	0	0	17	0	26	15	0	0	0	27	0	<5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2389	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	105000-109999	0	0	<5	0	0	<5	0	<5	0	0	0	0	5	0	0	0	0	<5	9	0	0	0	8	0	<5	7	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2390	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	110000-114999	0	0	0	0	0	<5	0	0	0	0	0	0	0	0	0	0	13	7	0	0	0	8	<5	20	11	0	<5	0	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2391	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	115000-119999	0	0	0	0	0	<5	0	0	0	0	0	0	0	0	0	0	<5	<5	0	0	0	<5	0	7	<5	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2392	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	120000-124999	0	0	0	0	0	0	0	0	0	0	0	<5	0	0	0	0	0	<5	<5	0	0	<5	0	0	0	0	0	<5	<5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
2393	Full-Time	HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES	PROFESSIONALS	125000-129999	0	0	0	0	<5	0	0	0	0	0	0	<5	0	0	0	0	0	<5	0	0	<5	0	0	0	0	0	0	<5	<5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

APPENDIX B: LIST OF CITY AGENCIES UNDER THE PURVIEW OF LL18

1. ADMINISTRATION FOR CHILDREN'S SERVICES
2. BUSINESS INTEGRITY COMMISSION
3. DEPARTMENT FOR THE AGING
4. DEPARTMENT OF BUILDINGS
5. DEPARTMENT OF CITY PLANNING
6. DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
7. DEPARTMENT OF CONSUMER AFFAIRS
8. DEPARTMENT OF CORRECTION
9. DEPARTMENT OF CULTURAL AFFAIRS
10. DEPARTMENT OF DESIGN AND CONSTRUCTION
11. DEPARTMENT OF EDUCATION (NON-PEDAGOGICAL)
12. DEPARTMENT OF ENVIRONMENTAL PROTECTION
13. DEPARTMENT OF FINANCE
14. DEPARTMENT OF HEALTH AND MENTAL HYGIENE
15. DEPARTMENT OF HOMELESS SERVICES
16. DEPARTMENT OF INFORMATION TECHNOLOGY AND TELECOMMUNICATIONS
17. DEPARTMENT OF INVESTIGATION
18. DEPARTMENT OF PARKS AND RECREATION
19. DEPARTMENT OF PROBATION
20. DEPARTMENT OF RECORDS AND INFORMATION SERVICES
21. DEPARTMENT OF SANITATION
22. DEPARTMENT OF SMALL BUSINESS SERVICES
23. DEPARTMENT OF TRANSPORTATION
24. DEPARTMENT OF VETERANS' SERVICES
25. DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT
26. FIRE DEPARTMENT
27. HOUSING PRESERVATION AND DEVELOPMENT
28. HUMAN RESOURCES ADMINISTRATION/DEPARTMENT OF SOCIAL SERVICES
29. LAW DEPARTMENT
30. MAYORS OFFICE OF CONTRACT SERVICES
31. OFFICE OF ADMINISTRATIVE TRIALS AND HEARINGS
32. OFFICE OF EMERGENCY MANAGEMENT
33. OFFICE OF LABOR RELATIONS
34. OFFICE OF MANAGEMENT AND BUDGET
35. OFFICE OF THE MAYOR
36. POLICE DEPARTMENT

APPENDIX C: CONVERSION RATES USED FOR STANDARDIZING SALARIES

Employee Status	Pay Calculation Frequency	Hours per Day	Days per Year	Hours per Year (Hours per Day x Days per Year)	Unique Number of Civil Service Titles	Number of Employees
Full-time	Hourly	6.4	189	1,210	2	8
Full-time	Hourly	7	261	1,827	89	1,644
Full-time	Hourly	8	207	1,656	1	2
Full-time	Hourly	8	261	2,088	11	174
Full-time	Daily	N/A	249	N/A	4	78
Full-time	Daily	N/A	251	N/A	1	38
Full-time	Daily	N/A	261	N/A	76	6,017
Part-time	Prorated Annual	7	261	1,827	25	78
Part-time	Prorated Annual	7.5	261	1,958	5	1,096
Part-time	Prorated Annual	8	261	2,088	1	1
Total Number of Employees whose salaries were standardized: ¹¹						9,136

Example Employee	Example Calculation
A full-time employee with civil service title ' Carpenter '	\$349.16 per day x 261 ¹² days per year = \$91,130.76 per year
A part-time employee with civil service title ' School Lunch Aide '	\$29,539.00 prorated annual ÷ 1,958 hours per year = \$15.09 per hour

¹¹ 79 part-time employees paid on a prorated annual basis did not have available data in NYCAPS. As a result, the standard number of hours worked per year in these titles was used to convert the prorated salaries of these employees into their hourly rates.

¹² The City of New York [FY2018 Workforce Profile Report](#) (pg. 89) references the conversion rate of 261 days per year for most full-time employees whose pay is calculated daily.

APPENDIX D: GLOSSARY

- [Citywide Privacy Protection Policies and Protocols](#) - policies and protocols set forth by the City's Chief Privacy Officer on the collection, retention, and disclosure of identifying information by City agencies and certain City contractors and subcontractors.
- **Employee Self-Service (ESS)** - the online tool within NYCAPS that provides NYC employees with easy access to human resources, payroll, tax, City job applications and benefits information.
- **EEO-4 Job Category** - used by the U.S. Equal Employment Opportunity Commission (EEOC) to classify a group of employees with comparable job responsibilities at comparable levels within an organization. DCAS classifies each civil service title to one of the eight EEO-4 Job Categories as part of its legal mandate to submit EEO-4 reports every two years. For a detailed description of each job category, please see the [EEO-4 Instruction Booklet](#).
- **Full-time, part-time and seasonal employees** - Full-time employees include those who work a standard work week in a full-time title with a regular annual work schedule. In general, full-time employees work between 35 and 40 hours per week, and 261 days per year. Part-time employees are those who work fewer than 35 hours per week or are in titles having no standard hours per week or days per year. Seasonal employees such as lifeguards and many parks workers may work in either a part-time or full-time capacity. MODA reports data for seasonal employees separately from part-time and full-time employees per the Local Law 18 requirement.
- **New York City Automated Personnel System (NYCAPS)** - a centralized automated personnel system for human resources professionals, managers and employees to access and manage personnel and benefits information. Employee Self-Service (ESS) is the online tool within NYCAPS that provides NYC employees with access to human resources, payroll, tax, City job applications and benefits information. Through ESS, employees may access and can voluntarily choose to update their personal information, including their gender, ethnicity, and race.
- **Part-time Prorated Annual Employees** - Employees paid on a prorated annual basis do not work full schedules and therefore their salary reflects the number of days that the employee worked.
- **Pay band** - A pay band represents the minimum and maximum compensation range to assist with the grouping of employees. MODA selected two separate pay band denominations: \$5,000 for full-time employees, and \$0.50 for part-time and seasonal employees.
- **Pay calculation frequency** - Indicates if the employee is paid on an annual, daily, hourly, or prorated annual basis.