



M E M O R A N D U M

TO: Directors and Associate Directors Human Resources
FROM: Abner JeanPierre, Director of Classification and Compensation
SUBJECT: Pay Equity Study
DATE: November 27, 2019

* * * * *

In December 2018, Governor Cuomo signed Chapter 403 of the Laws of 2018 requiring the Department of Civil of Service (DCS) to conduct a pay equity study of State and municipal employees in the classified service. The review will determine whether equivalent value of work is compensated at the same rate by public employers, regardless of race or gender; and provide critical data for addressing any wage disparities in job titles dominated by women and racial minorities.

As you may know, in the 1980's, the State conducted a pay equity study, which found a gap in certain female dominated occupations. To address the findings, we reallocated over 200 mostly clerical, secretarial, blue collar, and hospital service titles, affecting nearly 50,000 employees. In addition, to ensure that salary was based strictly on job content going forward, the Division adopted a quantitative job evaluation system with eight weighted factors to properly allocate jobs.

The Division has partnered with the Center for Women in Government and Civil Society at the University at Albany, State University of New York, to conduct this statewide study. Cooperation from your agency, including making your staff available and granting employees' time during work hours to complete surveys and participate in focus groups, will be critical to the success of the review. I also ask that you designate an employee from your office to serve as the liaison between your agency and the study team. Please input the contact information for that individual at _____ no later than December 6, 2019

I look forward to your support for this gubernatorial initiative. If you have any questions regarding the study, please contact _____.