

PERSONNEL SERVICES BULLETINS (PSBs)

600-5

Subject: Diversifying NYPD Senior Leadership

Source: Mayor's Executive Order 67

Date: April 30, 2021

I. Background

New York City's municipal workforce is among the most diverse in the nation. The City of New York is committed to promoting equal employment opportunity to all qualified applicants of every background and ensuring a diverse and resilient Police Department that is representative of the City. Executive Order 67, dated March 31, 2021, recognized that there are additional actions that the agency can take to ensure that the diversity of the workforce reflects the richness of New York City, and, in particular, to increase diversity and inclusion within its Senior Leadership.

II. Policy

To pursue the goal of an inclusive and diverse department, the NYPD will, before making any discretionary designation to fill any senior position, conduct a meaningful interview of at least one qualified applicant for each open senior position who is of a race that is underrepresented in the senior positions at the NYPD.

The NYPD is further required to conduct a meaningful interview of at least one qualified applicant for each open position of Precinct Commander who is of a race that is underrepresented in senior positions at the NYPD.

III. Definitions

"Meaningful interview" means a structured candidate interview process that includes a panel interview with executive members of the Department.

"Senior positions" means any designation above the rank of captain.

Lisette Camilo
Commissioner

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