Daniel Pantaleo, Gender Pay Inequity, and the NYPD

Thanks to the NYC Open Data Initiative, there are many datasets available allowing more transparency into the data of New York City. Recently, I downloaded a dataset containing all payroll data for NYC employees spanning fiscal years 2015-2018.

Recently I wanted to check back in on whatever happened with the Eric Garner case. In case, you are unaware or perhaps need a brief refresher. On July 17, 2014 – Daniel Pantaleo, a plain clothes NYPD officer placed Eric Garner in a chokehold resulting in his death for allegedly illegally selling cigarettes in front of a beauty store in Tompkinsville, Staten Island.

There are many articles to read online, some aspects of the story remain disputable, some not.

Fast-forward four and a half years, what has happened?

* Pantaleo has remained on desk duty since the incident. Taxpayers have funded his salary in full, including thousands of dollars in overtime during several fiscal years.
* A State Island Grand Jury declined to indict Pantaleo.
* The Department of Justice declined to bring forth charges after an independent investigation.
* On July 16, 2018, the NYPD notified the Justice Department they would pursue disciplinary actions against the officers involved. (FOUR years after the fact!)

Caveats:

* Gender is not included in NYC payroll information. I leveraged the ‘gender’ package in R, which assigns gender to names based on probability. The package references the SSA (Social Security Administration) on a provided birth year range. (In this case I used the range 1950-1996) – Very little chance for current workers to be born prior to or after these dates.
  + Unknown names are removed from the dataset in order to remain gender binary.
* As the NYPD employs many part-time workers. I have used the BLS definition to filter out part timers based on 35 hours or more per week.