

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #05/15-019: Preliminary Determination Pursuant to the Audit of the Office of Management and Budget (OMB) Equal Employment Opportunity Program from January 1, 2003 through December 31, 2004.

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, the Equal Employment Practices Commission audited the Office of Management and Budget's Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved,

that pursuant to the audit of the Office of Management and Budget's compliance with its Equal Employment Opportunity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. The EEO Officer did not submit a confidential written report to the agency head that consists of the 3 sections outlined in the DCPIG: (1) Findings of Facts, (2) Discussion and Conclusion and (3) Recommendations.
2. The agency head did not sign each report to indicate that it had been reviewed and whether the recommendation, if any, was approved and adopted. (Sect. 12 (b), DCPIG)
3. OMB did not ensure that job vacancies for which underutilization of women and/or minorities have previously been identified were advertised in female-and minority-oriented publications, and sent to professional and community organizations serving minorities, women, and persons with disabilities. (Sect. IV, EEOP)
4. OMB did not secure the necessary training to conduct adverse impact studies, either from DCAS or another appropriate source. (Section IV, EEOP).
5. OMB's employees were unaware of the identity, location and telephone number of the Career Counselors. (Sect. IV, EEOP)

Be It Finally Resolved,

that the Commission authorizes the Vice-Chair, Manuel A. Méndez, to forward a letter to the Office of Management and Budget Director, Mark Page, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipts of the letter indicating what corrective actions the Office of Management and Budget will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on December 14, 2005.

Chereé A. Buggs, Esq.
Commissioner

Angela Cabrera
Commissioner

Veronica Villanueva, Esq.
Commissioner


Manuel A. Méndez
Vice-Chair

**EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK**

RESOLUTION #06/08-019C: Determination of implementation by the Office of Management and Budget of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Office of Management and Budget's Charter-mandated Equal Employment Opportunity Program from January 1, 2003 to December 31, 2004.

Whereas, pursuant to Chapter 36, Sections 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to insure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to its audit of the Office of Management and Budget (OMB), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated December 14, 2005, setting forth its findings and recommended corrective actions; and

Whereas, the OMB submitted its responses to EEPC's preliminary determination letter, on January 4 & 12, 2006; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued its response on January 26, 2006; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the OMB for a period not to exceed six months, from February 2006 through July 2006, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Office of Management and Budget submitted its Final Compliance Report on May 10, 2006, three months early; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the City's Equal Employment Opportunity Policy; and

Whereas, the members of this Commission have reviewed a Compliance Summary Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,
that the Office of Management and Budget has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapter 35 and 36 of the City Charter.

Be It Finally Resolved,

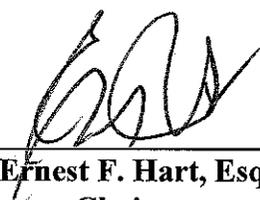
that the Commission authorizes the Chair, Ernest Hart, Esq., to forward a letter to the Commissioner of the Office of Management and Budget, Mark Page, formally informing him that the OMB has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on June 8, 2006.

Chereé A. Buggs, Esq.
Commissioner

Angela Cabrera
Commissioner

Manuel A. Méndez
Vice-Chair



Ernest F. Hart, Esq.
Chair



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Mark Page
Director

To: All Staff

From: Mark Page

Date: September 23, 2005

Re: Equal Employment Opportunity at OMB

The new Citywide Equal Employment Opportunity (EEO) Policy, compiled by the Citywide Office of Equal Employment Opportunity within the Department of Citywide Administrative Services (DCAS), has been updated. The new Policy now serves as the Citywide Policy and replaces previous agency-specific policies. It is published and maintained on New York City's website. The Policy and additional related materials can be accessed on the following link: www.nyc.gov/html/dcass/html/resources/eeopol.shtml. A copy of this memorandum is also available for future reference in the EEO section of OMB's online Employee Handbook.

Given these developments, it seems an ideal opportunity to remind all OMB employees of this agency's commitment to prevent discrimination by ensuring that all of us are aware of our rights and obligations based on Equal Employment Opportunity. This is especially true of supervisory and managerial personnel who, by virtue of their positions, hold unique responsibilities for fostering EEO within the agency. OMB promotes, and will continue to promote, a work environment that appreciates differences among people and is dedicated to ensuring all employees a work place free of any discriminatory or harassing behavior.

OMB has one EEO officer and five EEO counselors who are trained in advising employees on all EEO issues as well as in investigating complaints. Anyone wishing to discuss any EEO matter is strongly urged to contact one of the individuals on the list appearing at the end of this memo. Again, employees can also refer to the new Citywide EEO Policy by accessing the Policy on the DCAS website, as noted above.

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