

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

RESOLUTION #00/09-019: Preliminary Determination Pursuant to the Audit of the Office of Management and Budget and its Compliance with the City's Equal Employment Opportunity Policy from July 1, 1997 to December 31, 1999.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) 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 compliance with the City's Equal Employment Opportunity Policy; 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 (OMB) and its compliance with the City's Equal Employment Opportunity Policy (EEOP), the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

1. Six of the eleven supervisors/managers interviewed by EEPC auditors indicated that the EEO Officer had not met with them, either individually or in a group setting, to discuss their rights and responsibilities under the EEOP.
2. Ten of the 11 supervisors/managers interviewed by EEPC auditors indicated that the agency had never evaluated their EEO performance.
3. Neither of the two job advertisements placed by OMB during the audit period were placed in female- or minority-oriented publications.
4. OMB did not conduct adverse impact studies.
5. The agency did not officially designate an individual to serve as the career counselor.
6. The EEO Officer did not prepare an agenda for or keep notes of her meetings on EEO matters with the agency head.

7. The EEO Officer did not spend 100% of her time on EEO matters.
8. Supervisors and managers were not directed to hold meetings with their subordinates to discuss agency EEO policies.
9. The EEO Officer did not hold group meetings with the EEO Counselors.
10. Thirty-seven percent of employees surveyed by the Commission do not know who the EEO Officer is.

Be It Finally Resolved,

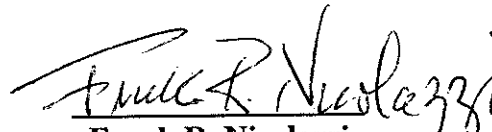
that the Commission authorizes the Vice-Chairman to forward a letter to the Director of the Office of Management and Budget, Adam Barsky, formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, his response to these findings within thirty days of receipt of the letter indicating what corrective actions the Office of Management and Budget will take to bring the agency into compliance with the New York City Equal Employment Opportunity Policy.

Approved unanimously on September 14, 2000.

Angela Cabrera
Commissioner

Chereé A. Buggs, Esq.
Commissioner

Manuel A. Mendez
Commissioner


Frank R. Nicolazzi
Vice-Chairman

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

RESOLUTION #01/08-019C Determination of implementation by the New York City 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 Policy (EEO) from July 1, 1997 to December 31, 1999.

Whereas, pursuant to Chapter 36, Section 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 New York City Office of Management and Budget, the Equal Employment Practices Commission (EEOC) issued a preliminary determination letter, dated September 14, 2000 setting forth its findings and recommended corrective actions; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEOC monitored the Office of Management and Budget for six months, from March 2001 through August 2001, to determine whether it implemented the aforementioned recommended corrective actions; and

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

Now Therefore,

Be It Resolved,

that the New York City Office of Management and Budget has fully implemented all ten 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,

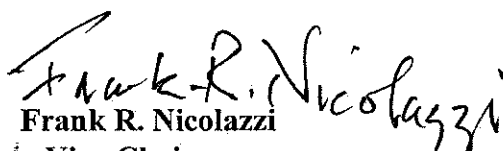
that the Commission authorizes the Vice-Chairman to forward a letter to the Director of the New York City Office of Management and Budget, Adam Barsky, formally informing him that the agency has implemented all ten recommended corrective actions to the Commission's satisfaction.

Approved unanimously on October 18, 2001.

Chereé A. Buggs Esq.
Commissioner

Angela Cabrera
Commissioner

Manuel A. Méndez
Commissioner


Frank R. Nicolazzi
Vice-Chairman