



**New York City Council**

Christine C. Quinn, Speaker

**Finance Division**

Preston Niblack, Director

Jeffrey Rodus, First Deputy Director

**Hearing on the Mayor's Fiscal Year 2011 Preliminary Budget**

**Equal Employment Practices Commission**

March 22, 2010

**Committee on Civil Rights**

Hon. Deborah Rose, Chair

Latonia McKinney, Deputy Director, Finance Division  
Pakhi Sengupta, Senior Legislative Financial Analyst

## Summary and Highlights

<i>Dollars in Thousands</i>	2009 Actual	2010 Adopted	2010 Jan. Plan	2011 Preliminary	*Difference 2010 – 2011
Personal Services	\$511	\$489	\$485	\$465	(\$24)
Other than Personal Services	254	228	216	227	(1)
<b>Department Total</b>	<b>\$765</b>	<b>\$717</b>	<b>\$701</b>	<b>\$692</b>	<b>(\$25)</b>

*\*The difference of Fiscal 2010 Adopted compared to Fiscal 2011 January Plan funding.*

### Fiscal 2011 Preliminary Plan Highlights

- **Headcount Reduction.** The Commission will layoff one staff member in order to meet its required PEG target for Fiscal 2011. (see p. 4)

# Equal Employment Practices Commission

The Equal Employment Practices Commission (EEPC) is empowered by the New York City Charter to monitor and evaluate the employment programs, practices, policies and procedures of all city agencies to ensure that they maintain an effective affirmative employment program of equal employment opportunity for protected groups who are employed by, or seek employment with, the New York City government. The Charter authorizes the appointment of two Commissioners by the Mayor, two by the City Council and the joint appointment of the Chair by the City Council Speaker and the Mayor. All Commissioners serve part-time, for four-year staggered terms.

## Key Public Services Areas

- Monitor and evaluate employment programs within City agencies.
- Ensure equal employment opportunity for all protected groups seeking City employment.

## Critical Objectives

- To review the standards, procedures, and programs of the Department of Personnel and every City agency's affirmative employment plan.
- To provide equal employment opportunity for minority group members and women employed by, or seeking employment with, City agencies.
- To recommend procedures, standards, and programs to be utilized to ensure fair and effective employment.
- To audit and evaluate the employment practices and procedures of each City agency at least once every four years and whenever requested by the Civil Service Commission or the Human Rights Commission.
- To establish a compliance procedure (not to exceed six months) to monitor the implementation of all audit recommendations.
- To hold public and private hearings, compel the attendance of witnesses, and administer oaths.
- To establish appropriate advisory committees when necessary.
- To publish reports to the Mayor, where appropriate, and recommend the corrective action an agency should take in order to comply with Equal Employment Opportunity requirements.

<b>Equal Employment Practices Commission Financial Summary</b>						
<i>Dollars in Thousands</i>						
	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2010</b>	<b>2011</b>	<b>*Difference</b>
	<b>Actual</b>	<b>Actual</b>	<b>Adopted</b>	<b>Jan Plan</b>	<b>Jan Plan</b>	<b>2010 vs. 2011</b>
<b>Funding**</b>						
City Funds	\$764	\$765	\$717	\$701	\$692	(\$25)
<b>TOTAL</b>	<b>\$764</b>	<b>\$765</b>	<b>\$717</b>	<b>\$701</b>	<b>\$692</b>	<b>(\$25)</b>
<b>Positions</b>						
Fulltime Positions	8	8	8	7	7	(1)
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>(1)</b>

*\*The difference of Fiscal 2010 Adopted compared to Fiscal 2011 January Plan funding.*

*\*\* As noted in the table above, the budget for the EEPC is comprised entirely of City funds.*

The Fiscal 2011 Preliminary Budget for the Equal Employment Practices Commission (EEPC) proposes minimal changes. Given its relatively small budget of less than \$1 million and an overall agency headcount of less than 10, opportunities for budgetary cuts, even in a time of fiscal crisis, are scant. Additionally, it is significant to note that the budget for the EEPC is funded entirely through City funds, unlike other City agencies which receive non-City funds to support their operations. Therefore, finding non-essential City funds within this agency's budget, remains very challenging. Nevertheless, for Fiscal 2011 the EEPC has proposed a headcount reduction of one to meet its required PEG target.

# Units of Appropriation

## Personal Services – U/A 001

<i>Dollars in Thousands</i>	2008 Actual	2009 Actual	2010 Adopted	2010 Jan Plan	2011 Jan Plan	*Difference 2010 vs. 2011
<b>Spending</b>						
<b>Personal Services</b>						
Additional Gross Pay	\$10	\$3	\$0	\$0	\$0	\$0
Fringe Benefits	0	0	0	6	0	0
Full-Time Salaried – Civilian	529	508	466	456	442	(24)
Other Salaried and Unsalaries	0	0	23	23	23	0
P.S. Other	0	0	0	0	0	0
<b>TOTAL</b>	<b>\$539</b>	<b>\$511</b>	<b>\$489</b>	<b>\$485</b>	<b>\$465</b>	<b>(\$24)</b>
<b>Funding**</b>						
City Funds	\$539	\$511	\$489	\$485	\$465	(\$24)
<b>TOTAL</b>	<b>\$539</b>	<b>\$511</b>	<b>\$489</b>	<b>\$485</b>	<b>\$465</b>	<b>(\$24)</b>

\*The difference of Fiscal 2010 Adopted compared to Fiscal 2011 January Plan funding.

\*\* As noted in the table above, the budget for the EEPC is comprised entirely of City funds.

- **Headcount Reduction.** The EPPC will eliminate one position, reducing its overall agency headcount to seven. Possible impact on the number of audits completed in a timely manner, as well as the Commission’s ability to appropriately monitor all audit recommendations, remains to be seen.

## Other than Personal Services – U/A 002

<i>Dollars in Thousands</i>	2008 Actual	2009 Actual	2010 Adopted	2010 Jan Plan	2011 Jan Plan	*Difference 2010 vs. 2011
<b>Spending</b>						
<b>Personal Services</b>						
Contractual Services	\$11	\$6	\$15	\$0	\$15	\$0
Fixed and Misc Charges	0	1	1	0	1	0
Other Services and Charges	198	233	202	221	202	0
Property and Equipment	11	10	5	5	5	0
Supplies and Materials	5	4	5	(10)	4	(1)
<b>TOTAL</b>	<b>\$225</b>	<b>\$254</b>	<b>\$228</b>	<b>\$216</b>	<b>\$227</b>	<b>(\$1)</b>
<b>Funding**</b>						
City Funds	\$225	\$254	\$228	\$216	\$227	(\$1)
<b>TOTAL</b>	<b>\$225</b>	<b>\$254</b>	<b>\$228</b>	<b>\$216</b>	<b>\$227</b>	<b>(\$1)</b>

\*The difference of Fiscal 2010 Adopted compared to Fiscal 2011 January Plan funding.

\*\* As noted in the table above, the budget for the EEPC is comprised entirely of City funds.

- **Other Than Personal Services Reduction.** There is a slight reduction in OTPS spending associated with the proposed layoff.

## Appendix A: Budget Actions in the November and January Plan

<i>Dollars in Thousands</i>	FY 2010			FY 2011		
	City	Non-City	Total	City	Non-City	Total
<b>Agency Budget as of June 2009 Plan</b>	\$717	\$0	\$717	\$728	\$0	\$728
<b>Program to Eliminate the Gap (PEGs)</b>						
PS Reduction --Layoff	(\$34)	0	(\$34)	(\$68)	0	(\$68)
<b>Total, PEGs</b>	<b>(\$34)</b>	<b>\$0</b>	<b>(\$34)</b>	<b>(\$68)</b>	<b>\$0</b>	<b>(\$68)</b>
<b>Other Adjustments</b>						
Collective Bargaining	\$15	\$0	\$15	\$15	\$0	\$15
Fringe Offsets -- Layoff	3	0	3	16	0	16
<b>Total, Other Adjustments</b>	<b>\$18</b>	<b>\$0</b>	<b>\$18</b>	<b>\$31</b>	<b>\$0</b>	<b>\$31</b>
<b>Total, All Changes</b>	<b>(\$16)</b>	<b>\$0</b>	<b>(\$16)</b>	<b>(\$37)</b>	<b>\$0</b>	<b>(\$37)</b>
<b>Agency Budget as of January 2010 Plan</b>	<b>\$701</b>	<b>\$0</b>	<b>\$701</b>	<b>\$691</b>	<b>\$0</b>	<b>\$691</b>