

New York City Council
 Hon. Adrienne Adams, Speaker of the Council
 Hon. Nantasha Williams, Chair, Civil and Human Rights Committee

**Report on the Fiscal 2026 Preliminary Plan and
 the Fiscal 2026 Preliminary Capital Commitment Plan for
 the Committee on Civil and Human Rights**

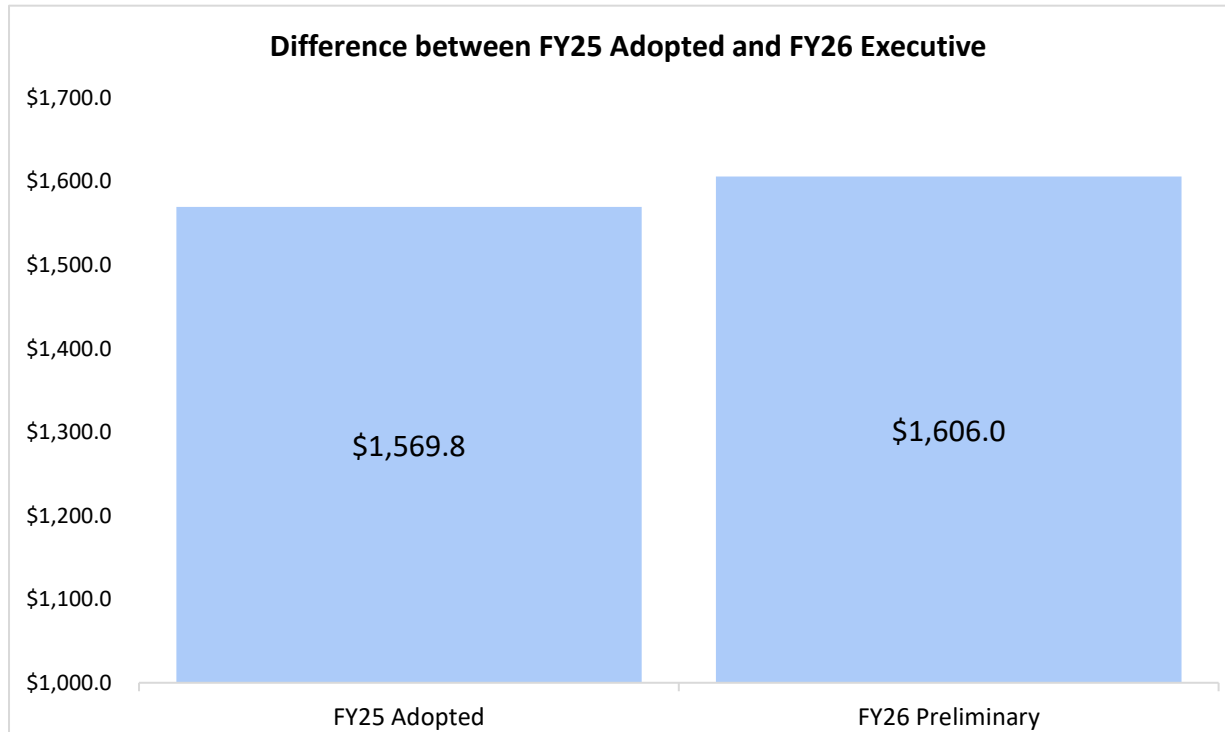
Tanisha S. Edwards, Chief Financial Officer and Deputy Chief of Staff
 Richard Lee, Director
 Jonathan Rosenberg, Managing Deputy Director
 Chima Obichere, Deputy Director
 Eisha Wright, Deputy Director
 Paul Scimone, Deputy Director
 Elizabeth Hoffman, Assistant Director

Prepared By: Allie Stofer, Analyst
 Florentine Kabore, Unit Head

Fiscal 2026 Preliminary Plan

Equal Employment Practices Commission Budget Overview

The Preliminary Financial Plan for Fiscal 2025-2029 (Preliminary Plan), includes a proposed Fiscal 2026 Budget of \$1.6 million for the Equal Employment Practices Commission (EEPC or the Commission). At adoption EEPC’s proposed Fiscal 2025 and Fiscal 2026 budgets were \$1.56 million and \$1.60 million respectively. Since Fiscal 2025 adoption, the budget for Fiscals 2025 and 2026 remain unchanged. The Fiscal 2026 Preliminary Budget is \$36,000 greater than the Fiscal 2025 Adopted Budget.



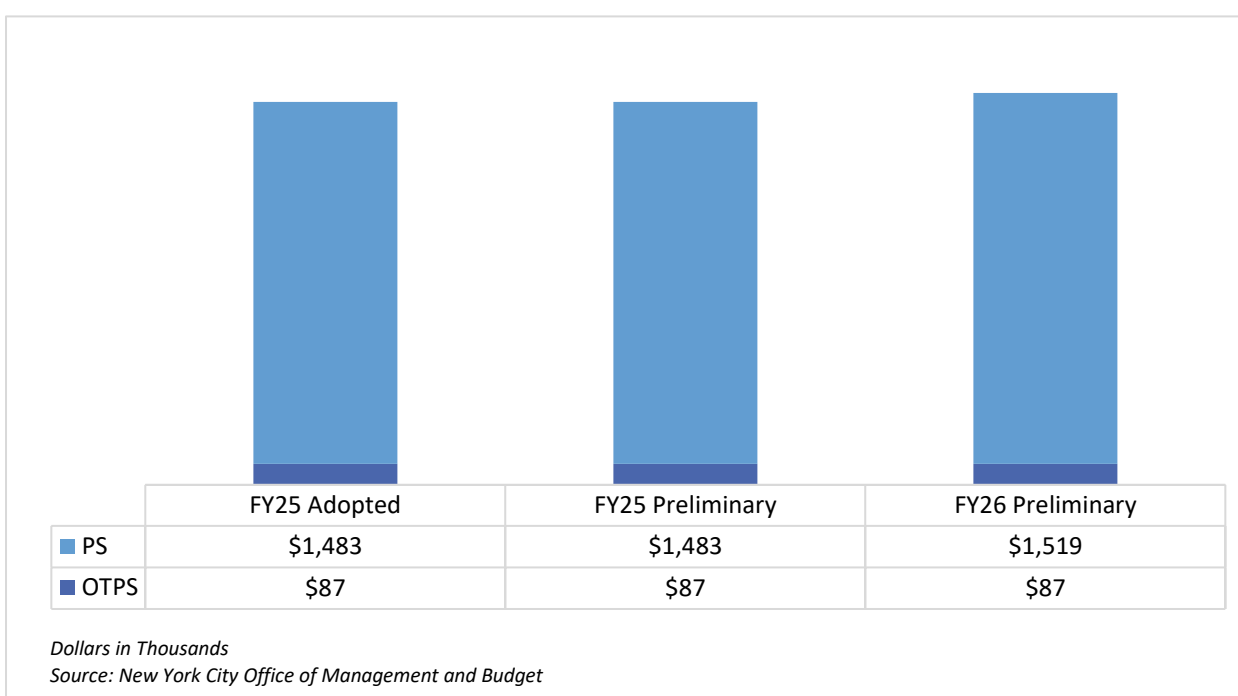
Dollars in Thousands
 Source: New York City Office of Management and Budget

FY25	FY26
No Change since Adopt.	No Change since Adopt.
No Change since Nov.	No Change since Nov.

PS and OTPS:

**PS:
\$1,519,493**

**OTPS:
\$86,555**



**Agency
Financial
Summary**

<i>Dollars in Thousands</i>	FY23	FY24	FY25	Preliminary Plan		*Difference
	Actual	Actual	Adopted	FY25	FY26	FY26 - FY25
Budget by Program Area						
Personal Services	\$1,179	\$1,023	\$1,483	\$1,483	\$1,519	\$36
Other Than Personal Services	89	83	87	87	87	0
TOTAL	\$1,267	\$1,106	\$1,570	\$1,570	\$1,606	\$36
Funding						
City Funds			\$1,570	\$1,570	\$1,606	\$36
TOTAL	\$1,267	\$1,106	\$1,570	\$1,570	\$1,606	\$36
Budgeted Headcount						
Full-Time Positions - Civilian	12	12	15	15	15	0
TOTAL	12	12	15	15	15	0

**The difference of Fiscal 2026 Preliminary Budget compared to Fiscal 2025 Adopted Budget.*
Source: New York City Office of Management and Budget

**Agency Contract
Budget:**

**FY26 Contract
Budget:
\$7,400**

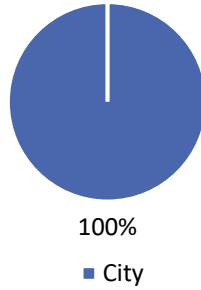
**Number of
Contracts in FY26:
2**

Category	FY25 Adopted	Number of Contracts	FY26 Preliminary	Number of Contracts
Office Equipment Maintenance	\$6,400	1	\$6,400	1
Training Program for City Employees	1,000	1	1,000	1
TOTAL	\$7,400	2	\$7,400	2

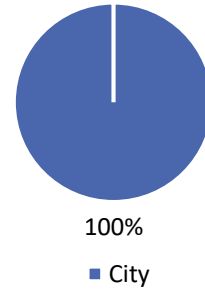
Source: New York City Office of Management and Budget

**Agency Budget
by Funding
Source**

Fiscal 2025



Fiscal 2026



Source: New York City Office of Management and Budget

**Budgeted
Headcount:**

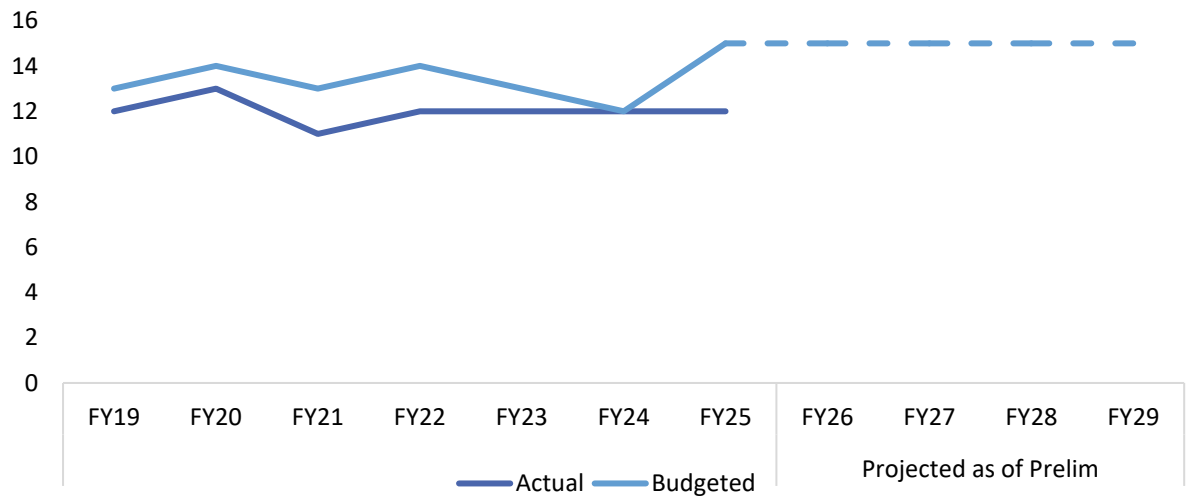
**FY26 full-time
positions: 15**

**FY25 full-time
positions: 15**

**Headcount as of
January: 12**

**Vacancies as of
January: 3**

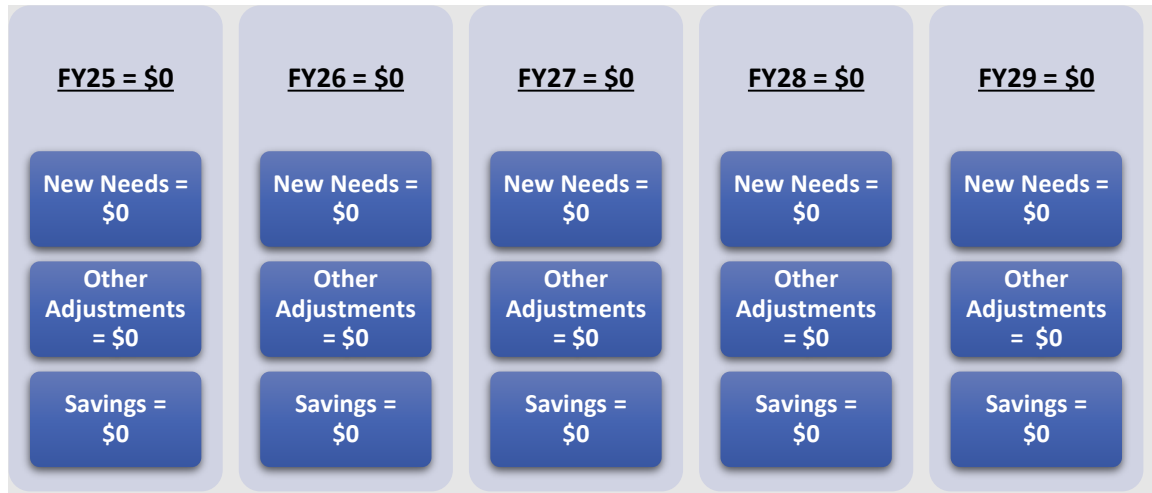
Budgeted and Actual Headcount FY19-FY29



Source: New York City Office of Management and Budget

Note: Budgeted and actual headcounts are as of the end of the fiscal year, except for FY25 where budgeted headcount is as of the Preliminary Plan and actual headcount is as of January 2025.

Preliminary Plan Changes



Dollars in Thousands

Savings in this chart are the sum of all expense savings, from all revenue sources, including but not limited to, City, State, and federal savings.

2024 Annual Report

EEPC was established in 1989 through an amendment to the New York City Charter. The Commission is tasked with auditing, reviewing, and monitoring the equal employment practices and procedures of over 145 City agencies. Each year, EEPC releases a report detailing the status of the Commission, its needs for the next fiscal year, and the outcomes of its audits throughout the calendar year. Noteworthy metrics from the 2024 Annual Report are detailed below:

- **Improved Awareness and Accessibility.** In 2024, EEPC made it a priority to ensure agency heads and the public have access to EEO standards. The Commission created a handbook for the City’s Equal Employment Opportunity Professionals, as well as enhanced public accessibility by improving website content and functionality. Additionally, EEPC held a symposium for City agency employees to come together and discuss how to improve diversity. The symposium included speakers from EEPC as well as the Department of Citywide Administrative Services.
- **Corrective Actions.** EEPC issued 161 corrective actions in 2024, for an average of less than five corrective actions per agency. Seven agencies had no corrective actions, while twelve had between one to five corrective actions. After the final determinations were issued, there were 119 corrective actions to be tracked during the Compliance Monitoring phase. The three agencies with the most corrective actions were the Office of the Kings County Public Administrator with 16 corrective actions; the Office of the Public Advocate for the City of New York with 13 corrective actions; and the Board of Election Retirement System with 12 corrective actions.

Budget Issues and Concerns

- **New Staffing.** The Council’s Fiscal 2025 Preliminary Response called for an additional \$500,000 to be allocated for the addition of five new positions at EEPC. In the Fiscal 2025 Plan, the Administration allocated an additional \$285,071 for the creation of three new positions. According to the Commission’s 2024 Annual Report, which was

published in February 2025, they have not yet filled the new positions. EEPC anticipates filling the positions in or around February or March 2025.

- **Auditing Ability.** EEPC’s mandate calls for the Commission to audit all 145 city agencies at least once every four years. In 2024, EEPC audited 32 agencies and carried over eight of those audits into 2025. EEPC strives to complete all audits within the calendar year that they begin. However, a lack of funding and depleted staff have made it difficult for the Commission to accomplish that goal. The Commission has noted that they have lost many experienced staff members due to a lack of funding. Due to this, EEPC is requesting an additional \$300,000 to increase its auditing ability.

**Budget Actions
in the
November and
Preliminary
Plans**

<i>Dollars in Thousands</i>	FY25			FY26		
	City	Non-City	Total	City	Non-City	Total
EEPC Budget as of the Adopted FY25 Plan	\$1,570	\$0	\$1,570	\$1,606	\$0	\$1,606
Changes Introduced in the November 2024 Plan						
New Needs						
Subtotal, New Needs	\$0	\$0	\$0	\$0	\$0	\$0
Other Adjustments						
Subtotal, Other Adjustments	\$0	\$0	\$0	\$0	\$0	\$0
Savings						
Subtotal, Savings	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL, All Changes in November 2024 Plan	\$0	\$0	\$0	\$0	\$0	\$0
EEPC Budget as of the November 2024 Plan	\$1,570	\$0	\$1,570	\$1,606	\$0	\$1,606
Changes Introduced in the FY26 Preliminary Plan						
New Needs						
Subtotal, New Needs	\$0	\$0	\$0	\$0	\$0	\$0
Other Adjustments						
Subtotal, Other Adjustments	\$0	\$0	\$0	\$0	\$0	\$0
Savings						
Subtotal, Savings	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL, All Changes in the FY26 Preliminary Plan	\$0	\$0	\$0	\$0	\$0	\$0
EEPC Budget as of the FY26 Preliminary Plan	\$1,570	\$0	\$1,570	\$1,606	\$0	\$1,606

Source: New York City Office of Management and Budget

Budget by Units of Appropriation

PS/OTPS

Dollars in Thousands

	FY23	FY24	FY25	Preliminary Plan		*Difference
	Actual	Actual	Adopted	FY25	FY26	FY26-FY25
Spending						
Personal Services						
Full-Time Salaried - Civilian	\$1,153	\$1,001	\$1,460	\$1,460	\$1,497	\$36
Additional Gross Pay	2	10	0	0	0	0
Additional Gross Pay - Labor Reserve	24	12	0	0	0	0
Amounts to be Scheduled	0	0	1	1	1	0
Unsalariated	0	0	22	22	22	0
Subtotal	\$1,179	\$1,023	\$1,483	\$1,483	\$1,519	\$36
Other Than Personal Services						
Contractual Services	\$21	\$18	\$7	\$11	\$7	\$0
Fixed & Misc. Charges	1	4	1	1	1	0
Other Services & Charges	29	30	51	43	71	20
Property and Equipment	28	29	4	23	4	0
Supplies and Materials	11	3	24	9	4	(19)
Subtotal	89	83	87	87	87	0
TOTAL	\$1,267	\$1,106	\$1,570	\$1,570	\$1,606	\$36
Funding						
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