

New York City Council

Hon. Adrienne Adams, Speaker of the Council

Hon. Justin Brannan, Chair, Finance Committee

Hon. Nantasha Williams, Chair, Civil and Human Rights Committee

Report on the Fiscal 2026 Executive Plan for the Equal Employment Practices Commission

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Fiscal 2026 Executive Plan

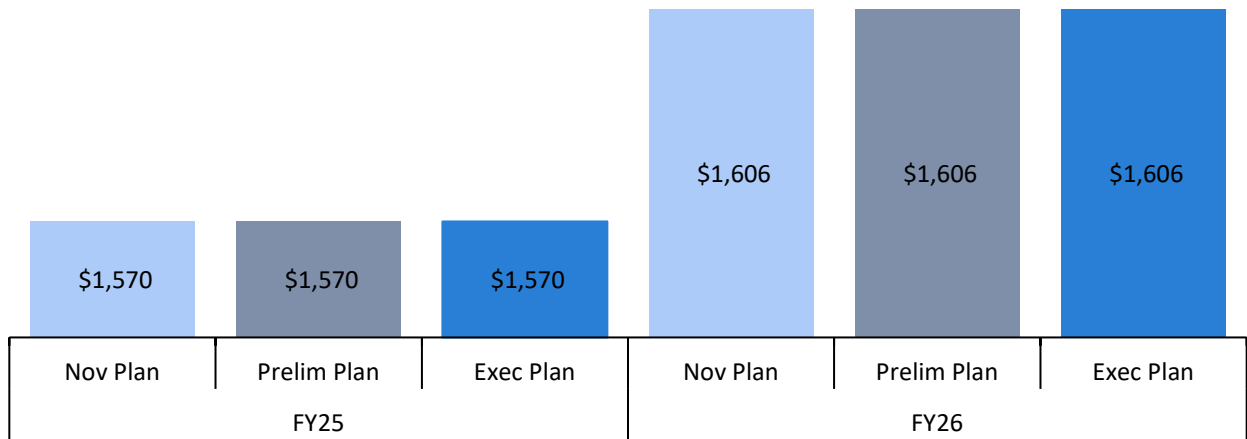
Equal Employment Practices Commission Budget Overview

The Equal Employment Practices Commission (EEPC or the Commission) is responsible for auditing, reviewing, and monitoring the equal employment practices and procedures of over 145 City agencies. The Commission's budget includes minimal changes since the release of the Fiscal 2026 Preliminary Plan in January.

The Executive Financial Plan for Fiscal 2025-2029 (Executive Plan), includes a proposed Fiscal 2026 Budget of \$1.61 million for EEPC. The Commission's Fiscal 2025 Budget in the Executive Plan remains unchanged from its \$1.57 million Fiscal 2025 Budget in the Preliminary Plan, and the Fiscal 2026 Budget in the Executive Plan is the same as its \$1.61 million Fiscal 2026 Budget in the Preliminary Plan. The current Fiscal 2026 Budget is roughly \$36,000 greater than the \$1.57 million Fiscal 2025 Budget at adoption. For additional information on EEPC's Preliminary Budget, please refer to the Fiscal 2026 Preliminary Budget report.¹

¹ New York City Council, "[Report on the Fiscal 2025 Preliminary Plan and the Fiscal 2024 Preliminary Mayor's Management Report for the Equal Employment Practices Commission](#)", as of March 2025.

Comparison of the Last Three Financial Plans



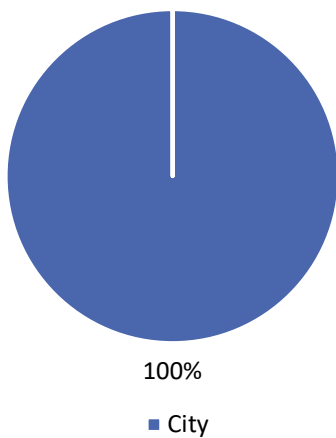
Dollars in Thousands

Source: New York City Office of Management and Budget

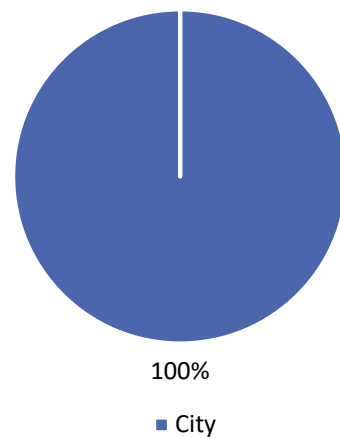
Budget by Funding Source

Fiscal 2026 City Funds: 100.0 percent

Fiscal 2025

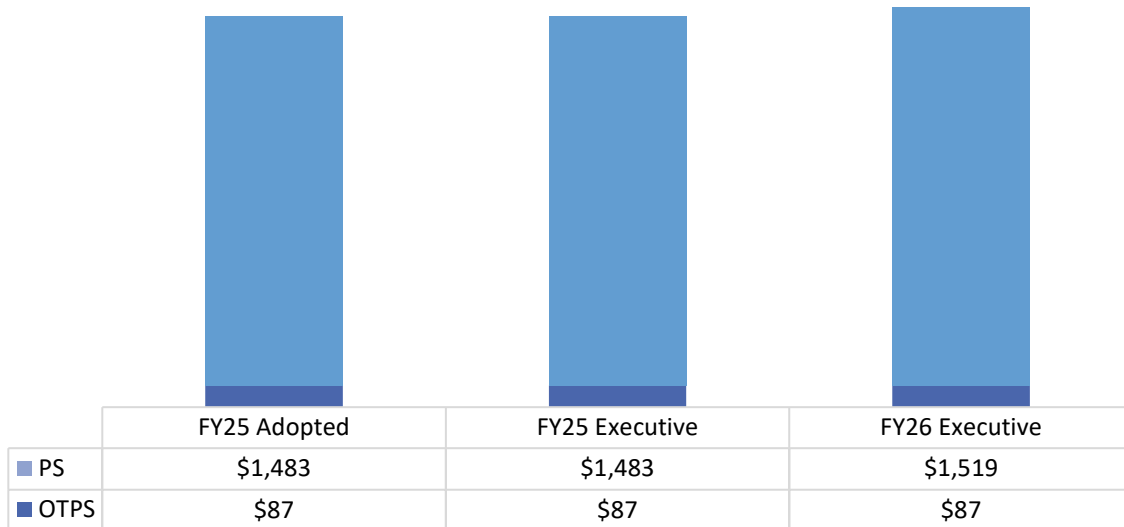


Fiscal 2026



Source: New York City Office of Management and Budget

Personal Services (PS) and Other Than Personal Services (OTPS)



Dollars in Thousands

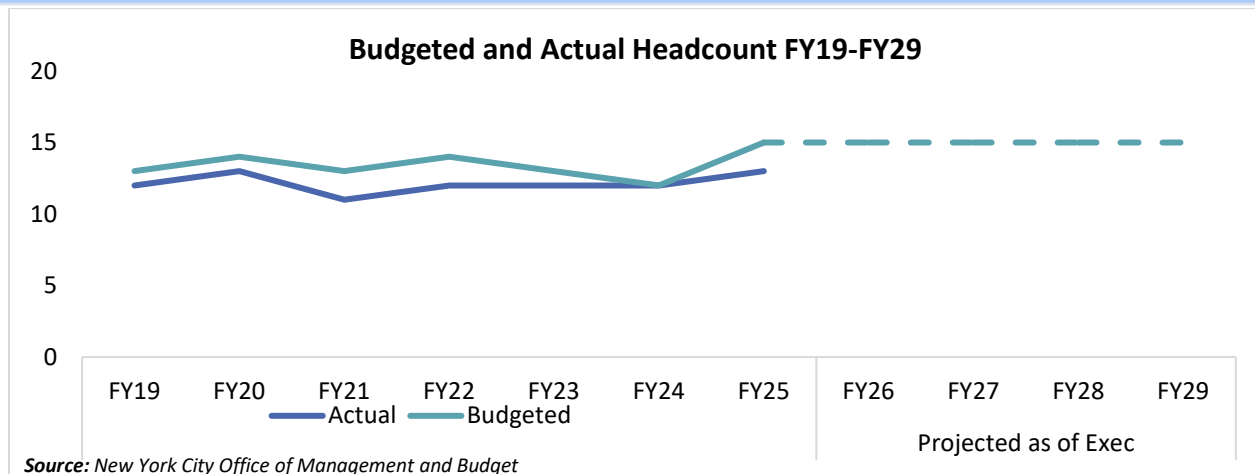
Source: New York City Office of Management and Budget

Headcount

Fiscal 2025 Budgeted Full-Time Positions: **15**

Actual Headcount as of March 2025: **13**

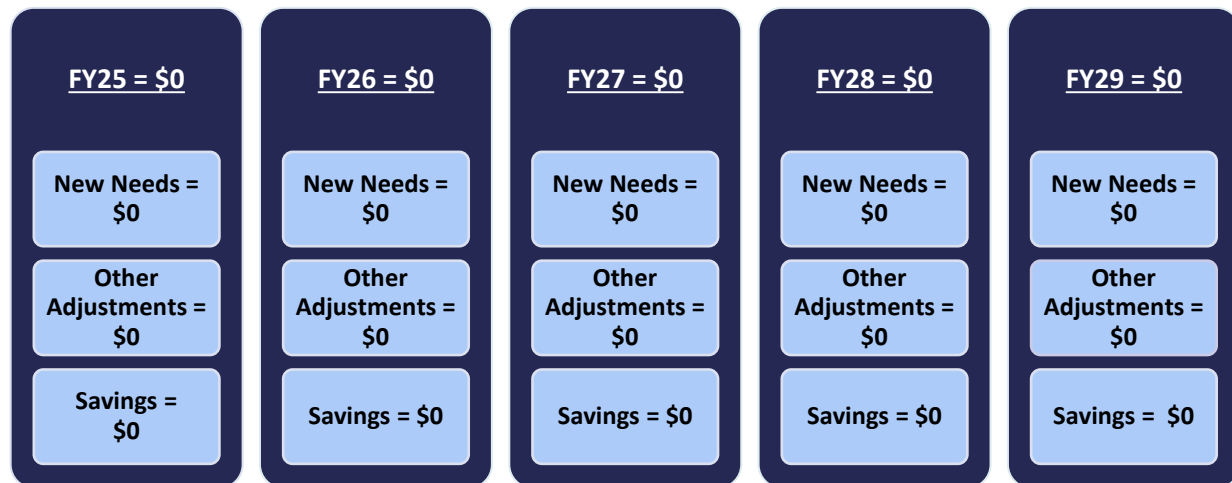
Vacancy Rate as of March 2025: **13.3 percent**



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 FY26 where budgeted headcount is as of the Executive Plan and actual headcount is as of March 2025.

Executive 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.

Budget Response

*Fiscal 2026 Expense Proposal Estimate: **\$350,000***

*Expense Proposals Included in the Fiscal 2026 Executive Budget: **\$0***

In the City Council's Fiscal 2026 Preliminary Budget Response, the Council identified several areas of concern relating to EEPC. The budget response called on the Administration to add \$350,000 in expense funding to support three additional staff positions, as well as \$85,000 to cover operational costs.² The Executive Plan does not include the budget response proposals for EEPC, as shown in the table.

FY26 Budget Response Items			
#	Response Priorities	Amount Requested	Amount in the Exec Budget
1	EEPC Headcount	\$265.0	\$0.0
2	EEPC Operational Costs	\$85.0	0.0

Dollars in Thousands

² New York City Council, "[Response to the Fiscal 2026 Preliminary Budget and Fiscal 2025 Preliminary Mayor's Management Report](#)", as of April 2025.

Budget Action Chart

<i>Dollars in Thousands</i>	FY25			FY26		
	City	Non-City	Total	City	Non-City	Total
EEPC Budget as of the FY26 Preliminary Plan	\$1,570	\$0	\$1,570	\$1,606	\$0	\$1,606
Changes Introduced in the FY26 Executive 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	\$1,200	\$0	\$0	\$0
TOTAL, All Changes in the FY26 Executive Plan	\$0	\$0	\$0	\$0	\$0	\$0
EEPC Budget as of the Executive Plan	\$1,570	\$0	\$1,570	\$1,606	\$0	\$1,606

Source: New York City Office of Management and Budget

Budget by Unit of Appropriation

<i>Dollars in Thousands</i>	FY23	FY24	FY25	Executive 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			\$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 between the Fiscal 2026 Executive Budget and the Fiscal 2025 Adopted Budget.*

Source: New York City Office of Management and Budget