



EQUAL EMPLOYMENT PRACTICES COMMISSION

City of New York

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April 14, 2011

Mark Page

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Office of Management & Budget

75 Park Place

New York, New York 10007

Re: Resolution #11/02-019: Preliminary Determination Pursuant to the Audit of the Office of Management & Budget (OMB) and its Compliance with the City's Equal Employment Opportunity Policy from January 1, 2007 through December 31, 2009.

Dear Mr. Page:

Pursuant to Chapter 35, Section 814(a)(12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy (EEOP), a set of uniform standards and procedures designed to ensure the equality of opportunity for women and minority municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment by city agencies.

Pursuant to Chapter 36, Section 831(d)(5) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is empowered to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women.

Section 831(d)(2) authorizes this Commission to recommend all necessary and appropriate measures, standards and programs to be utilized by city agencies to ensure a fair and effective affirmative employment program of equal employment opportunity for minority group members and women employed by, or seeking employment with, city agencies.

The Charter defines city agency as any "city, county, borough or other office, administration, board, department, division, commission, bureau, corporation, authority, or other agency of government, where the majority of the board members of such agency are appointed

by the mayor or serve by virtue of being city officers or the expenses of which are paid in whole or in part from the city treasury..."

This letter contains the preliminary determinations of the EEPC pursuant to its audit of compliance by the Office of Management & Budget (OMB), which may herein be referred to as "the agency", during the thirty-six month period commencing January 1, 2007 and ending December 31, 2009. Requests for corrective actions and/or recommendations are included where the EEPC has determined that OMB has failed to comply in whole or in part with the City's EEO Policy.

All recommendations for corrective actions are consistent with both the audit's findings and the parameters set forth in the EEO Policy, which, in accordance with section 815 of the City Charter, holds agency heads responsible for the effective implementation of Equal Employment Opportunity. Therefore, the Office of Management & Budget should incorporate these recommendations in its agency-specific EEO Plan. The relevant sections of the City's EEO Policy are cited in parenthesis at the end of each recommendation. In addition, this Commission is empowered by Section 831 of the City Charter to recommend all necessary and appropriate actions to ensure fair and effective affirmative employment plans for minority group members and women.

The purpose of this audit is to evaluate the agency's compliance with the EEOP, not to issue findings of discrimination pursuant to the New York City Human Rights Law.

Scope and Methodology

Audit methodology included an analysis of the agency's responses to an EEPC Document and Information Request Form. The EEPC auditors conducted electronic interviews with the OMB's EEO Officer/Disability Rights Coordinator/Section 55-A Program Coordinator/EEO Trainer, four EEO counselors, Human Resources Director/Career Counselor, and Agency Counsel. The EEPC auditor also conducted an in-depth, on-site interview with the agency's EEO Officer/Disability Rights Coordinator. In addition, employees were asked to participate in the *EEPC's Employee Survey* and supervisors/managers were asked to complete the *EEPC's Supervisor/Manager Survey*. A survey of 330 people currently employed by the OMB was distributed; 166 people (50%) responded. Survey findings are attached (Appendix 1). A survey of 110 OMB supervisors/managers was distributed; eighty supervisors/managers (73%) responded. Survey results are attached (Appendix 5) and referred to in this determination.

The Citywide Equal Employment Database System (CEEDS) data prepared by the Department of Citywide Administrative Services (DCAS) determines underutilizations and concentrations of targeted groups within the agency's workforce. These designations represent imbalances between the number of employees in a particular job category and the number that would reasonably be expected when compared to their availability in the relevant labor market. CEEDS data is critical in identifying underutilization in the city's workforce. Where underutilization is revealed within an agency's workforce, auditors determine whether an agency has undertaken reasonable measures for addressing underutilization.

Typically, auditors would analyze underutilization data for a complete measure of the employment practices of an agency. At present, the CEEDS data for the entire period is unavailable. The EEPC anticipates updated data for this period from the DCAS. Upon its availability, the EEPC will review the data and make supplemental recommendations pursuant to this audit.

Description of the Agency

The Office of Management and Budget (OMB) was established by Section 225(b) of the New York City Charter to develop the Mayor's Preliminary and Executive Budgets, and for advising the Mayor on all policy issues affecting the City's fiscal stability and the efficiency of City services.

Personnel Activity During the Audit Period

According to data provided by the OMB, during the audit period 154 people were hired: 74 Caucasians, 15 African-Americans, 16 Hispanics, 45 Asians, 1 Native American, and 3 Unknown. Of the individuals hired, 82 were female. 318 individuals were promoted during the audit period: 163 Caucasians, 26 African Americans, 40 Hispanics, 87 Asians, and 2 Unknown; 163 were female. (Appendix 4)

The OMB reports that 3 employees were involuntarily separated during the audit period: two Caucasians and one unknown; one was female. Between January 1, 2007 and December 31, 2009, the total number of employees increased from 318 to 330. The number of African-American employees increased from 38 to 39, Hispanics increased from 39 to 42, Asians increased from 67 to 79, Native Americans increased from 0 to 1, Caucasians decreased from 174 to 167, and the number of employees that were unknown increased from 0 to 2. The number of female employees decreased from 175 to 172. (Appendices 2 and 3)

Discrimination Complaint Activity During the Audit Period

The OMB reports that no internal or external discrimination complaints were filed during the audit period.

Legal Activity

According to the agency, there were no EEO judgments, lawsuits, or settlements during the audit period or the two years prior.

PRELIMINARY DETERMINATION

Following are our preliminary determinations with required corrective actions and recommendations pursuant to the audit.

Plan Dissemination -- Internally

The OMB is in compliance with the following requirements:

1. The Citywide EEO Policy and EEO Policy Statement were distributed electronically to all employees. The policies were also distributed during EEO training sessions and new employee orientation, and are accessible on OMB's intranet. In addition, 91% of the respondents to the *EEPC's Supervisor/Manager Survey* indicated they received a copy of the agency's EEO Policy Statement. The agency also distributed its Sexual Harassment Policy statement to all employees electronically and during EEO training sessions.
2. The EEO Policy and EEO Policy statement has been posted on the agency's bulletin boards. The EEO Officer continually checks and maintains the boards to ensure the EEO information is clearly posted and current. In addition, 98% of the respondents to the *EEPC's Employee Survey* said the Citywide EEO Policy is posted on the agency's bulletin boards or kept in an area otherwise accessible to employees.
3. The EEO Policy Handbook and addendums were distributed to all employees electronically and in hard copy during EEO training sessions and new employee orientation. The handbook is also accessible on the agency's intranet. In addition, 95% of the respondents to the *EEPC's Employee Survey* said they were given a copy of the EEO Policy Handbook and 75% indicated when hired, they were advised of the City's EEO Policies, and their rights and responsibilities under such policies.
4. The agency head distributed a memo which included the names and contact information of the agency's EEO Officer and EEO Counselors. In addition, 96% of the respondents to the *EEPC's Employee Survey* stated that they know who the agency's EEO Officer is.

Plan Dissemination – Externally

The OMB is in compliance with the following requirement:

Job vacancy notices for Analysts, Assistant Analysts, and Senior Analysts positions in the Grant Monitoring Unit, Social Service Task Force, Health Task Force, and Value Engineering Unit indicated that the OMB and the City of New York is an equal opportunity employer. Two job advertisements for Engineers/Architects and Assistant Project Manager posted in the NY Times also included the EOE tagline.

EEO and Reasonable Accommodation for Persons with Disabilities

The OMB is in compliance with the following requirements:

1. The agency participates in the Section 55-A program and appointed its EEO Officer as the program coordinator. The 55-A program brochure was posted on bulletin boards, provided during orientation with the New Hire package and distributed during training sessions. There were no program participants during the audit period.
2. The EEO Officer is aware that the EEO policies are available in alternate formats from DCAS upon request and would make such formats available upon request. No requests for the policies in alternate formats were made during the audit period.

3. The OMB's response to the EEPC's accessibility for persons with disabilities checklist indicated that its offices at 75 Park Place, are accessible to, and useable by, persons with disabilities. There is a street accessible entrance, wheelchair accessible elevators, Braille in the elevators, wide restroom stalls, and grab bars in the bathrooms.

The OMB is in compliance with the following requirement:

The agency has designated its EEO Officer as the Disability Rights Coordinator, responsible for handling reasonable accommodations requests. No requests were made during the audit period.

The OMB is in partial compliance with the following requirement:

Although employees were informed in writing of the name, number, and location of the DRC, 60% of the respondents to the *EEPC's Employee Survey* stated that they do not know who the agency's Disabilities Rights Coordinator is. Corrective action required.

Recommendation: To ensure that all employees are aware of the person responsible for handling reasonable accommodation requests and ensuring compliance with all federal, state, and local laws, as well as City and agency policies, pertaining to persons with disabilities, the agency should re-distribute to all employees in writing, the name, location, and telephone number of this person. (Sect. VB and VC, EEOP)

Discrimination Complaint and Investigation Procedures

The OMB is in compliance with the following requirements:

1. The EEO Officer has maintained a monthly log of discrimination complaints filed against the agency. There were no complaints filed during the audit period.
2. The agency appointed EEO representatives of both genders (female EEO Officer, one male EEO Counselor and three female EEO Counselor) to receive and investigate discrimination complaints.
3. The agency's EEO Officer and four EEO counselors completed the basic training course for EEO professionals conducted by the Department of Citywide Administrative Services (DCAS).

EEO Training

The OMB is in compliance with the following requirements:

1. The agency has developed a plan to ensure that all employees receive EEO training annually. The agency designated its EEO Officer as EEO Trainer to provide training to all new and existing employees. The curriculum used was based on the Department of Administrative Services' (DCAS) EEO training curriculum which included the following components: federal, state, and local EEO laws, definitions of protected classes under the City's EEO Policy, theories of discrimination, sexual harassment, terms or conditions of employment,

retaliation, reasonable accommodations, managers and supervisors EEO responsibilities, where to file a complaint, mediation, and information on the 55A program. The agency provided a copy of its EEO training curriculum, training guide, and sign-in sheets to the EEPC auditors for the period in review.

2. According to the agency's 2009 EEO plan, 95% percent of the agency's employees received EEO training and the remaining 5% were scheduled to receive training in September 2009. All new employees received EEO training during new employee orientation.
3. Eighty percent of the respondent to the *EEPC's Supervisor/Manager Survey* indicated they completed the Department of Administrative Services' (DCAS) Division of Citywide EEO Computer based training. In addition, 90% of the respondents to the *EEPC's Supervisor/Manager Survey* indicated the agency provided sufficient training on their responsibilities in assisting employees who may complain about discrimination or harassment.

Selection and Recruitment

The OMB is in compliance with the following requirement:

The agency's EEO plans indicated that the agency will provide structured interview training for all employees involved in the interviewing process. In addition, 10% of the respondents to the EEPC's *Manager/Supervisor Survey* who said they interviewed candidates for positions indicated they had received training, 47% indicated they received a guide that outlines illegal or discriminatory questions and includes instructions for conducting a structured interview, and 35% indicated they received both training and a guide.

The OMB is in partial compliance with the following requirement:

Although the agency maintained recruitment data for discretionary positions (using its *Composite Recruitment Data Form*), the data omitted crucial information for each position such as the name, recruitment source and demographic information for each individual applicant/candidate. Corrective action is required.

Recommendation: Because the EEOP holds each agency responsible for retaining information about personnel actions, discretionary hiring, and applicants as required by federal, state and local law and/or the City's official records retention schedule, the agency should maintain complete applicant logs (which include the *Division/Unit, JVN#, Civil Service Title, Office Title, Interviewers' Names, Applicants Names, Security Number, Ethnicity, Gender, Disability, Veteran, Interview Date, Result, Reason Selected/Not Selected, and Recruitment Source*) for all discretionary appointments. (Sect. IV, EEOP and DCAS issued *Applicant Log*)

The OMB is not in compliance with the following requirement:

The agency has participated in career and job fairs and promoted public service as a career choice at schools, colleges and universities. During the audit period, the agency attended and recruited at

23 college campus job fairs. In 2007, the OMB hosted two open house job fairs. However, it was unclear as to whether there was any adverse impact in recruitment. Additionally, the recruitment resources were not geared toward female-and-minority oriented media.

The agency did not assess its criteria for selecting persons for mid-level to high-level discretionary positions to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. Corrective action required.

Recommendation: Since the EEOP requires that city agencies assess the manner in which candidates are selected for employment to determine whether there is adverse impact upon any particular racial, ethnic, disability, or gender group, the agency should conduct an adverse impact study. The agency can use, and may modify, the Disparate Impact Analysis Program (an on-line Internet based application) recommended by DCAS/DCEEO by accessing: <http://www.hr-software.net/EmploymentStatistics/DisparateImpact.htm> for this purpose. To the extent that adverse impact is discovered, the agency should determine whether the criteria being utilized are job-related. If the criteria are not job-related, the agency should discontinue using those criteria. (Sect. IV, EEOP)

Promotional Opportunities

The OMB is in compliance with the following requirements:

1. The agency conducted annual performance evaluations during the audit period. In addition, 64% of the respondents to the EEPC's *Supervisor/Manager Survey* indicated they received their last performance evaluation within the past year. In addition, 82% of the respondents to the EEPC's *Employee Survey* indicated that they received annual performance evaluations within the past 3 years.
2. The agency's managerial performance evaluation contained an EEO component in Section VI called *Accountable & Reporting Standards for EEO functions*. In addition, 65% of the respondents to the EEPC's *Supervisor/Manager Questionnaire* indicated that their evaluation included an EEO component. In addition, 56% indicated they were informed that fulfillment of their EEO responsibilities will be apart if their overall performance evaluation and will be considered in determining eligibility for promotions and merit increases.
3. The agency appointed a Career Counselor who is responsible for providing career counseling, disseminating information on job and promotional opportunities, information on civil service exams, coordinating job training opportunities and administering employee incentive and recognition programs. An agency-wide memo notifying employees of the name and contact information of the Career Counselor was distributed.

The OMB is in partial compliance with the following requirement:

Although the agency notified employees in writing of the appointment of the Career Counselor, 60% of the respondents to the EEPC's *Employee Survey Questionnaire* indicated they did not know the name of the person responsible for career counseling. Corrective action required.

Recommendation: To ensure that employees know the identity of the agency's Career Counselor, the personnel officer should re-distribute to all employees the identity of, and the type of guidance which is available from, the Career Counselor. This should be done at least once each year. (12/14/ 2006 Addendum to *EEOP Standards and Procedures to Be Utilized By City Agencies (2005)*) and Sect. VF, EEOP)

Supervisory Responsibility in EEO Plan Implementation

The OMB is not in compliance with the following requirement:

Managers and supervisors were not instructed to re-emphasize the agency's commitment to EEO and to discuss the agency's EEO policies and procedures with their subordinates during regular staff meetings. In addition, 56% of the respondents to the EEPC's *Supervisor/Manager Survey* indicated that they have not discussed the agency's commitment to the principle of EEO during staff meetings and 67% indicated that they have not discussed with employees their right to file a discrimination complaint with the agency's EEO Officer during staff meeting at least twice within the past year. Corrective action required.

Recommendation: The agency head should direct managers and supervisors to emphasize at least twice a year their commitment to the agency's EEO policies and affirm the right of each employee to file a discrimination complaint with the EEO office. These meetings must be documented. (DCAS, Model Agency EEO Commitment Memo and EEPC Position)

EEO Officer Reporting Arrangement

The OMB is in compliance with the following requirements:

1. The agency submitted its agency-specific plan, three quarterly reports, and an annual fourth quarter final report to the EEPC for each fiscal year during the audit period.
2. The EEO Officer reports to the agency head and meets with him on EEO matters.

The OMB is not in compliance with the following requirements:

1. The EEO Officer did not meet with the EEO counselors periodically to review their work and keep them abreast of EEO developments. Corrective action required.

Recommendation: Since the EEO Officer has supervisory responsibility of the EEO Counselors, the EEO Officer should meet with the EEO Counselor at least at quarterly intervals to ensure that the Counselor(s) implement EEO functions satisfactorily and is kept abreast of internal and external EEO developments. (Sect. VB and VC, EEOP)

2. The EEO Officer did not keep notes or an agenda of meetings with the agency head discussing EEO operational decisions. Corrective action required.

Recommendation: Because the EEOP requires the EEO Officer to report directly to the agency head (or if approved by DCAS, to a direct report to the agency head), appropriate

documentation of meetings and other communications between the EEO Officer and the agency head regarding decisions that impact the administration of the agency's EEO program must be maintained. (Sect. VB, EEOP, and EEPC Position)

The OMB is in compliance with the following requirements:

The agency's organization chart indicated a direct report relationship between the EEO Officer and agency head.

SUMMARY OF RECOMMENDED CORRECTIVE ACTIONS

1. To ensure that all employees are aware of the person responsible for handling reasonable accommodation requests and ensuring compliance with all federal, state, and local laws, as well as City and agency policies, pertaining to persons with disabilities, the agency should redistribute to all employees in writing, the name, location, and telephone number of this person. (Sect. VB and VC, EEOP)
2. Because the EEOP holds each agency responsible for retaining information about personnel actions, discretionary hiring, and applicants as required by federal, state and local law and/or the City's official records retention schedule, the agency should maintain complete applicant logs (which include the *Division/Unit, JVN#, Civil Service Title, Office Title, Interviewers' Names, Applicants Names, Security Number, Ethnicity, Gender, Disability, Veteran, Interview Date, Result, Reason Selected/Not Selected, and Recruitment Source*) for all discretionary appointments. (Sect. IV, EEOP and DCAS issued *Applicant Log*)
3. Since the EEOP requires that city agencies assess the manner in which candidates are selected for employment to determine whether there is adverse impact upon any particular racial, ethnic, disability, or gender group, the agency should conduct an adverse impact study for [recommended job groups]. The agency can use, and may modify, the Disparate Impact Analysis Program (an on-line Internet based application) recommended by DCAS/DCEEO by accessing: <http://www.hr-software.net/EmploymentStatistics/DisparateImpact.htm> for this purpose. To the extent that adverse impact is discovered, the agency should determine whether the criteria being utilized are job-related. If the criteria are not job-related, the agency should discontinue using those criteria. (Sect. IV, EEOP)
4. To ensure that employees know the identity of the agency's Career Counselor, the personnel officer should re-distribute to all employees the identity of, and the type of guidance which is available from, the Career Counselor. This should be done at least once each year. (12/14/ 2006 Addendum to *EEOP Standards and Procedures to Be Utilized By City Agencies (2005)*) and Sect. VF, EEOP)
5. The agency head should direct managers and supervisors to emphasize at least twice a year their commitment to the agency's EEO policies and affirm the right of each employee to file a discrimination complaint with the EEO office. These meetings must be documented. (DCAS, Model Agency EEO Commitment Memo and EEPC Position)

6. Since the EEO Officer has supervisory responsibility of the EEO Counselors, the EEO Officer should meet with the EEO Counselor at least at quarterly intervals to ensure that the Counselor(s) implement EEO functions satisfactorily and is kept abreast of internal and external EEO developments. These meetings should be documented. (Sect. VB and VC, EEOP)
7. Because the EEOP requires the EEO Officer to report directly to the agency head (or if approved by DCAS, to a direct report to the agency head), appropriate documentation of meetings and other communications between the EEO Officer and the agency head regarding decisions that impact the administration of the agency's EEO program must be maintained. (Sect. VB, EEOP, and EEPC Position)

In addition to the above recommendations, during the compliance process, the Commission requires that the agency head distribute a memorandum to all staff informing them of the changes that are being implemented in the agency's EEO program pursuant to the audit. This memorandum should re-emphasize the agency head's commitment to the agency's Equal Employment Opportunity Program.

Conclusion

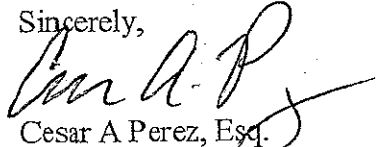
Pursuant to Chapter 36 of the New York City Charter and the previously cited preliminary determinations relating to EEPC's audit of the OMB's compliance with its Equal Employment Opportunity Policy, and EEO standards expressed in the Citywide EEO Policy, we respectfully request your response to the aforementioned preliminary determinations.

Your response should indicate what corrective actions your office will take to bring the agency in compliance with the aforementioned policies and which recommendations it intends to follow. Please forward your response within thirty days of receipt of this letter.

Pursuant to Section 832 of the New York City Charter, as amended in 1999, if you do not implement all of these recommendations for corrective actions during a compliance period not to exceed six months, this Commission may publish a report and recommend to the Mayor the appropriate corrective actions that you should implement in your agency's EEO Plan.

In closing, we want to thank you and your staff for the cooperation extended to the Equal Employment Practices Commission's auditors during the course of this audit. If you have any questions regarding these preliminary determinations, please let us know.

Sincerely,



Cesar A Perez, Esq.
Chair

APPENDIX - 1

OFFICE OF MANAGEMENT & BUDGET EMPLOYEE SURVEY RESULTS

Employees = 330 Survey Respondents = 166 50%

A. GENERAL OVERVIEW

1. Equal Employment Opportunity (EEO) guarantees the right of all persons to be accorded full and equal consideration on the basis of merit, regardless of protected group status. Do you agree with this principle?
Yes (160) No (2)
2. Do you know who your agency's EEO Officer is?
Yes (159) No (6)
3. Is the City's EEO Policy posted on your agency's bulletin boards or kept in an area otherwise accessible to employees?
Yes (161) No (3)
4. Were you given a copy of the EEO Policy Handbook - About EEO: What You Need to Know?
Yes (157) No (7)
5. Do you believe your agency practices equal opportunity (i.e. ensures fairness in all aspects of employment including hiring, selection, promotions, etc.)?
Yes (138) No (25)
6. Has your manager or supervisor discussed the agency's commitment to the principle of Equal Employment Opportunity during staff meetings at least twice within the past year?
Yes (45) No (65) Do not remember (52)
7. Has your manager or supervisor discussed employees' right to file a discrimination complaint with the agency's EEO Officer during staff meetings at least twice within the past year?
Yes (39) No (71) Do not remember (53)
8. When hired, were you advised of the EEO policies, and of your rights and responsibilities under such policies?
Yes (125) No (8) Do not remember (30)

B. EEO COMPLAINTS

9. Do you know how to file an EEO complaint?
Yes (136) No (28)
10. If you had an EEO complaint, would you bring it to your agency's EEO Office?
Yes (116) No (14) Undecided (34)
11. Would you prefer to file an EEO complaint with an office outside your agency rather than your agency's EEO Office?
Yes (44) No (69) Undecided (51)
12. During the past 3 years, did you file a complaint with your agency's EEO Office?
Yes (5) No (159)
13. Was your manager or supervisor supportive of your right to file a complaint?
Yes (2) No (6) Not Applicable (154)

C. EEO TRAINING

14. During the past 2 years, did you receive EEO training?
Yes (101) No (62)
15. How informative was this training?
Very informative (40) Somewhat informative (59)
Not really informative (5) Not Applicable (59)

SURVEY RESULTS CONTINUED

D. JOB PERFORMANCE/ADVANCEMENT

16. Does your agency use training and development programs in order to improve job performance and/or career opportunities?
Yes (70) No (57) I do not know (34)
17. Were vacant positions advertised on bulletin boards or other areas accessible to employees in a timely manner?
Yes (154) No (5) Do not remember (3)
18. The Personnel Rules and Regulations of the City of New York and the Guidelines for Evaluating Managerial Performance in NYC Agencies require that all employees (managerial and non-managerial) receive at least one performance evaluation a year. Have you received annual performance evaluations within the past 3 years?
Yes (136) No (24) Employed for less than 12 mos (4)
19. Did your evaluation contain recommendations for improving your job performance?
Yes (69) No (46) Not Applicable (49)
20. Did your evaluation contain recommendations for career advancement with your agency?
Yes (37) No (81) Not Applicable (45)
21. Do you know the name of the person in your agency that is responsible for providing career counseling?
Yes (64) No (99)

E. SPECIFIC PROTECTIONS

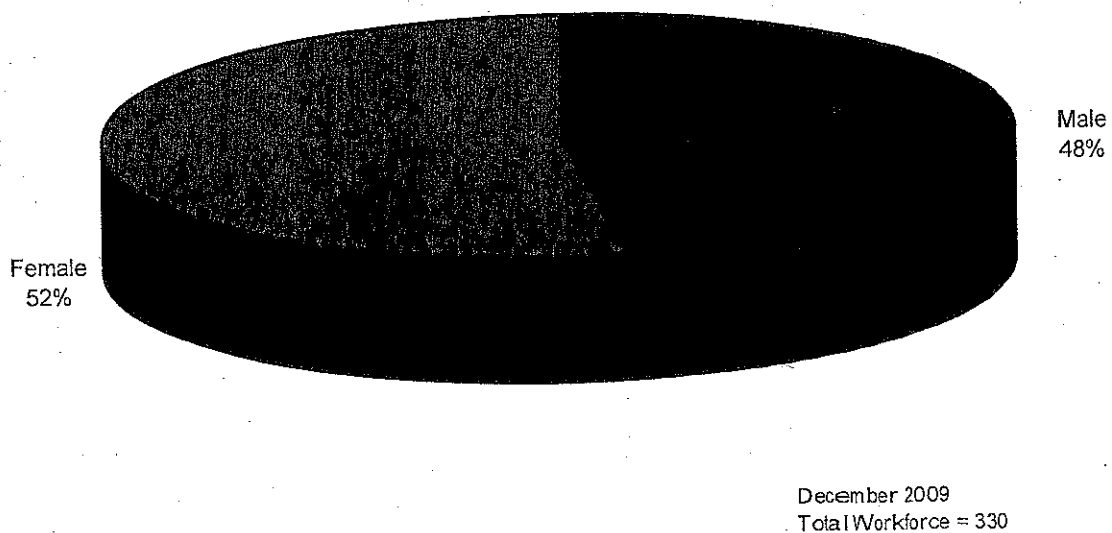
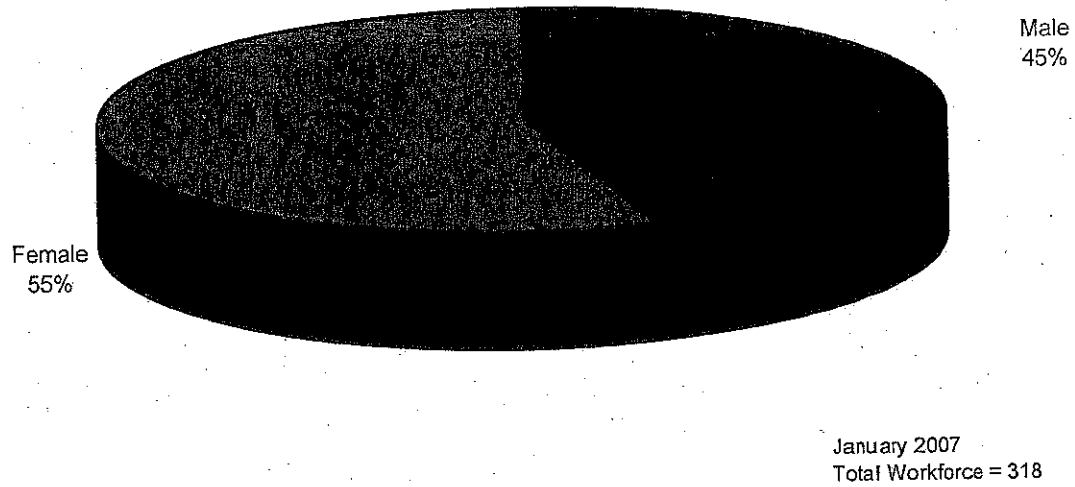
22. Do you know who your agency's Disability Rights Coordinator is?
Yes (64) No (99)
23. Agencies are required to take appropriate action to reasonably accommodate qualified employees and applicants with disabilities, and those who are victims of domestic violence, sex offenses, or stalking, to enable them to perform their jobs or enjoy equal benefits and privileges of employment. Agencies are also required to provide reasonable accommodations for the religious observances, beliefs and practices of an employee or applicant. During the past 3 years, did you ask for a reasonable accommodation due to any of the above?
Yes (13) No (149)
24. Was your accommodation granted?
Yes (10) No (0)

OPTIONAL INFORMATION

25. Race/Ethnicity
Asian or Pacific Islander (0) Hispanic (18)
American Indian or Alaska Native (1) White (not of Hispanic origin) (78)
Black (not of Hispanic origin) (16) Other (8)
26. Gender
Male (69) Female (79)

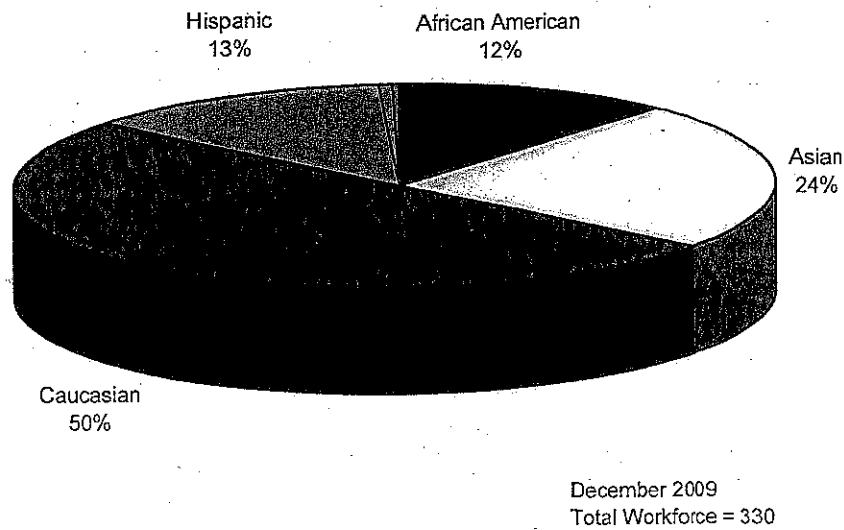
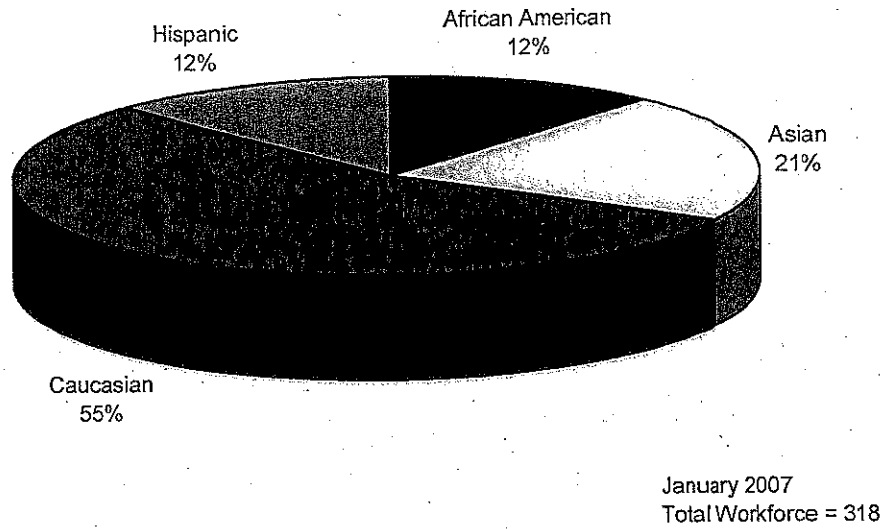
Appendix - 2

Office of Management and Budget Workforce by Sex



Appendix - 3

Office of Management and Budget Workforce by Ethnicity



APPENDIX – 4

The following table indicates personnel activity during the audit period, January 1, 2007 to December 31, 2009.

Office of Management and Budget

Hires by Sex and Ethnicity

Total Hires: 154

Male	Female	Total	Caucasian	African American	Hispanic	Asian	Native American	Unknown	Total
72	82	154	74	15	16	45	1	3	154

Promotions by Sex and Ethnicity

Total Promotions: 318

Male	Female	Total	Caucasian	African American	Hispanic	Asian	Native American	Unknown	Total
155	163	318	163	26	40	87	0	2	318

Separations by Sex and Ethnicity

Total Separations: 3

Male	Female	Total	Caucasian	African American	Hispanic	Asian	Native American	Unknown	Total
2	1	3	2	0	0	0	0	1	3

Source: Audit data supplied by OMB