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BY MAIL AND EMAIL

September 6, 2017

Vincent Sapienza, P.E.
Acting Commissioner
NYC Department of Environmental Protection
59-17 Junction Blvd., 20th Floor
Elmhurst, NY 11373

Re: Preliminary Determination for Audit: Review, Evaluation and Monitoring of the Department of Environmental Protection's Employment Practices and Procedures from July 1, 2014 to December 31, 2016.

Dear Commissioner Sapienza:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEP), thank you and your agency for the cooperation extended to our staff during the course of this audit. This letter contains the Commission's findings and preliminary determinations pursuant to our audit and analysis of your agency's Employment Practices and Procedures for the period covering July 1, 2014 to December 31, 2016.

Chapter 36, Section 831(d)(5) of the New York City Charter empowers this Commission to audit and evaluate the employment practices and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for women and minority employees and applicants seeking employment. Sections 831(d)(2) and 832(c) authorize this Commission to make a determination that any agency's plan, program, procedure, approach, measure or standard does not provide equal employment opportunity, require appropriate corrective action and monitor the implementation of the corrective action it prescribes.

The Department of Environmental Protection, which may herein be referred to as "the agency," falls within the Commission's purview under Chapter 36, Section 831(a) of the New York City Charter, which delineates 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..."



The purpose of this audit and analysis is to evaluate the agency's Employment Practices and Procedures, not to issue findings of discrimination pursuant to the New York City Human Rights Law. This Commission has adopted *Uniform Standards for EEPCC Audits*¹ and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. These standards are founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; the New York City Human Rights Law (NYC Administrative Code §§8-107(1)(a) and (d), 8-107.13, and 8-107.1); the New York State Civil Service Law §55-a; the Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7); the Americans with Disabilities Act and its Accessibility Guidelines; and the equal employment opportunity requirements of the New York City Charter. Prescribed corrective actions are consistent with the aforementioned parameters.

Since this Commission is empowered to review and recommend actions which each agency should consider including in its annual plan of measures and programs to provide equal employment opportunity (Annual EEO Plan), the audited agency should incorporate required corrective actions in its current EEO Program and prospective Annual EEO Plans.

Scope and Methodology

This Commission's audit methodology includes collection and analysis of the documents, records and data the agency provides in response to the *EEPC Document and Information Request Form*; responses to the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, review of the agency's *Annual EEO Plans* and *Quarterly EEO Reports* and analysis of workforce and utilization data from the *Citywide Equal Employment Database System* (CEEDS). (A description of the EEO Job Groups used for this analysis is attached as Appendix 1.)

This Commission reviews the workforce statistics and utilization analysis information available via CEEDS to understand the concentrations of race and gender groups within an agency's workforce. (CEEDS may be unavailable for certain non-mayoral agencies. In such cases, the EEPCC requests that the agency submit similar statistics and analysis.) EEO Program Analysts examine 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. Personnel transactions are reviewed in order to ascertain the agency's employment practices. Where underutilization is revealed within an agency's workforce, EEO Program Analysts assess whether the agency has undertaken reasonable measures to address it.

EEO professionals (including, but not limited to, past or current EEO Officers, Deputy or Co-EEO Officers, EEO Counselors, EEO Trainers, EEO Investigators, Disability Rights Coordinators, Career Counselors, 55-a Program Coordinators) and others involved in EEO program administration such

¹ Corresponding audit/analysis standards are numbered throughout the document.



as the Principal Human Resources Professional are given a two-week deadline to complete and return their individual questionnaires. The Commission's EEO Program Analysts also conduct additional research and follow-up discussions or interviews with EEO professionals, when appropriate.

Description of the Agency

The New York City Department of Environmental Protection (DEP) protects public health and the environment by supplying clean drinking water, collecting and treating wastewater, and reducing air, noise, and hazardous substances pollution. DEP is an agency that manages and conserves the City's water supply; distributes more than one billion gallons of clean drinking water each day to nine million New Yorkers and collects wastewater through a vast underground network of pipes, regulators, and pumping stations; and treats the 1.2 billion gallons of wastewater that New Yorkers produce each day in a way that protects the quality of New York Harbor. To achieve these mandates, DEP oversees one of the largest capital construction programs in the region. As the City agency responsible for New York City's environment, DEP also regulates air quality, hazardous waste, and critical quality of life issues, including noise.

(Source <http://a856-gbol.nyc.gov/GBOLWebsite/GreenBook/Details?orgId=2870>)

The agency's total workforce, at the end of the audit period, was 5,838. A summary of the agency's workforce data is attached as **Appendix 2**.

PRELIMINARY DETERMINATIONS AFTER AUDIT AND ANALYSIS

Following are the corresponding audit standards for each subject area along with the EEPC's findings and required corrective actions, where appropriate:

I. ISSUANCE, DISTRIBUTION AND POSTING OF EEO POLICIES:

Determination: The agency is in compliance with the standards for this subject area.

1. Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.
- ✓ The agency head issued an EEO policy Statement in July 2014 to all employees. The EEO policy Statement declared: "[t]he agency continues its commitment to the practice of promoting and encouraging consistency and fairness in our employment practices. All employees have a right to work in an environment that is free from discrimination and harassment." It further stated that "DEP is committed to maintaining a workplace where all employees are treated fairly and with respect." The EEO policy Statement included the names and contact information of EEO professionals and a link to the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies*.

2. Distribute/Post a paper or electronic copy of the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies* – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency’s EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.
- ✓ The agency adhered to the Citywide EEO Policy: *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies*, which included sections on sexual harassment, requests for reasonable accommodations, and discrimination complaint investigations. The EEO policy included links to the *Reasonable Accommodation Procedural Guidelines* and *EEO Complaint Procedural Guidelines*; and contact information for federal, state and local agencies that enforce laws against discrimination. The *Addendum to the EEO Policy 2016*, included an up-to-date list of protected classes under NYC and NYS Human Rights Laws: “*The City of New York is an equal opportunity employer and prohibits discriminatory employment actions against and treatment of City employees and applicants for employment based on actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including “gender identity” – which refers to a person’s actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction, marital status, partnership status, caregiver status, genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, and unemployment status, and consumer credit history.*” The above policies and addendum were posted on the agency’s intranet site, distributed to new employees via the new hire package, and changes were disseminated to employees during training. Names and contact information of the agency’s EEO professionals was posted on the agency’s intranet site, and was distributed with the agency’s EEO policy statement, and seasonal newsletter – *EEO Views*.

II. EEO TRAINING FOR AGENCY:

Determination: The agency is in compliance with the standards for this subject area.

3. Establish and implement an EEO training plan for new and existing employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.
- ✓ The principal EEO Professional advised employees of EEO training opportunities. In-house training conducted by the EEO Office covered the following topics: EEO Training for New Hires; Diversity and Inclusion; Build-it-Back specific EEO; Managing for Excellence; Unconscious Bias;

Professional and Respectful Communication and Reasonable Accommodation Policy and Procedure. During the period in review, 2,666 (45% of the workforce) employees including managers, and supervisors, completed Equal Employment Opportunity computer based training. Additionally, attendance sheets and Quarterly Reports on EEO Activity indicated that in fiscal year 2015, 1,071 employees (including 170 managers and 72 part-time/temporary employees and consultants) participated in 79 live EEO training sessions; and in fiscal year 2016, 2,083 employees (including 29 managers and 124 part-time/temporary employees and consultants) participated in 55 live training sessions hosted by the EEO Office.

III. EMPLOYMENT PRACTICES (Recruitment, Hiring & Promotion):

Determination: The agency is in partial compliance with the standards for this subject area.

4. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

- The agency did not conduct an assessment of its recruitment efforts to determine whether such efforts adversely impacted any particular group. **Corrective Action Required.**

Corrective Action #1: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

5. The principal EEO Professional, HR Professional, and General Counsel, review the agency's statistical information (i.e. workforce, hires, promotions, and separations by race/ethnicity and gender), the annual number of EEO complaints, and the agency's employment practices, policies and programs on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.
- ✓ During the period in review the principal EEO Professional and HR Professional worked cooperatively to prepare and submit the agency's *Annual EEO Plans* and *Quarterly Reports on EEO Activity*. The principal EEO Professional and General Counsel met to discuss EEO complaints, compliance, how to handle complex accommodation concerns, and responding to an external complaints. To ensure that the agency's statistical information, recruitment, hiring, and employment practices and procedures were reviewed, the agency established two working groups the *Diversity Taskforce* and the *Diversity WorkingGroup*. The *Diversity Taskforce*, comprised of senior leadership from EEO, HR, Organization Development and

functional Bureau representatives, was responsible for identifying areas for improvement and establishing plans for corrective action. The *Diversity WorkingGroup*, comprised of representatives from EEO, HR, Organization Development and functional Bureaus representatives, was tasked with implementing the corrective measures established by the *Diversity Taskforce*. During the period in review, the groups met on a quarterly basis.

- The agency reported that it maintained an electronic database of all EEO complaints but did not review the annual number of EEO complaints or maintain documentation of trends or resulting corrective actions. **Corrective action is required.**

Corrective Action #2: Review the agency's statistical information including the annual number of EEO complaints on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.

6. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

- The agency did not demonstrate that it conducted an assessment of the manner in which candidates were selected for employment, to determine whether there was any adverse impact upon any particular racial, ethnic, disability, or gender group. **Corrective Action Required.**

Corrective Action #3: Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

7. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

- ✓ In 2014, the agency compiled a list of top ten job titles with gender and/or ethnic imbalances (both Upstate and Downstate) called *Target Titles*. The list included the number of females/ethnic minorities needed in each title to eliminate underutilization in respective job groups. The *Target Titles* list for September 2014 included: *Civil Engineer, Scientist (Water Ecology), Construction Laborer, Sewage Treatment Worker, Administrative Engineer, Stationary Engineer (Electrical) and Associate Project Manager*. The agency's recruitment "focused on casting a wider net to create an inclusive and more diverse candidate pool" by

utilizing these recruitment sources: *Ascend Pan-Asian Leaders, Asian American Economic Development, Career Builder, Hispanic & Diversity job fair, iHispano, LatPro, Marine Log, Minority Law Journal, National Association of Asian American Professional, National Urban League, New York Times, Saludos, the Black Perspective, and Women’s Job List.*

- The CEEDS Reports: *Work Force Compared with Internal and External Pools*, indicated persistent underutilization of women and minorities in nine (9) job groups, which may include titles wherein the agency had discretion in hiring, (*Managers, Management Specialist, Science Professionals, Technicians, Clerical Supervisors, Police and Detectives, Building Services, Craft, Transportation and Laborers*) during the period in review. The same CEEDS Report for the most recent quarter (4th quarter of fiscal 2017) indicates underutilization of minorities in two additional job groups, *Social Scientist, and Paraprofessionals*. (See Appendices 3-5.) **Corrective action is required.**

Corrective Action #4: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

8. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
- ✓ In February 2015, the agency established *Standard Operation Procedures - Structured Interviewing*, which required hiring managers to review the competencies and key behaviors required for each position, in order “to identify the requirements of the position and the competencies necessary to perform them effectively.” The procedure for conducting a job analysis included: identification of the tasks and responsibilities; the competencies required to successfully perform the tasks and responsibilities; and distinction of essential and preferred competencies/skills.
 - The agency did not demonstrate that it applied the above job analysis to civil service (list) titles in job groups that indicated underrepresentation during the period in review, to ensure that these standards are updated, job-related and required by business necessity. The CEEDS Reports: *Work Force Compared with Internal and External Pools*, indicated persistent underutilization of women and minorities in nine (9) job groups (*Managers, Management Specialist, Science Professionals, Technicians, Clerical Supervisors, Police and Detectives, Building Services, Craft, Transportation and Laborers*) during the period in review. In addition, the same CEEDS Report for the most recent quarter (4th quarter of

fiscal 2017) indicates underutilization of minorities in two additional job groups, *Social Scientist*, and *Paraprofessionals*. (See Appendices 3-5.) **Corrective action is required.**

Corrective Action #5: If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

9. Ensure that human resources professionals, managers, supervisors, and other personnel involved in recruiting and hiring are trained to consider EEO laws/policies and use uniform, job-related techniques to identify, interview and select the most capable candidates (e.g. structured interview training or guide).
- ✓ On February 9, 2015, the agency distributed a memorandum to hiring managers formalizing its *Structured Interviewing Policy* and *Standard Operation Procedures - Structured Interviewing*. The memorandum, stated, “*DEP’s vision for talent management is to have a strong, diverse pool of highly skilled employees. In order to achieve this goal, the agency must follow a standard recruitment and interviewing process that assesses applicants’ professional competencies and qualifications relevant to the position.*” During the period in review, the Deputy Director of Human Resources/ Career Counselor conducted several in-house training sessions for hiring personnel on structured interviewing and job analysis.
10. Promote employees’ awareness of opportunities for advancement and transfer within the agency by: administering incentive programs; publicizing promotions, including promotions into, or changes in, the managerial ranks; and/or using other methods to communicate internal opportunities.
- ✓ The agency promoted employees’ awareness of opportunities for advancement and transfer by informing employees of job opportunities and civil service exams on a weekly basis. Employees were notified of these opportunities via email from the Career Counselor. The agency informed employees of the availability of career services during new hire orientation, postings on the agency’s intranet, and the agency’s newsletter. Career services included: counseling sessions, skills evaluations and advice on career goals. The CEEDS Report *Ethnic/ Gender Summary by Agency, Type, Job Group, and Title* indicated 1,153 promotions occurred during the period in review.

In addition, *Performance Management and Training & Development Programs* were being implemented to ensure transition for present and future succession to critical positions, and to: “(1) *have a systematic method to identify a wider pool of candidates for leadership positions, (2) provide all employees with a solid career framework for mapping opportunities*

and advancement, and (3) create a standardized context for managers to use when reviewing candidates and their readiness for succession.”

11. Ensure that employees are considered internally for career enhancement, development opportunities and transfer by: providing and encouraging training, development or mentorship programs to improve their performance and skills; establishing internal talent pools via cross-training, cross divisional assignments, job transfers, and/or job rotation; and identifying internal successors with applicable knowledge/skills/abilities.
 - ✓ The agency ensured that employees were provided career guidance, training, and opportunities for cross divisional assignments. The agency developed career counseling forms which were made available for employees online. Employees were encouraged to request a meeting with the Career Counselor, by completing the *Career Counseling Intake* and indicating the areas of career interest or completing the *Employee Skills Assessment* form to indicate skills desired to improve performance. The agency reported that cross-training was offered within agency units, as well as cross divisional assignments. *Basic Skills Development* training courses to help employees improve basic skills in writing and math were also available. The agency reported that it had a rotation program for the *Apprentice Construction Laborer* title. Information about internal and external career opportunities, exams, promotions, and career counseling programs for employees was disseminated via the agency’s intranet and *EEO Views* (the agency’s seasonal newsletter).
12. At minimum, indicate the agency is an equal opportunity employer in recruitment literature.
 - ✓ During the period in review, the agency advertised several vacant positions including: *Electrician; Staff Analyst II; Procurement Analyst; Training Specialist; and Purchasing Assistant*. Each job vacancy notice included the EEO tag line: “*The City of New York is an Equal Opportunity Employer.*”
13. Use and maintain an applicant/candidate log or tracking system which, at minimum, includes the *position, applicants’/candidates’ names, identification number, ethnicity, gender, disability or veteran status, interview date, interviewers’ names, result, reason selected/not selected (or disposition)* of each applicant, and *recruitment source*. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.
 - ✓ The agency utilized the New York City Automated Personnel System *NYCAPS e-Hire* track applicants/candidates. *NYCAPS e-Hire* captured the *position, applicants/ candidates’ names, identification number, recruitment source* and allowed applicants to voluntarily provide demographic information such as *ethnicity, gender, disability status, and veteran status*. In addition, the agency also used a *Candidate Disposition* form to track candidates who were invited for an interview which captured: *Bureau, C/S Title/Title Code, Office Titles, Posting Number, Interview Date, Selection Date, Selected Candidate, Referral Source, Gender, Ethnicity, Reason for Selection, and Justification, as well as Interviewer’s Name, Interviewer’s Signature, and Date*. All interviews are conducted by a hiring panel (that generally included

Bureau personnel, Human Resources (HR) professionals, Equal Employment Opportunity (EEO) representatives and one or more subject matter experts serving in a managerial or supervisory capacity). Each panel member independently completed a *Candidate Disposition* form.

IV. CAREER COUNSELING:

Determination: The agency is in compliance with the standards for this subject area.

14. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
 - ✓ The agency appointed the Deputy Director of Human Resources as Career Counselor in July 2014. The Career Counselor's educational background included Human Resources Management and administration, employee recruitment, civil service administration, classification, and HR policies development. Responsibilities as Career Counselor at the agency included: developing employee guides; planning and recruitment activities; providing information on job postings and advertisements; managing new hire processing and orientation; managing civil service administration, title and job classification; managing employee recognition programs; and working with senior management to create HR policies and procedures. The name, contact information, and the type of guidance available from the Career Counselor were posted on the agency's intranet, and advertised in the agency's *EEO Views* which stated: "*Career Counselor provides clear direction on civil service career opportunities and paths, identifying advancement opportunities within the Agency, and provides information on civil service titles, salaries, upcoming examinations, current vacancies, job specifications and requirements, and training.*"
15. The Human Resources Professional distributes the identity of the agency Career Counselor and ensures that all employees have access to information regarding job responsibilities, performance evaluation standards, examinations, training opportunities and job postings; ensures that all new employees are advised of the EEO policies, their rights and responsibilities under such policies and the discrimination complaint procedures; informs the principal EEO Professional of the number of 55-a program participants and efforts the agency has made to employ, promote or accommodate qualified individuals with disabilities; involves the principal EEO Professional in EEO-related matters; and promptly consults with the principal EEO Professional if informed of, or suspects that a violation of the EEO Policy has occurred.
 - ✓ The name and contact information of the Deputy Director of Human Resources (the agency's Career Counselor) were made available to employees during new hire orientation, and via the agency's intranet. Supervisors were responsible for ensuring that employees were provided copies of their job responsibilities upon hire; and managers ensured employees were provided performance evaluation standards. The Deputy Director of Human Resources was responsible for ensuring employees had access to information regarding job postings, examinations, and training. The principal EEO Professional advised employees of EEO training opportunities, and

ensured employees had access to EEO policies online and were provided copies during new hire orientation. The Human Resources professional and principal EEO Professional met on an ad-hoc basis regarding EEO-related matters. The 55-a Program Coordinator, a direct report the principal EEO Professional, kept the principal EEO Professional and Human Resources Professional abreast of the number of 55-a Program participants.

**V. EEO AND REASONABLE ACCOMMODATIONS FOR EMPLOYEES/
APPLICANTS FOR EMPLOYMENT WITH DISABILITIES:**

Determination: The agency is in compliance with the standards for this subject area.

16. Ensure that information regarding employee rights and obligations, and the complaint, investigation and reasonable accommodation procedures is made available in appropriate alternative formats (i.e., large print, audio and/or Braille) upon request to employees and applicants for employment with disabilities.

✓ The agency reported that its EEO policy and procedures were available in large print and audio formats. The agency reported no requests for EEO policies in alternative format, during the period in review.

17. Document reasonable accommodation requests and their outcomes.

✓ Reasonable accommodation requests were documented via the *Reasonable Accommodation Request* form. Requests and outcomes were processed by the Disability Rights Coordinator and were logged into a database managed by the EEO Office. The log captured: *Title, Bureau, Division, Location, Supervisor, Supervisor Title, Employee's Medical, and Accommodation Requests.*

VI. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION - EEO PROFESSIONALS:

Determination: The agency is in partial compliance with the standards for this subject area.

18. Appoint a principal EEO Professional to implement EEO policies and standards within the agency. The principal EEO Professional is trained and knowledgeable regarding city, state, and federal EEO laws; the requirements of the agency's EEO policies, standards and procedures; and the prevention, investigation, and resolution of discrimination complaints.

✓ The EEO Officer/ Director (the agency's principal EEO Professional) was appointed in 1993. The principal EEO Professional completed the following training during the period in review: *Building an Inclusive Culture: Understanding Unconscious Bias* in October 2015; *LGBT: Are You Ready for the "T"- Creating an Inclusive Culture for Transgender Employees* in November 2015; *Intergenerational Dynamics* in January 2016; *Workplace Realities: Responding to People with Disabilities* in May 2016; *Conflict Resolution Strategies* in June 2016, all provided by the Department of Citywide Administration Services (DCAS). The principal EEO Professional also completed training provided by Cornell University ILR: *Internal Investigation Note-taking*

and Reports in November 2016; *Resolving Conflict* in December 2016; and *Effective Employees Relations* in December 2016. The agency informed employees of the name and contact information of the principal EEO Professional via the EEO policy statement, intranet, and via *EEO Views*.

19. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy.

- ✓ In addition to the principal EEO Professional, the agency also appointed two EEO Investigator/ Attorneys, and sixteen EEO Liaisons. The EEO Investigator/ Attorneys and EEO liaisons, who reported directly to the principal EEO Professional, conducted complaint intake and investigations, and received EEO related inquiries. All investigations were conducted by or under the close supervision of an EEO Investigator/ Attorney. All EEO Professionals completed the *Equal Employment Opportunity* computer based training provided by DCAS. 11 EEO liaisons also completed the *Diversity and Inclusion* computer based training, and one EEO liaison completed the *EEO Complaint Procedure Guidelines* training.

NOTE: Subsequent to the period in review, in May 2017 both EEO Investigator/ Attorneys completed *Diversity and Equal Employment Opportunity Basic Training* for EEO Professionals and earned certificates for the completion of Cornell University's *EEO Professional Studies* (which included such courses as *the Law of Equal Employment Opportunity, Internal Investigations, Note-taking and Reports* and *Harassment Prevention in the Workplace*).

20. The principal EEO Professional reports directly to the agency head (or an approved direct report other than the General Counsel) in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities.

- ✓ The principal EEO Professional reported directly to the agency head in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities; this reporting relationship was illustrated in the agency's organizational charts, dated January 15, 2016 and January 5, 2017.

21. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

- ✓ Meeting calendars and agendas indicate that during the period in review monthly meetings were held between the principal EEO Professional and agency head.
 - The agency did not demonstrate that documentation regarding decisions that impact the administration and operation of the EEO program resulting from the aforementioned meetings were maintained. **Corrective action is required.**

Corrective Action #6: Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

VII. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION – SUPERVISORS/MANAGERS:

Determination: The agency is in compliance with the standards for this subject area.

22. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.
- ✓ The agency established and administered annual managerial and non-managerial performance evaluations. Managers were informed via email by the Human Resources Department to complete performance evaluations for staff via the automated system, *ePerformance*. The agency's *Performance Evaluation Summary* log for completed evaluations indicated that 84% of employees were evaluated in 2014, and 92% of employees were evaluated in 2015. The agency reported that performance evaluations for 2016 were still ongoing.
23. The managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).
- ✓ The agency's managerial performance evaluation form contained a rating for EEO that stated: *"Demonstrates knowledge of and support for EEO standards and procedures. a.) Conducts supervisory meetings that include discussion on the EEOP, where to file complaints of discrimination, etc. b.) Disseminates EEO policies and information. c.) Supports unit EEO training. d.) Cooperates with the EEO Office on EEO matters. e.) Consults with the EEO Office when a violation of EEO policies are [sic] suspected."*

VIII. REPORTING STANDARD FOR AGENCY HEAD:

Determination: The agency is in compliance with the standards for this subject area.

24. Submit to the EEPD an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports² (up to 30 days following each quarter) on efforts to implement the plan.
- ✓ The agency submitted to the EEPD its Diversity and EEO Plans for fiscal years (FY) 2015, 2016, and 2017, and the following quarterly reports: 2nd and 3rd quarter FY2015, 3rd and 4th quarter FY2016, and 1st and 2nd quarter FY2017.

²Submission of *Quarterly Reports on EEO Activity* is optional for non-Mayoral agencies.



- The agency did not submit the following quarterly reports: 1st and 4th quarter FY2015, 1st and 2nd quarter FY2016, and 3rd and 4th quarter FY2017. **Corrective Action Required.**

NOTE: Subsequent to the audit period, the agency submitted the outstanding quarterly reports.

After implementation of the EEPC's corrective actions, if any:

1. The agency head distributes a memorandum informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Final Action: Distribute a memorandum signed by the agency head informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Conclusion

The agency has 6 required corrective action(s) at this time.

Pursuant to Chapter 36 of the New York City Charter, your agency has the *option* to respond to this *preliminary determination*, but must respond to our Final Determination if corrective action is required.

Optional Response to preliminary determination: If submitted, your optional response should indicate, with attached documentation, what steps your agency has taken or will take to implement the prescribed corrective actions, and must be received in our office within 14 days from the date of this letter. No extensions will be granted for the *option* to respond to the *preliminary determination*.

(Optional Conference) During the Optional Conference, we will discuss the immediate steps your agency should take and address questions regarding your agency's implementation of the prescribed corrective action(s).

(No Response Option) If your agency does not respond to this preliminary determination within 14 days, it will become the EEPC's Final Determination.

Mandatory Response to Final Determination: Following this preliminary determination, the EEPC will issue a Final Determination where we may modify or eliminate the corrective actions based on verified information; identify remaining action which requires further monitoring in order to ensure implementation; and assign a mandatory compliance-monitoring period of up to 6 months for this purpose. Pursuant to Chapter 36 of the New York City Charter your agency must respond to our Final Determination within 30 days. Your response to the Final Determination will initiate the compliance monitoring period.

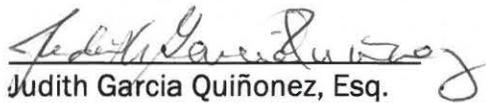


In closing, we want to thank you and your staff for the cooperation extended to the Equal Employment Practices Commission's EEO Program Analysts during the course of our audit and analysis.

Respectfully Submitted by,


Elona Shehu, EEO Program Analyst

Approved by,


Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/ Deputy Director

c: Martha Osenni, Principal EEO Professional

Appendix - 1

NYC Department of Environmental Protection
EEO Job Group Descriptions

**DESCRIPTION OF
CITYWIDE EQUAL EMPLOYMENT OPPORTUNITY DATABASE SYSTEM (CEEDS)
JOB GROUP CATEGORIES**

001 Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals and kindred workers.

002 Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

003 Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

004 Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

005 Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dietitians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

006 Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

007 Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy and kindred workers.

008 Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges, and kindred workers.

009 Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

010 Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: health technicians (clinical laboratory, dental hygienists, health records, radiologic

and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators, and kindred workers.

011 Sales: Not applicable.

012 Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

013 Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

014 Household Services: Not applicable.

015 Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individual units or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

016 Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

017 Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

018 Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: police officer, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

019 Guards: Occupations in which employees are entrusted with public safety and security. This category includes: school crossing guards, housing guards, watch persons, lifeguards, park rangers, school guards and kindred workers.

020 Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g. schools, correctional institutions, and concessions). This category includes: cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

021 Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies, and kindred workers.

022 Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

023 Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

024 Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

025 Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work in which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision handworking occupations and kindred workers.

026 Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: printing press operators, high pressure boiler operators, laundry workers and kindred workers.

027 Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

028 Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

029 Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: sanitation workers, debris removers and kindred workers.

030 Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

031 Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Appendix – 2

Department of Environmental Protection
CEEDS Report: Workforce Composition Summary
2nd Quarter of Fiscal Year 2017
(end of audit period)

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION

PAGE: 189
 REPORT: EBEP210

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 001 ADMINISTRATORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP	
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN			
95221	COUNSEL (DEPARTMENT OF ENV	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 002 MANAGERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10001	ADMINISTRATIVE ACCOUNTANT	2	0	0	0	0	0	0	0	0	1	0	0	0	3
10004	ADMINISTRATIVE ARCHITECT	0	0	1	0	0	0	0	0	0	0	0	0	0	1
10015	ADMINISTRATIVE ENGINEER	79	13	6	36	0	1	11	0	1	6	0	0	0	153
1002F	ADMINISTRATIVE COMMUNITY R	4	2	0	2	0	0	6	3	1	0	0	0	0	18
10023	ADMINISTRATIVE LANDSCAPE A	1	0	0	0	0	0	0	0	0	0	0	0	0	1
10025	ADMINISTRATIVE MANAGER	2	0	0	0	0	0	2	0	0	0	0	0	0	4
10026	ADMINISTRATIVE STAFF ANALY	5	0	0	0	0	0	3	1	0	0	0	0	0	9
10033	ADMINISTRATIVE PUBLIC INFO	4	1	0	0	0	0	2	0	0	0	0	1	0	8
10038	ADMINISTRATIVE STOREKEEPER	2	0	0	0	0	0	0	0	0	0	0	0	0	2
10047	ADMINISTRATIVE REAL PROPER	0	0	0	0	0	0	1	1	0	0	0	0	0	2
10050	COMPUTER SYSTEMS MANAGER	5	2	0	4	0	0	1	1	0	0	0	0	0	13
10053	ADMINISTRATIVE CITY PLANNE	6	0	0	0	0	0	3	0	0	0	0	0	0	9
10055	ADMINISTRATIVE DIRECTOR OF	9	1	0	2	0	0	3	0	0	0	0	0	0	15
10071	ADMINISTRATIVE HORTICULTUR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
10074	COMPUTER OPERATIONS MANAGE	1	0	0	0	0	0	0	0	0	0	0	0	0	1
10081	SUPERINTENDENT OF WATER AN	16	1	0	0	0	0	0	0	0	0	0	0	0	17
10089	DIRECTOR OF TECHNICAL SERV	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13393	EXECUTIVE PROGRAM SPECIALI	2	0	0	0	0	0	0	0	0	0	0	0	0	2
21174	CHIEF ENGINEER (DEP)	1	0	0	0	0	0	0	0	0	0	0	0	0	1
34201	CONSTRUCTION PROJECT MANAG	2	5	5	7	0	0	1	0	2	2	0	0	0	24
34202	CONSTRUCTION PROJECT MANAG	14	11	1	6	0	0	1	2	1	0	0	0	0	36
3462A	ASSOCIATE WATER USE INSPEC	0	1	0	0	0	0	0	0	0	0	0	0	0	1
7081A	ENVIRONMENTAL POLICE OFFIC	6	0	0	0	0	0	0	0	0	0	0	0	0	6
82976	ADMINISTRATIVE PROCUREMENT	0	0	0	0	0	0	1	0	0	1	0	0	0	2
82984	TELECOMMUNICATIONS MANAGER	0	1	0	0	0	0	0	0	0	0	0	0	0	1
82989	ADMINISTRATIVE PUBLIC HEAL	0	3	0	1	0	0	2	2	0	0	0	0	0	8
82991	ADMINISTRATIVE CONSTRUCTIO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
83008	ADMINISTRATIVE PROJECT MAN	39	4	4	4	0	0	11	4	3	1	0	0	0	70
95005	EXECUTIVE AGENCY COUNSEL	7	0	0	0	0	0	6	0	0	0	0	1	0	14
95228	#MANAGER, WATER SUPPLY (JA	2	0	0	0	0	0	0	0	0	0	0	0	0	2
95272	DIRECTOR OF NOISE ABATEMEN	0	0	0	0	0	0	1	0	0	0	0	0	0	1
95275	DEPUTY COMMISSIONER (DEP)	1	1	0	0	0	0	1	1	0	0	0	1	0	5
95277	ASSISTANT COMMISSIONER (DE	2	0	0	0	0	0	0	0	1	0	0	0	0	3
95278	DIRECTOR FOR EQUAL EMPLOYM	0	0	0	0	0	0	0	0	1	0	0	0	0	1

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 RUN TIME: 13:22:22.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION

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EEO JOB GROUP TOTAL.....: 215 46 17 62 0 1 56 15 10 11 0 3 0 436
 49.32 10.55 3.90 14.22 0.00 0.23 12.84 3.44 2.29 2.52 0.00 0.69 0.00 100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 003 MANAGEMENT SPECIALISTS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
1002A	ADMINISTRATIVE STAFF ANALY	15	3	2	4	0	0	13	9	6	4	0	0	0	56
1002C	ADMINISTRATIVE MANAGER NON	1	1	1	1	0	0	5	11	4	1	0	0	0	25
1002D	ADMINISTRATIVE STAFF ANALY	9	3	1	2	0	0	6	4	1	0	0	0	0	26
1002E	ADMINISTRATIVE STAFF ANALY	2	2	0	0	0	0	0	1	0	0	0	0	0	5
1005B	ADMINISTRATIVE DIRECTOR OF	1	0	0	0	0	0	1	0	0	0	0	0	0	2
1008B	ADMINISTRATIVE QUALITY ASS	0	2	0	1	0	0	1	1	0	1	0	0	0	6
12158	PROCUREMENT ANALYST	7	3	1	3	0	0	10	9	15	5	0	0	0	53
12626	STAFF ANALYST	1	2	2	0	0	0	12	3	0	5	0	0	0	25
12627	ASSOCIATE STAFF ANALYST	10	2	0	3	0	0	9	7	1	2	0	0	0	34
13394	STRATEGIC INITIATIVE SPECI	1	0	0	0	0	0	2	0	0	0	0	0	0	3
22425	PROJECT MANAGER INTERN	3	1	2	3	0	0	4	1	1	3	0	0	0	18
22426	PROJECT MANAGER	8	2	2	2	0	0	4	0	1	1	0	0	0	20
22427	ASSOCIATE PROJECT MANAGER	126	8	14	22	1	0	28	2	9	6	0	0	0	216
31315	AIR POLLUTION INSPECTOR	18	10	9	0	0	0	1	1	0	0	0	0	0	39
31316	ASSOCIATE AIR POLLUTION IN	7	4	2	1	0	0	0	1	0	0	0	0	0	15
34170	QUALITY ASSURANCE SPECIALI	0	1	0	0	0	0	0	0	0	0	0	0	0	1
34172	QUALITY ASSURANCE SPECIALI	3	0	0	0	0	0	0	0	0	0	0	0	0	3
34190	ASSOCIATE QUALITY ASSURANC	3	1	0	1	0	0	0	1	0	0	0	0	0	6
34615	WATER USE INSPECTOR	13	16	5	8	0	0	0	4	0	0	0	0	0	46
34620	ASSOCIATE WATER USE INSPEC	23	16	8	7	0	0	0	2	0	0	0	0	0	56
40502	MANAGEMENT AUDITOR	0	0	0	0	0	0	0	0	1	1	0	0	0	2
40510	ACCOUNTANT	1	0	0	3	0	0	0	0	0	0	0	0	0	4
50940	STRATEGIC INITIATIVE SPECI	1	0	0	0	0	0	2	1	0	0	0	0	0	4
60216	PUBLIC RECORDS OFFICER	1	0	0	0	0	0	0	0	0	1	0	0	0	2
60217	ASSOCIATE PUBLIC RECORDS O	0	0	0	0	0	0	2	0	0	0	0	0	0	2
8297A	ADMINISTRATIVE PROCUREMENT	4	2	1	0	0	0	0	2	0	2	0	0	0	11
8300B	ADMINISTRATIVE PROJECT MAN	14	4	0	5	0	0	2	3	3	7	0	0	0	38
EEO JOB GROUP TOTAL.....:		272	83	50	66	1	0	102	63	42	39	0	0	0	718
		37.89	11.56	6.96	9.19	0.14	0.00	14.21	8.77	5.85	5.43	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 004 SCIENCE PROFESSIONALS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
06772	PORT MARINE ENGINEER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
06797	IT PROJECT SPECIALIST	0	0	0	1	0	0	0	0	0	0	0	0	0	1
1001A	ADMINISTRATIVE ENGINEER (N	17	3	2	12	0	0	2	1	1	2	0	0	0	40
13611	COMPUTER ASSOCIATE (TECHNI	2	5	1	2	0	0	2	3	2	2	0	0	0	19
13621	COMPUTER ASSOCIATE (OPERAT	2	1	1	2	0	0	2	2	0	0	0	0	0	10
13622	COMPUTER SPECIALIST (OPERA	3	3	0	0	0	0	0	1	0	0	0	0	0	7

RUN DATE: 01/04/17
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NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
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13631	COMPUTER ASSOCIATE (SOFTWA	3	5	0	9	0	0	6	1	1	7	0	0	0	32
13632	COMPUTER SPECIALIST (SOFTW	34	6	5	18	0	0	3	1	3	6	0	0	0	76
13644	CERTIFIED IT ADMINISTRATOR	0	0	0	1	0	0	1	0	0	0	0	0	0	2
13650	COMPUTER PROGRAMMER ANALYS	0	0	1	0	0	0	0	0	0	0	0	0	0	1
13651	COMPUTER PROGRAMMER ANALYS	6	2	2	3	0	1	4	1	0	3	0	1	0	23
13652	CERTIFIED IT ADMINISTRATOR	0	0	0	2	0	0	0	0	0	0	0	0	0	2
13691	*CERTIFIED LOCAL AREA NETW	0	0	0	1	0	0	0	0	0	0	0	0	0	1
13692	*CERTIFIED WIDE AREA NETWO	0	1	0	0	0	0	0	0	0	0	0	0	0	1
20202	CIVIL ENGINEERING INTERN	9	2	3	11	0	1	3	2	2	1	0	0	0	34
20210	ASSISTANT CIVIL ENGINEER	31	2	6	17	0	0	18	2	3	3	0	0	0	82
20215	CIVIL ENGINEER	27	5	3	14	0	0	5	0	0	3	0	0	0	57
20246	TELECOMMUNICATIONS ASSOCIA	1	2	1	2	0	0	0	1	1	1	0	0	0	9
20247	TELECOMMUNICATIONS ASSOCIA	0	0	0	1	0	0	0	0	0	0	0	0	0	1
20302	ELECTRICAL ENGINEERING INT	1	0	0	0	0	0	0	0	0	0	0	0	0	1
20310	ASSISTANT ELECTRICAL ENGIN	12	4	3	11	0	1	3	1	0	1	0	0	0	36
20315	ELECTRICAL ENGINEER	3	2	1	7	0	0	0	0	0	0	0	0	0	13
20403	MECHANICAL ENGINEERING INT	2	1	1	3	0	0	2	0	0	0	0	0	0	9
20410	ASSISTANT MECHANICAL ENGIN	16	6	3	28	0	1	3	2	2	0	0	0	0	61
20415	MECHANICAL ENGINEER	13	2	3	13	0	0	2	0	0	0	0	0	0	33
20503	CHEMICAL ENGINEERING INTER	0	0	0	0	0	0	0	0	0	1	0	0	0	1
20510	ASSISTANT CHEMICAL ENGINEE	3	5	1	4	0	0	3	2	0	1	0	0	0	19
20515	CHEMICAL ENGINEER	3	1	0	2	0	0	0	0	1	1	0	0	0	8
20616	ENVIRONMENTAL ENGINEERING	3	2	0	5	0	0	3	1	1	2	0	1	0	17
20617	ASSISTANT ENVIRONMENTAL EN	10	4	1	8	0	0	3	1	1	5	0	0	0	33
20618	ENVIRONMENTAL ENGINEER	3	0	2	4	0	0	2	0	0	1	0	0	0	12
21015	SURVEYOR	9	0	0	0	0	0	0	0	0	0	0	0	0	9
21210	ASSISTANT ARCHITECT	1	0	1	2	0	0	0	1	0	1	0	0	0	6
21215	ARCHITECT	2	1	0	0	0	0	1	0	0	0	0	0	0	4
21513	LABORATORY MICROBIOLOGIST	4	0	1	0	0	0	5	1	0	2	0	0	0	13
21514	ASSOCIATE LABORATORY MICRO	6	6	1	0	0	0	4	1	0	3	0	0	0	21
21538	SCIENTIST (WATER ECOLOGY)	32	3	1	11	0	1	18	0	0	3	0	1	0	70
21744	CITY RESEARCH SCIENTIST (A	28	7	2	13	0	0	17	2	1	4	0	1	0	75
21755	*RESEARCH SCIENTIST	0	0	0	0	0	0	1	0	0	0	0	0	0	1
21822	ASSOCIATE CHEMIST	39	4	6	35	0	0	31	9	3	17	1	0	0	145
21915	GEOLOGIST	0	0	0	3	0	0	3	1	3	0	0	0	0	10
22015	PHYSICIST	1	0	0	0	0	0	0	0	0	0	0	0	0	1
51181	PUBLIC HEALTH EPIDEMIOLOGI	0	1	0	0	0	0	0	0	0	1	0	0	0	2
60910	RESEARCH ASSISTANT	2	0	0	0	0	0	0	0	0	0	0	0	0	2
81361	FORESTER	0	0	0	0	0	1	0	0	1	0	0	0	0	2
91523	CHIEF MARINE ENGINEER (DIE	7	0	0	0	0	1	0	0	0	0	0	0	0	8
91534	MARINE ENGINEER (DIESEL)	7	0	2	0	0	0	0	0	0	0	0	0	0	9
91546	MARINE OILER	3	1	0	3	0	1	0	0	0	0	0	0	0	8
91628	OILER	40	5	8	10	1	0	0	1	0	0	0	0	0	65
EEO JOB GROUP TOTAL.....:		386	92	62	258	1	8	147	37	26	71	1	4	0	1093
		35.31	8.42	5.67	23.60	0.09	0.73	13.45	3.39	2.38	6.50	0.09	0.37	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 006 SOCIAL SCIENTISTS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
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1005A ADMINISTRATIVE CITY PLANNE	1	0	0	0	0	0	2	0	1	0	0	0	0	4
22122 CITY PLANNER	8	2	2	3	0	0	13	0	2	4	0	2	0	36
EEO JOB GROUP TOTAL.....:	9	2	2	3	0	0	15	0	3	4	0	2	0	40
	22.50	5.00	5.00	7.50	0.00	0.00	37.50	0.00	7.50	10.00	0.00	5.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 008 LAWYERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
30085	*ATTORNEY AT LAW	3	0	0	0	0	0	1	0	0	0	0	0	0	4
30087	AGENCY ATTORNEY	13	4	0	2	0	0	14	3	1	4	0	0	0	41
EEO JOB GROUP TOTAL.....:		16	4	0	2	0	0	15	3	1	4	0	0	0	45
		35.56	8.89	0.00	4.44	0.00	0.00	33.33	6.67	2.22	8.89	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 009 PUBLIC RELATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
31017	INTERPRETER, CHINESE (CANT)	0	0	0	0	0	0	0	0	0	1	0	0	0	1
90610	PHOTOGRAPHER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		1	0	0	0	0	0	0	0	0	1	0	0	0	2
		50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 010 TECHNICIANS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
06753	MARINE ELECTRONICS TECHNIC	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13615	COMPUTER SERVICE TECHNICIA	1	1	2	0	0	0	0	0	0	0	0	0	0	4
13620	COMPUTER AIDE	0	2	0	2	0	0	3	3	0	0	0	0	0	10
20113	ENGINEERING TECHNICIAN	10	19	6	25	0	0	3	0	1	3	0	0	0	67
21512	LABORATORY ASSOCIATE	2	0	0	0	0	0	1	0	0	1	0	0	0	4
22121	CITY PLANNING TECHNICIAN	2	0	0	1	0	0	1	1	1	0	0	0	0	6
30080	PARALEGAL AIDE	1	0	0	0	0	0	2	0	0	0	0	0	0	3
30726	CLAIM SPECIALIST	1	3	0	0	0	0	1	2	0	0	0	0	0	7
31105	INVESTIGATOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
31121	ASSOCIATE INVESTIGATOR	0	1	0	0	0	0	0	0	0	1	0	0	0	2
31215	PUBLIC HEALTH SANITARIAN	1	4	1	3	0	0	2	1	0	1	0	0	0	13
31220	ASSOCIATE PUBLIC HEALTH SA	6	3	0	5	0	0	6	10	1	1	0	0	0	32
31305	INDUSTRIAL HYGIENIST	14	8	1	4	1	0	12	7	3	5	0	0	0	55
91000	INSTRUMENTATION SPECIALIST	0	1	2	0	0	0	0	0	0	0	0	0	0	3
91001	INSTRUMENTATION SPECIALIST	19	14	6	13	0	0	0	1	0	0	0	0	0	53

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 RUN TIME: 13:22:22.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
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EEO JOB GROUP TOTAL.....: 59 56 18 53 1 0 31 25 6 12 0 0 0 261
 22.59 21.46 6.90 20.31 0.38 0.00 11.88 9.58 2.30 4.60 0.00 0.00 0.00 100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 012 CLERICAL SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10124	PRINCIPAL ADMINISTRATIVE A	24	17	8	8	1	0	85	116	26	19	2	0	0	306
EEO JOB GROUP TOTAL.....:		24	17	8	8	1	0	85	116	26	19	2	0	0	306
		7.84	5.56	2.61	2.61	0.33	0.00	27.78	37.91	8.50	6.21	0.65	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 013 CLERICAL

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10250	CLERICAL AIDE	1	0	0	0	0	0	1	0	0	0	0	0	0	2
10251	CLERICAL ASSOCIATE	13	40	17	7	0	0	38	166	65	28	3	1	0	378
10252	SECRETARY	0	0	0	0	0	0	4	3	1	0	0	0	0	8
12200	STOCK WORKER	1	2	0	0	0	0	0	0	0	0	0	0	0	3
12202	SUPERVISOR OF STOCK WORKER	6	9	13	2	0	0	0	0	1	0	0	0	0	31
40526	BOOKKEEPER	0	0	0	0	0	0	0	0	1	0	0	0	0	1
60215	PUBLIC RECORDS AIDE	0	1	0	0	0	0	0	1	5	1	0	0	0	8
60888	CUSTOMER INFORMATION REPRE	0	0	0	0	0	0	2	2	1	3	0	0	0	8
95292	SECRETARY TO THE EXECUTIVE	0	0	0	0	0	0	0	0	1	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		21	52	30	9	0	0	45	172	75	32	3	1	0	440
		4.76	11.82	6.82	2.05	0.00	0.00	10.23	39.09	17.05	7.27	0.68	0.23	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 018 POLICE

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
70811	ENVIRONMENTAL POLICE OFFIC	121	22	23	2	0	0	18	1	2	0	0	0	0	189
70817	SUPERVISING SPECIAL OFFICE	0	0	1	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		121	22	24	2	0	0	18	1	2	0	0	0	0	190
		63.69	11.58	12.63	1.05	0.00	0.00	9.47	0.53	1.05	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 022 BUILDING SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		

RUN DATE: 01/04/17
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NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
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92610 MACHINIST	31	4	4	18	0	0	0	0	0	0	0	0	0	0	57
EEO JOB GROUP TOTAL.....:	1099	222	147	162	3	2	8	1	0	0	0	0	0	0	1644
	66.86	13.50	8.94	9.85	0.18	0.12	0.49	0.06	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 026 OPERATORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
92355	WELDER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		1	0	0	0	0	0	0	0	0	0	0	0	0	1
		100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 027 TRANSPORTATION

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
91212	MOTOR VEHICLE OPERATOR	7	6	4	1	0	0	0	0	0	0	0	0	0	18
91232	MOTOR VEHICLE SUPERVISOR	1	1	1	1	0	0	0	0	0	0	0	0	0	4
91279	SUPERVISOR OF MOTOR TRANSP	0	0	1	0	0	0	0	0	0	0	0	0	1	
EEO JOB GROUP TOTAL.....:		8	7	6	2	0	0	0	0	0	0	0	0	0	23
		34.78	30.43	26.09	8.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 028 LABORERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
82107	LABORATORY HELPER	0	1	0	3	0	0	0	0	0	0	0	0	0	4
90702	CITY LABORER	5	4	6	0	0	0	0	0	0	0	0	0	0	15
90748	APPRENTICE (CONSTRUCTION L	17	20	16	4	0	0	0	0	1	0	0	1	0	59
90756	CONSTRUCTION LABORER	161	68	48	5	0	0	0	2	0	0	0	0	0	284
91406	CITY SEASONAL AIDE	0	0	0	0	0	0	0	1	0	0	0	0	0	1
91722	ELECTRICIAN'S HELPER	19	6	4	1	0	0	0	0	0	0	0	0	0	30
91916	PLUMBER'S HELPER	7	2	2	0	0	0	0	0	0	0	0	0	0	11
92611	MACHINIST'S HELPER	6	1	1	3	1	0	0	0	0	0	0	0	0	12
EEO JOB GROUP TOTAL.....:		215	102	77	16	1	0	0	3	1	0	0	1	0	416
		51.68	24.52	18.51	3.85	0.24	0.00	0.00	0.72	0.24	0.00	0.00	0.24	0.00	100.00

AGENCY CODE : 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 EEO JOB GROUP : 031 PARA PROFESSIONAL OCCUPATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
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10209 COLLEGE AIDE	2	1	0	3	0	0	3	2	5	1	0	1	0	18
12749 STAFF ANALYST TRAINEE	0	2	0	2	0	0	1	0	0	2	0	0	0	7
52406 COMMUNITY SERVICE AIDE	1	0	0	0	0	0	1	2	0	1	0	0	0	5
56056 COMMUNITY ASSISTANT	6	0	1	1	0	0	2	8	4	3	1	0	0	26
56057 COMMUNITY ASSOCIATE	6	6	7	1	0	0	6	15	10	2	1	1	0	55
56058 COMMUNITY COORDINATOR	8	8	5	3	0	0	10	15	6	5	0	0	0	60
EEO JOB GROUP TOTAL.....:	23	17	13	10	0	0	23	42	25	14	2	2	0	171
	13.45	9.94	7.60	5.85	0.00	0.00	13.45	24.56	14.62	8.19	1.17	1.17	0.00	100.00

AGENCY TOTAL.....:	2477	746	463	653	8	12	548	483	220	207	8	13	0	5838
	42.41	12.78	7.93	11.19	0.14	0.21	9.39	8.27	3.77	3.55	0.14	0.22	0.00	100.00

Appendix - 3

Department of Environmental Protection

CEEDS Report: Workforce Compared with Internal and External Pools

1st Quarter of Fiscal Year 2015

(beginning of audit period)

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 493
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	314	154	468	.5133	240.22	73.78	6.82	<.01	O
ETH	BLACK	47	421	468	.1889	88.41	-41.4	-4.89	<.01	U
ETH	HISPANIC	30	438	468	.1297	60.70	-30.7	-4.22	<.01	U
ETH	ASIAN / PAC ISL	76	392	468	.1017	47.60	28.40	4.34	<.01	O
ETH	NATIVE AMERICAN	0	468	468	.0018	0.84	-0.84	-0.92	0.179	N-05%RUL
ETH	ETH UNKNOWN	1	467	468	.0402	18.81	-17.8	-4.19	<.01	N-05%RUL
GEN	MALE	375	93	468	.5345	250.15	124.9	11.57	<.01	O
GEN	FEMALE	93	375	468	.4206	196.84	-104	-9.72	<.01	U
GEN	GENDER UNKNOWN	0	468	468	.0197	9.22	-9.22	-3.07	<.01	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 494
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	396	332	728	.4094	298.04	97.96	7.38	<.01	O
ETH	BLACK	140	588	728	.2958	215.34	-75.3	-6.12	<.01	U
ETH	HISPANIC	89	639	728	.1295	94.28	-5.28	-0.58	0.280	
ETH	ASIAN / PAC ISL	100	628	728	.1301	94.71	5.29	0.58	0.280	
ETH	NATIVE AMERICAN	2	726	728	.0022	1.60	0.40	0.32	0.376	
ETH	ETH UNKNOWN	1	727	728	.0207	15.07	-14.1	-3.66	<.01	N-05%RUL
GEN	MALE	491	237	728	.5718	416.27	74.73	5.60	<.01	O
GEN	FEMALE	237	491	728	.4032	293.53	-56.5	-4.27	<.01	U
GEN	GENDER UNKNOWN	0	728	728	.0126	9.17	-9.17	-3.05	<.01	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 495
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AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	520	491	1011	.4568	461.82	58.18	3.67	<.01	O
ETH	BLACK	124	887	1011	.1762	178.14	-54.1	-4.47	<.01	U
ETH	HISPANIC	80	931	1011	.1023	103.43	-23.4	-2.43	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	285	726	1011	.2258	228.28	56.72	4.27	<.01	O
ETH	NATIVE AMERICAN	1	1010	1011	.0024	2.43	-1.43	-0.92	0.180	N-05%RUL
ETH	ETH UNKNOWN	1	1010	1011	.0315	31.85	-30.8	-5.55	<.01	N-05%RUL
GEN	MALE	755	256	1011	.6586	665.84	89.16	5.91	<.01	O
GEN	FEMALE	256	755	1011	.3131	316.54	-60.5	-4.11	<.01	U
GEN	GENDER UNKNOWN	0	1011	1011	.0201	20.32	-20.3	-4.55	<.01	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 500
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	86	161	247	.3514	86.80	-0.80	-0.11	0.458	
ETH	BLACK	76	171	247	.3293	81.34	-5.34	-0.72	0.235	
ETH	HISPANIC	25	222	247	.1923	47.50	-22.5	-3.63	<.01	U
ETH	ASIAN / PAC ISL	60	187	247	.1005	24.82	35.18	7.44	<.01	O
ETH	NATIVE AMERICAN	0	247	247	.0027	0.67	-0.67	-0.82	0.207	N-05%RUL
ETH	ETH UNKNOWN	0	247	247	.0182	4.50	-4.50	-2.14	0.016	N-05%RUL
GEN	MALE	168	79	247	.6181	152.67	15.33	2.01	0.022	O
GEN	FEMALE	79	168	247	.3662	90.45	-11.5	-1.51	0.065	
GEN	GENDER UNKNOWN	0	247	247	.0098	2.42	-2.42	-1.56	0.059	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 501
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	110	207	317	.2238	70.94	39.06	5.26	<.01	O
ETH	BLACK	136	181	317	.5619	178.12	-42.1	-4.77	<.01	U
ETH	HISPANIC	33	284	317	.1348	42.73	-9.73	-1.60	0.055	N-05%RUL
ETH	ASIAN / PAC ISL	34	283	317	.0511	16.20	17.80	4.54	<.01	O
ETH	NATIVE AMERICAN	3	314	317	.0038	1.20	1.80	1.64	0.051	
ETH	ETH UNKNOWN	1	316	317	.0245	7.77	-6.77	-2.46	<.01	N-05%RUL
GEN	MALE	60	257	317	.2093	66.35	-6.35	-0.88	0.190	
GEN	FEMALE	257	60	317	.7769	246.28	10.72	1.45	0.074	
GEN	GENDER UNKNOWN	0	317	317	.0138	4.37	-4.37	-2.11	0.018	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 503
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	133	52	185	.4164	77.03	55.97	8.35	<.01	O
ETH	BLACK	24	161	185	.3039	56.22	-32.2	-5.15	<.01	U
ETH	HISPANIC	25	160	185	.2189	40.50	-15.5	-2.76	<.01	U
ETH	ASIAN / PAC ISL	3	182	185	.0487	9.01	-6.01	-2.05	0.020	N-05%RUL
ETH	NATIVE AMERICAN	0	185	185	.0040	0.74	-0.74	-0.86	0.194	N-05%RUL
ETH	ETH UNKNOWN	0	185	185	.0077	1.42	-1.42	-1.20	0.115	N-05%RUL
GEN	MALE	169	16	185	.7409	137.07	31.93	5.36	<.01	O
GEN	FEMALE	16	169	185	.2529	46.79	-30.8	-5.21	<.01	U
GEN	GENDER UNKNOWN	0	185	185	.0056	1.04	-1.04	-1.02	0.154	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 504
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	28	34	.2141	7.28	-1.28	-0.53	0.296	
ETH	BLACK	25	9	34	.3208	10.91	14.09	5.18	<.01	O
ETH	HISPANIC	2	32	34	.3373	11.47	-9.47	-3.43	<.01	U
ETH	ASIAN / PAC ISL	1	33	34	.0650	2.21	-1.21	-0.84	0.200	N-05%RUL
ETH	NATIVE AMERICAN	0	34	34	.0027	0.09	-0.09	-0.30	0.381	N-05%RUL
ETH	ETH UNKNOWN	0	34	34	.0284	0.97	-0.97	-1.00	0.159	N-05%RUL
GEN	MALE	30	4	34	.6348	21.58	8.42	3.00	<.01	O
GEN	FEMALE	4	30	34	.3223	10.96	-6.96	-2.55	<.01	U
GEN	GENDER UNKNOWN	0	34	34	.0110	0.37	-0.37	-0.61	0.269	N-05%RUL

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 506
 PROGRAM: EBPPP961
 EXTRACT DATE: 09/30/14

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1163	514	1677	.3705	621.33	541.7	27.39	<.01	O
ETH	BLACK	204	1473	1677	.3209	538.15	-334	-17.5	<.01	U
ETH	HISPANIC	141	1536	1677	.1322	221.70	-80.7	-5.82	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	165	1512	1677	.0686	115.04	49.96	4.83	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	1674	1677	.0030	5.03	-2.03	-0.91	0.182	N-05%RUL
ETH	ETH UNKNOWN	1	1676	1677	.0983	164.85	-164	-13.4	<.01	U
GEN	MALE	1669	8	1677	.8102	1358.7	310.3	19.32	<.01	O
GEN	FEMALE	8	1669	1677	.0986	165.35	-157	-12.9	<.01	U
GEN	GENDER UNKNOWN	0	1677	1677	.0846	141.87	-142	-12.4	<.01	U

RUN DATE: 10/03/14
 RUN TIME: 7:50:42
 FY2015 Q1

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 509
 PROGRAM: EBP961
 EXTRACT DATE: 09/30/14

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	236	182	418	.2630	109.93	126.1	14.01	<.01	O
ETH	BLACK	96	322	418	.3027	126.53	-30.5	-3.25	<.01	U
ETH	HISPANIC	74	344	418	.2268	94.80	-20.8	-2.43	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	12	406	418	.0821	34.32	-22.3	-3.98	<.01	U
ETH	NATIVE AMERICAN	0	418	418	.0029	1.21	-1.21	-1.10	0.135	N-05%RUL
ETH	ETH UNKNOWN	0	418	418	.0534	22.32	-22.3	-4.86	<.01	U
GEN	MALE	412	6	418	.6625	276.93	135.1	13.97	<.01	O
GEN	FEMALE	6	412	418	.2356	98.48	-92.5	-10.7	<.01	U
GEN	GENDER UNKNOWN	0	418	418	.0332	13.88	-13.9	-3.79	<.01	N-05%RUL

Appendix - 4

Department of Environmental Protection
CEEDS Report: Workforce Compared with Internal and External Pools
2nd Quarter of Fiscal Year 2017
(end of audit period)

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 512
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	271	165	436	.5133	223.80	47.20	4.52	<.01	O
ETH	BLACK	61	375	436	.1889	82.36	-21.4	-2.61	<.01	N-05%RUL
ETH	HISPANIC	27	409	436	.1297	56.55	-29.5	-4.21	<.01	U
ETH	ASIAN / PAC ISL	73	363	436	.1017	44.34	28.66	4.54	<.01	O
ETH	NATIVE AMERICAN	0	436	436	.0018	0.78	-0.78	-0.89	0.188	N-05%RUL
ETH	ETH UNKNOWN	4	432	436	.0402	17.53	-13.5	-3.30	<.01	N-05%RUL
GEN	MALE	341	95	436	.5345	233.04	108.0	10.37	<.01	O
GEN	FEMALE	95	341	436	.4206	183.38	-88.4	-8.57	<.01	U
GEN	GENDER UNKNOWN	0	436	436	.0197	8.59	-8.59	-2.96	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 513
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	374	344	718	.4094	293.95	80.05	6.08	<.01	O
ETH	BLACK	146	572	718	.2958	212.38	-66.4	-5.43	<.01	U
ETH	HISPANIC	92	626	718	.1295	92.98	-0.98	-0.11	0.457	
ETH	ASIAN / PAC ISL	105	613	718	.1301	93.41	11.59	1.29	0.099	
ETH	NATIVE AMERICAN	1	717	718	.0022	1.58	-0.58	-0.46	0.322	N-05%RUL
ETH	ETH UNKNOWN	0	718	718	.0207	14.86	-14.9	-3.90	<.01	N-05%RUL
GEN	MALE	472	246	718	.5718	410.55	61.45	4.63	<.01	O
GEN	FEMALE	246	472	718	.4032	289.50	-43.5	-3.31	<.01	U
GEN	GENDER UNKNOWN	0	718	718	.0126	9.05	-9.05	-3.03	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 514
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	533	560	1093	.4568	499.28	33.72	2.05	0.020	N-05%RUL
ETH	BLACK	129	964	1093	.1762	192.59	-63.6	-5.05	<.01	U
ETH	HISPANIC	88	1005	1093	.1023	111.81	-23.8	-2.38	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	329	764	1093	.2258	246.80	82.20	5.95	<.01	O
ETH	NATIVE AMERICAN	2	1091	1093	.0024	2.62	-0.62	-0.39	0.350	N-05%RUL
ETH	ETH UNKNOWN	12	1081	1093	.0315	34.43	-22.4	-3.88	<.01	N-05%RUL
GEN	MALE	807	286	1093	.6586	719.85	87.15	5.56	<.01	O
GEN	FEMALE	286	807	1093	.3131	342.22	-56.2	-3.67	<.01	U
GEN	GENDER UNKNOWN	0	1093	1093	.0201	21.97	-22.0	-4.73	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 515
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 006 SOCIAL SCI

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	24	16	40	.6146	24.58	-0.58	-0.19	0.425	
ETH	BLACK	2	38	40	.1667	6.67	-4.67	-1.98	0.024	U
ETH	HISPANIC	5	35	40	.0913	3.65	1.35	0.74	0.230	
ETH	ASIAN / PAC ISL	7	33	40	.0957	3.83	3.17	1.70	0.044	
ETH	NATIVE AMERICAN	0	40	40	.0024	0.10	-0.10	-0.31	0.378	N-05%RUL
ETH	ETH UNKNOWN	2	38	40	.0251	1.00	1.00	1.01	0.157	
GEN	MALE	16	24	40	.4873	19.49	-3.49	-1.10	0.135	
GEN	FEMALE	24	16	40	.4930	19.72	4.28	1.35	0.088	
GEN	GENDER UNKNOWN	0	40	40	.0163	0.65	-0.65	-0.81	0.208	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 518
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	90	171	261	.3514	91.72	-1.72	-0.22	0.412	
ETH	BLACK	81	180	261	.3293	85.95	-4.95	-0.65	0.257	
ETH	HISPANIC	24	237	261	.1923	50.19	-26.2	-4.11	<.01	U
ETH	ASIAN / PAC ISL	65	196	261	.1005	26.23	38.77	7.98	<.01	O
ETH	NATIVE AMERICAN	1	260	261	.0027	0.70	0.30	0.35	0.362	
ETH	ETH UNKNOWN	0	261	261	.0182	4.75	-4.75	-2.20	0.014	N-05%RUL
GEN	MALE	187	74	261	.6181	161.32	25.68	3.27	<.01	O
GEN	FEMALE	74	187	261	.3662	95.58	-21.6	-2.77	<.01	U
GEN	GENDER UNKNOWN	0	261	261	.0098	2.56	-2.56	-1.61	0.054	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 519
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	109	197	306	.2238	68.48	40.52	5.56	<.01	O
ETH	BLACK	133	173	306	.5619	171.94	-38.9	-4.49	<.01	U
ETH	HISPANIC	34	272	306	.1348	41.25	-7.25	-1.21	0.112	
ETH	ASIAN / PAC ISL	27	279	306	.0511	15.64	11.36	2.95	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	303	306	.0038	1.16	1.84	1.71	0.044	
ETH	ETH UNKNOWN	0	306	306	.0245	7.50	-7.50	-2.77	<.01	N-05%RUL
GEN	MALE	58	248	306	.2093	64.05	-6.05	-0.85	0.198	
GEN	FEMALE	248	58	306	.7769	237.73	10.27	1.41	0.079	
GEN	GENDER UNKNOWN	0	306	306	.0138	4.22	-4.22	-2.07	0.019	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	139	51	190	.4164	79.12	59.88	8.81	<.01	O
ETH	BLACK	23	167	190	.3039	57.74	-34.7	-5.48	<.01	U
ETH	HISPANIC	26	164	190	.2189	41.59	-15.6	-2.74	<.01	U
ETH	ASIAN / PAC ISL	2	188	190	.0487	9.25	-7.25	-2.44	<.01	N-05%RUL
ETH	NATIVE AMERICAN	0	190	190	.0040	0.76	-0.76	-0.87	0.191	N-05%RUL
ETH	ETH UNKNOWN	0	190	190	.0077	1.46	-1.46	-1.21	0.112	N-05%RUL
GEN	MALE	169	21	190	.7409	140.77	28.23	4.67	<.01	O
GEN	FEMALE	21	169	190	.2529	48.05	-27.1	-4.51	<.01	U
GEN	GENDER UNKNOWN	0	190	190	.0056	1.06	-1.06	-1.03	0.150	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 522
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	29	34	.2141	7.28	-2.28	-0.95	0.170	U-80%RUL
ETH	BLACK	23	11	34	.3208	10.91	12.09	4.44	<.01	O
ETH	HISPANIC	6	28	34	.3373	11.47	-5.47	-1.98	0.024	U
ETH	ASIAN / PAC ISL	0	34	34	.0650	2.21	-2.21	-1.54	0.062	U-80%RUL
ETH	NATIVE AMERICAN	0	34	34	.0027	0.09	-0.09	-0.30	0.381	N-05%RUL
ETH	ETH UNKNOWN	0	34	34	.0284	0.97	-0.97	-1.00	0.159	N-05%RUL
GEN	MALE	28	6	34	.6348	21.58	6.42	2.29	0.011	O
GEN	FEMALE	6	28	34	.3223	10.96	-4.96	-1.82	0.034	U-80%RUL
GEN	GENDER UNKNOWN	0	34	34	.0110	0.37	-0.37	-0.61	0.269	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 524
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1107	537	1644	.3705	609.10	497.9	25.43	<.01	O
ETH	BLACK	223	1421	1644	.3209	527.56	-305	-16.1	<.01	U
ETH	HISPANIC	147	1497	1644	.1322	217.34	-70.3	-5.12	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	162	1482	1644	.0686	112.78	49.22	4.80	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	1641	1644	.0030	4.93	-1.93	-0.87	0.192	N-05%RUL
ETH	ETH UNKNOWN	2	1642	1644	.0983	161.61	-160	-13.2	<.01	U
GEN	MALE	1635	9	1644	.8102	1332.0	303.0	19.06	<.01	O
GEN	FEMALE	9	1635	1644	.0986	162.10	-153	-12.7	<.01	U
GEN	GENDER UNKNOWN	0	1644	1644	.0846	139.08	-139	-12.3	<.01	U

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 526
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 027 TRANSPORTATION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	15	23	.1897	4.36	3.64	1.93	0.027	
ETH	BLACK	7	16	23	.4871	11.20	-4.20	-1.75	0.040	U-80%RUL
ETH	HISPANIC	6	17	23	.1720	3.96	2.04	1.13	0.129	
ETH	ASIAN / PAC ISL	2	21	23	.0381	0.88	1.12	1.22	0.110	
ETH	NATIVE AMERICAN	0	23	23	.0037	0.09	-0.09	-0.29	0.385	N-05%RUL
ETH	ETH UNKNOWN	0	23	23	.1083	2.49	-2.49	-1.67	0.047	U-80%RUL
GEN	MALE	23	0	23	.7529	17.32	5.68	2.75	<.01	O
GEN	FEMALE	0	23	23	.1439	3.31	-3.31	-1.97	0.025	U
GEN	GENDER UNKNOWN	0	23	23	.1023	2.35	-2.35	-1.62	0.053	U-80%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 527
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	215	201	416	.2630	109.41	105.6	11.76	<.01	O
ETH	BLACK	105	311	416	.3027	125.92	-20.9	-2.23	0.013	U
ETH	HISPANIC	78	338	416	.2268	94.35	-16.3	-1.91	0.028	
ETH	ASIAN / PAC ISL	16	400	416	.0821	34.15	-18.2	-3.24	<.01	N-05%RUL
ETH	NATIVE AMERICAN	1	415	416	.0029	1.21	-0.21	-0.19	0.425	
ETH	ETH UNKNOWN	1	415	416	.0534	22.21	-21.2	-4.63	<.01	U
GEN	MALE	411	5	416	.6625	275.60	135.4	14.04	<.01	O
GEN	FEMALE	5	411	416	.2356	98.01	-93.0	-10.7	<.01	U
GEN	GENDER UNKNOWN	0	416	416	.0332	13.81	-13.8	-3.78	<.01	N-05%RUL

Appendix - 5

Department of Environmental Protection

CEEDS Report: Workforce Compared with Internal and External Pools

4th Quarter of Fiscal Year 2017

(most recent quarter available)

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 513
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	265	151	416	.5133	213.53	51.47	5.05	<.01	O
ETH	BLACK	55	361	416	.1889	78.58	-23.6	-2.95	<.01	U
ETH	HISPANIC	25	391	416	.1297	53.96	-29.0	-4.23	<.01	U
ETH	ASIAN / PAC ISL	66	350	416	.1017	42.31	23.69	3.84	<.01	O
ETH	NATIVE AMERICAN	0	416	416	.0018	0.75	-0.75	-0.87	0.193	N-05%RUL
ETH	ETH UNKNOWN	5	411	416	.0402	16.72	-11.7	-2.93	<.01	N-05%RUL
GEN	MALE	332	84	416	.5345	222.35	109.6	10.78	<.01	O
GEN	FEMALE	84	332	416	.4206	174.97	-91.0	-9.03	<.01	U
GEN	GENDER UNKNOWN	0	416	416	.0197	8.20	-8.20	-2.89	<.01	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 514
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	394	429	823	.4094	336.94	57.06	4.05	<.01	O
ETH	BLACK	183	640	823	.2958	243.44	-60.4	-4.62	<.01	U
ETH	HISPANIC	110	713	823	.1295	106.58	3.42	0.36	0.361	
ETH	ASIAN / PAC ISL	129	694	823	.1301	107.07	21.93	2.27	0.012	N-05%RUL
ETH	NATIVE AMERICAN	0	823	823	.0022	1.81	-1.81	-1.35	0.089	N-05%RUL
ETH	ETH UNKNOWN	7	816	823	.0207	17.04	-10.0	-2.46	<.01	N-05%RUL
GEN	MALE	504	319	823	.5718	470.59	33.41	2.35	<.01	N-05%RUL
GEN	FEMALE	319	504	823	.4032	331.83	-12.8	-0.91	0.181	
GEN	GENDER UNKNOWN	0	823	823	.0126	10.37	-10.4	-3.24	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 EXTRACT DATE: 06/30/17

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	520	558	1078	.4568	492.43	27.57	1.69	0.046	
ETH	BLACK	132	946	1078	.1762	189.94	-57.9	-4.63	<.01	U
ETH	HISPANIC	84	994	1078	.1023	110.28	-26.3	-2.64	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	325	753	1078	.2258	243.41	81.59	5.94	<.01	O
ETH	NATIVE AMERICAN	2	1076	1078	.0024	2.59	-0.59	-0.37	0.357	N-05%RUL
ETH	ETH UNKNOWN	15	1063	1078	.0315	33.96	-19.0	-3.31	<.01	N-05%RUL
GEN	MALE	792	286	1078	.6586	709.97	82.03	5.27	<.01	O
GEN	FEMALE	286	792	1078	.3131	337.52	-51.5	-3.38	<.01	N-05%RUL
GEN	GENDER UNKNOWN	0	1078	1078	.0201	21.67	-21.7	-4.70	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 006 SOCIAL SCI

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	23	15	38	.6146	23.35	-0.35	-0.12	0.453	
ETH	BLACK	1	37	38	.1667	6.33	-5.33	-2.32	0.010	U
ETH	HISPANIC	5	33	38	.0913	3.47	1.53	0.86	0.194	
ETH	ASIAN / PAC ISL	7	31	38	.0957	3.64	3.36	1.85	0.032	
ETH	NATIVE AMERICAN	0	38	38	.0024	0.09	-0.09	-0.30	0.381	N-05%RUL
ETH	ETH UNKNOWN	2	36	38	.0251	0.95	1.05	1.08	0.139	
GEN	MALE	15	23	38	.4873	18.52	-3.52	-1.14	0.127	
GEN	FEMALE	23	15	38	.4930	18.73	4.27	1.38	0.083	
GEN	GENDER UNKNOWN	0	38	38	.0163	0.62	-0.62	-0.79	0.214	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 519
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AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	91	173	264	.3514	92.77	-1.77	-0.23	0.410	
ETH	BLACK	80	184	264	.3293	86.94	-6.94	-0.91	0.182	
ETH	HISPANIC	26	238	264	.1923	50.77	-24.8	-3.87	<.01	U
ETH	ASIAN / PAC ISL	64	200	264	.1005	26.53	37.47	7.67	<.01	O
ETH	NATIVE AMERICAN	1	263	264	.0027	0.71	0.29	0.34	0.367	
ETH	ETH UNKNOWN	2	262	264	.0182	4.80	-2.80	-1.29	0.098	N-05%RUL
GEN	MALE	195	69	264	.6181	163.18	31.82	4.03	<.01	O
GEN	FEMALE	69	195	264	.3662	96.68	-27.7	-3.54	<.01	U
GEN	GENDER UNKNOWN	0	264	264	.0098	2.59	-2.59	-1.62	0.053	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	99	207	306	.2238	68.48	30.52	4.19	<.01	O
ETH	BLACK	132	174	306	.5619	171.94	-39.9	-4.60	<.01	U
ETH	HISPANIC	46	260	306	.1348	41.25	4.75	0.80	0.213	
ETH	ASIAN / PAC ISL	25	281	306	.0511	15.64	9.36	2.43	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	303	306	.0038	1.16	1.84	1.71	0.044	
ETH	ETH UNKNOWN	1	305	306	.0245	7.50	-6.50	-2.40	<.01	N-05%RUL
GEN	MALE	62	244	306	.2093	64.05	-2.05	-0.29	0.387	
GEN	FEMALE	244	62	306	.7769	237.73	6.27	0.86	0.195	
GEN	GENDER UNKNOWN	0	306	306	.0138	4.22	-4.22	-2.07	0.019	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	138	51	189	.4164	78.70	59.30	8.75	<.01	O
ETH	BLACK	23	166	189	.3039	57.44	-34.4	-5.45	<.01	U
ETH	HISPANIC	25	164	189	.2189	41.37	-16.4	-2.88	<.01	U
ETH	ASIAN / PAC ISL	2	187	189	.0487	9.20	-7.20	-2.43	<.01	N-05%RUL
ETH	NATIVE AMERICAN	1	188	189	.0040	0.76	0.24	0.28	0.389	
ETH	ETH UNKNOWN	0	189	189	.0077	1.46	-1.46	-1.21	0.113	N-05%RUL
GEN	MALE	169	20	189	.7409	140.03	28.97	4.81	<.01	O
GEN	FEMALE	20	169	189	.2529	47.80	-27.8	-4.65	<.01	U
GEN	GENDER UNKNOWN	0	189	189	.0056	1.06	-1.06	-1.03	0.151	N-05%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 523
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AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	27	32	.2141	6.85	-1.85	-0.80	0.212	U-80%RUL
ETH	BLACK	21	11	32	.3208	10.27	10.73	4.07	<.01	O
ETH	HISPANIC	6	26	32	.3373	10.79	-4.79	-1.79	0.037	U-80%RUL
ETH	ASIAN / PAC ISL	0	32	32	.0650	2.08	-2.08	-1.49	0.068	U-80%RUL
ETH	NATIVE AMERICAN	0	32	32	.0027	0.09	-0.09	-0.29	0.384	N-05%RUL
ETH	ETH UNKNOWN	0	32	32	.0284	0.91	-0.91	-0.97	0.167	N-05%RUL
GEN	MALE	27	5	32	.6348	20.31	6.69	2.45	<.01	O
GEN	FEMALE	5	27	32	.3223	10.31	-5.31	-2.01	0.022	U
GEN	GENDER UNKNOWN	0	32	32	.0110	0.35	-0.35	-0.60	0.275	N-05%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1116	540	1656	.3705	613.55	502.5	25.57	<.01	O
ETH	BLACK	220	1436	1656	.3209	531.41	-311	-16.4	<.01	U
ETH	HISPANIC	152	1504	1656	.1322	218.92	-66.9	-4.86	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	158	1498	1656	.0686	113.60	44.40	4.32	<.01	N-05%RUL
ETH	NATIVE AMERICAN	5	1651	1656	.0030	4.97	0.03	0.01	0.494	
ETH	ETH UNKNOWN	5	1651	1656	.0983	162.78	-158	-13.0	<.01	U
GEN	MALE	1647	9	1656	.8102	1341.7	305.3	19.13	<.01	O
GEN	FEMALE	9	1647	1656	.0986	163.28	-154	-12.7	<.01	U
GEN	GENDER UNKNOWN	0	1656	1656	.0846	140.10	-140	-12.4	<.01	U

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 527
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AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 027 TRANSPORTATION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	16	23	.1897	4.36	2.64	1.40	0.080	
ETH	BLACK	8	15	23	.4871	11.20	-3.20	-1.34	0.091	U-80%RUL
ETH	HISPANIC	6	17	23	.1720	3.96	2.04	1.13	0.129	
ETH	ASIAN / PAC ISL	2	21	23	.0381	0.88	1.12	1.22	0.110	
ETH	NATIVE AMERICAN	0	23	23	.0037	0.09	-0.09	-0.29	0.385	N-05%RUL
ETH	ETH UNKNOWN	0	23	23	.1083	2.49	-2.49	-1.67	0.047	U-80%RUL
GEN	MALE	23	0	23	.7529	17.32	5.68	2.75	<.01	O
GEN	FEMALE	0	23	23	.1439	3.31	-3.31	-1.97	0.025	U
GEN	GENDER UNKNOWN	0	23	23	.1023	2.35	-2.35	-1.62	0.053	U-80%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 528
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY:
 JOB GROUP:

826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	218	221	439	.2630	115.46	102.5	11.12	<.01	O
ETH	BLACK	122	317	439	.3027	132.89	-10.9	-1.13	0.129	
ETH	HISPANIC	81	358	439	.2268	99.57	-18.6	-2.12	0.017	N-05%RUL
ETH	ASIAN / PAC ISL	16	423	439	.0821	36.04	-20.0	-3.48	<.01	N-05%RUL
ETH	NATIVE AMERICAN	1	438	439	.0029	1.27	-0.27	-0.24	0.404	N-05%RUL
ETH	ETH UNKNOWN	1	438	439	.0534	23.44	-22.4	-4.76	<.01	U
GEN	MALE	433	6	439	.6625	290.84	142.2	14.35	<.01	O
GEN	FEMALE	6	433	439	.2356	103.43	-97.4	-11.0	<.01	U
GEN	GENDER UNKNOWN	0	439	439	.0332	14.57	-14.6	-3.88	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 529
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 826 DEPARTMENT OF ENVIRONMENTAL PROTECTION
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	85	190	275	.3243	89.18	-4.18	-0.54	0.295	
ETH	BLACK	69	206	275	.2673	73.51	-4.51	-0.61	0.270	
ETH	HISPANIC	51	224	275	.2449	67.35	-16.3	-2.29	0.011	U
ETH	ASIAN / PAC ISL	43	232	275	.0964	26.51	16.49	3.37	<.01	O
ETH	NATIVE AMERICAN	3	272	275	.0025	0.69	2.31	2.79	<.01	N-05%RUL
ETH	ETH UNKNOWN	24	251	275	.0269	7.40	16.60	6.19	<.01	O
GEN	MALE	105	170	275	.3798	104.45	0.56	0.07	0.473	
GEN	FEMALE	170	105	275	.5812	159.83	10.17	1.24	0.107	
GEN	GENDER UNKNOWN	0	275	275	.0011	0.30	-0.30	-0.55	0.291	N-05%RUL



Judith Garcia Quinones, Esq
Executive Agency Counsel/Deputy Director
253 Broadway
Suite 602
New York, NY 10007

September 20, 2017

Vincent Sapienza, P.E.
Acting Commissioner

59-17 Junction Blvd.
Flushing, NY 11373

Tel. (718) 595-6565
Fax (718) 595-3525
vsapienza@dep.nyc.gov

Re: Preliminary Determination for Audit: Review, Evaluation and Monitoring of the Department of Environmental Protections Employment Practices and Procedures from July 1, 2014 to December 31, 2016.

Dear Ms. Quinones,
This correspondence is in response to your audit findings and 6 identified corrective actions.

Corrective Action 1:

Assess recruitment efforts to determine whether such efforts adversely impact a particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities and other protected groups throughout the City, review and update listing of recruitment outreach sources, and contact these organizations when provisional positions become available for where the agency may otherwise use discretion in hiring.

DEP is committed to developing and retaining a diverse pool of highly skilled employees. To achieve this, over the past few years, we continually reviewed our recruitment efforts and determined that more emphasis needed to be focused on expanding our recruitment sources. As a result, we broadened our outreach which allowed us to create a more diversified candidate pool.

Attached are the following support documents:

- List of organizations, publications and email notifications reflecting this expansion.

Corrective Action 2:

Review the agency's statistical information including the annual number of EEO complaints on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.

The attached documents demonstrates analysis of EEO complaints have been and continue to be conducted on a regular basis. This data is regularly reported to my office in either report form or at leadership meetings with the appropriate teams. In fact, as has been explained, to ensure a more robust method of analyzing data and trends the EEO Office partnered with DEP's Office of Information Technology and

customized a software specific to EEO's reporting requirements. (Training Manual of this system has been provided to EEPC)

EEO has begun conducting a quarterly review of cases as demonstrated in the below documentation. The analysis is quite comprehensive as it is able to assess not only trends as they relate to EEO basis of complaints but also if there are trends identified at specific work locations, with specific employee titles, as well as unique operational or EEO concerns. The attached metrics captures data from July 2017 to September 2017 (FY 18 First Quarter). The data presented in these metrics, provide an opportunity to engage senior leadership in discussions concerning compliance and accountability in a more meaningful way. A significant feature of this program is its capacity to also communicate with other critical teams such as Workplace Violence, Labor Relations and Human Resources.

As we are also cognizant of the global issues that may give rise to EEO concerns, A Diversity Director was appointed with the expectation of expanding diversity program initiatives and to customize training geared specifically to address those challenging conversations while ensuring EEO compliance.) The attached, Leveraging our Differences Guide developed for Managers and Supervisors is an example of addressing a specific trend affecting one of our largest operating bureaus. The program has been delivered to departmental senior management and will be expanded to three other operating bureaus this fiscal year. As we have determined the issues are indeed global and are also complicated by other non EEO matters, the program will be included in an expanded Managerial Supervisory Training.

Moving forward, Quarterly meetings will be held with internal stakeholders to identify best practices and to implement a more strategic and collaborative approach in executing the Agency's EEO plan.

Attached are the following support documents:

- Metrics presented to Commissioner:
 - EEO Activity January 1, 2012 – February 1, 2014 vs. February 2, 2014 – March 31, 2016. Demonstrating trends in complaint post-Kingston incident.
 - Internal Complaint Activity Fiscal Year 2016 vs. Accommodations Request Activity Fiscal Year 2016
 - Bureau Trend Activity Calendar Year 2014 - Calendar Year 2016
 - EEO Activity Calendar Year 2010 – Calendar Year 2015
 - EEO Metric Trends by Bureau and Case Type
 - EEO Activity by Fiscal Year 2012 – Fiscal 2015
 - Metrics for Bureau of Wastewater Treatment. Meeting held to discuss trends and resolutions with bureau management.
 - Workforce Metrics Fiscal Year 2010 3rd Quarter vs. Fiscal Year 2014 3rd Quarter
- Metrics sample from new complaint system CRM:
 - Trends by Job Title
 - Trends by Quarter vs. Yearly
 - Trends by Basis
 - Trends by Bureau
 - Trends Case Type

- Trends by Month
- Leveraging Our Differences
 - Leveraging our Differences Managers and Supervisors Guide.
 -

Corrective 3:

Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

During the reporting period (2014 to 2016), DEP assessed the process by which candidates were being selected to fill existing vacancies and determined that there was an opportunity to create a process to improve, standardize and "level the playing field" in candidate evaluation and selection. As a result, in 2015, DEP implemented a structured interviewing process. This process ensured that the criteria upon which all candidates were being evaluated was based upon the same competencies and qualifications relative to the position.

Attached are the following support documents:

- Email distribution formalizing Structured Interviewing as an Agency policy
- Structured Interviewing Policy
- Structured Interviewing SOP
- Structured Interviewing Guide
- Sample Structured Interviewing Panel Sheets, Rating Sheets and Candidate Disposition Forms
- Meeting Agendas where Structured Interviewing was discussed

Corrective Action 4:

If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

During the reporting period (2014 to 2016), DEP continued to review CEEDS data and identified job groups where underrepresentation existed. This review presented a good opportunity for us to cast a wider net and expand our recruitment sources to include those that represented women, minorities and other protected groups.

The following are examples of organizations that are now included as part of our broadened recruitment portfolio: Non-Traditional Employment for Women (NEW), St. Nick's Alliance, Mayor's Office of Persons with Disabilities (MOPD) and CUNY Leads.

FROM OUTREACH TO EMPLOYMENT

St. Nick's Alliance - 6 applicants referred; 3 hired

CUNY Leads - 1 hired

Internship Programs - 2016: 14 hired; 2017: 31 hired

Attached are the following support documents:

- List of recruitment sources and outreach efforts.

Corrective Action 5:

If women, minorities, or other protected groups are underrepresented in civil service (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female- oriented publications, contact organizations serving women, minorities and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

During this reporting period (2014 to 2016), DEP continued to review and assess job titles where underrepresentation existed. This review resulted in our taking a deeper look at the competencies, skills, and abilities associated with titles where we believed that we could work with oversight (i.e. DCAS and OMB) to make a cogent case for adjusting job requirements and/or salary structures.

Two examples of where DEP made assessments of titles that led to taking direct actions fall within the Watershed Maintainer, Engineering Intern and Assistant Engineering titles.

Watershed Maintainer (WSM)

DEP reviewed the WSM qualification requirements (NOEs and job specification) and determined that a more entry level position (WSM I) was needed to create a broader and more diverse candidate pool. This entry level position would provide DEP with an opportunity to get a diverse influx of candidates (upstate and downstate) who could be trained to ultimately assume higher skilled WSM roles and ultimately, supervisory positions. As a result, we developed a job proposal to create a WSM Level I position which is currently pending oversight approval.

Attached are the following support documents:

- Demographics Analysis
- Email notifications

Engineering Interns and Assistant Engineers

The challenge of creating a more diverse engineering candidate pool (while in face of several civil service lists) persisted throughout the reporting cycle. DEP continued to consider ways that we could address recruitment and retention of engineers, particularly at the entry-level, especially since we were competing with not only other City agencies but also with private sector companies who were also trying to increase diversity within their engineering ranks. After assessing our hiring trends, it became apparent that we needed a more competitive entry-level hiring salary to attract

engineers. As a result, we successfully petitioned OMB and obtained approval to establish a standard entry-level salary for Engineering Interns and Assistant Engineers (at salaries considerably higher than the citywide entry-level salaries for these titles). DEP was the first agency to accomplish this.

Attached are the following support documents:

- Salary Structure Analysis
- Demographics Analysis
- Email notifications

Corrective Action 6:

Maintain appropriate documentation of meetings and other communications between agency head (or direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

Assistant Commissioner, EEO & Diversity Martha Osenni presents a detailed report on all EEO complaint investigations which include actions taken and most importantly presents viable recommendations for corrective action which may include but not limited to proceeding with Disciplinary consequences, conducting refresher or customized EEO training, referring matter to Mediation Services, Union, Human Resources, WPV and/or directly to Departmental management to address as needed which must be formally approved by my office. These matters are reviewed and signed off by my office and the Chief Administrative Officer.

Bi-monthly meetings are held in addition to daily consultations with my office and with the Chief Administrative Officer who oversees the Disciplinary Counsel Office and Labor Relations, Organizational Development and Human Resources and the Workplace Violence Departments to ensure EEO compliance, and that personnel matters are handled in compliance with contractual agreements, city regulations and policies.

Meetings are documented and are scheduled through Outlook. When necessary meetings are held with departmental Deputy Commissioners to ensure execution of recommendations.

Ms. Osenni consistently informs all employees of EEO regulations and initiatives through our internal electronic Web page and EEO's dedicated Webpage and the publication of a Quarterly EEO Newsletter; site visits are conducted to ensure EEO and ADA compliance, regular meetings are held with management and announcements are made at the Monthly Executive Meetings when necessary.

Attached are the following support documents:

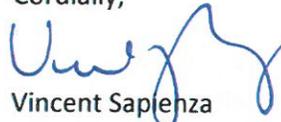
- Executive Staff Meeting Agenda:
 - April 26, 2017
- Check-in Meeting with David Cohen Agenda:
 - August 2, 2017
 - July 19, 2017

- April 17, 2017
- Check-in Minutes with David Cohen Agenda:
 - January 17, 2017
 - January 30, 2017
 - November 23, 2016
 - August 18, 2016

I am optimistic the above information and documentation have satisfied the 6 areas requiring corrective action.

I also wish to express my gratitude for your team's guidance and assistance through this process. DEP is strongly committed to the mission of EEO and ensuring compliance with all mandates set forth.

Cordially,



Vincent Saplenza
Acting Commissioner

cc: Martha Osenni, Assistant Commissioner EEO & Diversity
David Cohen, Chief Administrative Officer
Diana Ritter, Deputy Commissioner OD & HR
Zoe Ann Campbell, Deputy Commissioner HR
Ilacia Zuell, Supervisory EEO Program Analyst



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Terry, PHR
Executive Director

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BY MAIL AND EMAIL

September 27, 2017

Vincent Sapienza, P.E.
Acting Commissioner
NYC Department of Environmental Protection
59-17 Junction Blvd., 20th Floor
Elmhurst, NY 11373

RE: Audit Resolution **#2017/213-826**: Final Determination Pursuant to the Review, Evaluation and Monitoring of the Department of Environmental Protection's Employment Practices and Procedures from July 1, 2014 to December 31, 2016.

Dear Commissioner Sapienza:

On behalf of the members of the Equal Employment Practices Commission (EEPC), we thank you for the September 20, 2017 response to our September 6, 2017 Preliminary Determination, and for the cooperation extended to our staff during the course of this audit.

As indicated in our Preliminary Determination, this Commission has adopted uniform standards¹ to assess agencies' employment practices and programs for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. The attached Determination contains the Commission's findings and required corrective actions pertaining to the referenced review, evaluation and monitoring of your agency's employment practices and procedures.

Chapter 36, Section 832.c of the New York City Charter requires that:
1) the EEPC assign a 6-month compliance period to monitor your agency's efforts to eliminate remaining required corrective actions; and
2) the agency provide a written response within 30 days from the date of this letter indicating corrective action taken.

¹ Founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; New York City Human Rights Law (NYC Administrative Code, §§8-107.1(a) and 8-107.13(d)); New York State Civil Service Law §55-a; Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7) and the equal employment opportunity requirements of the New York City Charter.



The assigned compliance-monitoring period is: October 2017 to March 2018.

If corrective actions remain: Your agency's response should indicate what steps your agency has taken, or will take, to implement the corrective actions during the designated period. Documentation which supports the implementation of each corrective action shall be uploaded to TeamCentral, the EEPC's Automated Compliance-Monitoring System. Your agency will be monitored monthly until all corrective actions have been implemented. Instruction on how to access and navigate TeamCentral is attached. Upon your agency's completion of the final corrective action, this Commission requires that your agency upload a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. Upon receipt of the final memorandum, the EEPC will issue a *Determination of Compliance*.

If no corrective actions remain: Your agency is exempt from the aforementioned monitoring period. However, this Commission requires a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. This will be considered your agency's final action. Upon receipt of the memo, a *Determination of Compliance* will be issued.

If there are further questions regarding this Final Determination or the compliance-monitoring process, please have the principal EEO Professional contact Janet P. Ford, Esq., Agency Counsel/Director of Compliance, at 212.615.8942.

Thank you and your staff for your continued cooperation.

Sincerely,

A handwritten signature in blue ink, appearing to read "Charise L. Terry".

Charise L. Terry, PHR
Executive Director

C: Martha Osenni, EEO Officer

FINAL DETERMINATION

Agency response indicating corrective action taken with documentation is due within 30 days.

The Equal Employment Practices Commission's findings and required corrective actions are based on the audit methodology which includes collection and analysis of the documents, records and data the agency provided in response to the *EEPC Document and Information Request Form*; the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, the *EEPC Employee Survey*, the *EEPC Supervisor/Manager Survey*, the agency's *Annual EEO Plans* and *Quarterly EEO Reports*; and workforce and utilization data from the *Citywide Equal Employment Database System*. Additional research and follow-up discussions or interviews were conducted as appropriate.

After reviewing the agency's optional response² (if applicable) to the EEPC's preliminary Determination, our Final Determination is as follows:

Agree

Regarding your responses³ to the following EEPC required corrective actions, we *Agree* based on documentation that is attached to your response.

Corrective Action #1: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

Agency Response: *"DEP is committed to developing and retaining a diverse pool of highly skilled employees. To achieve this, over the past few years, we have continually reviewed our recruitment efforts and determined that more emphasis needed to be focused on expanding our recruitment sources. As a result, we broadened our outreach which allowed us to create a more diverse candidate pool."* (Documentation included: List of recruitment sources, organizations, publications, and email notifications reflecting the expanded recruitment portfolio.) (Response pg. 1)

EEPC Response: The EEPC accepts the agency's response as documentation that corrective action #1 has been implemented.

Corrective Action #2: Review the agency's statistical information including the annual number of EEO complaints on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.

Agency Response: The agency provided copies of the documentation reviewed, and reported that *"this data is regularly reported to my [Assistant Commissioner, EEO & Diversity] office in either report form or at leadership meetings with the appropriate teams [...] to ensure a more robust method of analyzing data and trends, the EEO office partnered with DEP's Office of Information Technology and customized software*

³ Excerpts are italicized.

specific to EEO's reporting requirements [...]EEO has begun conducting a quarterly review of cases [...] The analysis is quite comprehensive as it is able to assess not only trends as they relate to EEO basis of complaints, but also at specific locations, as well as titles." Additionally, the agency appointed a Diversity Director, "with the expectation of expanding diversity program initiatives and to customize training." The agency attached documents showing a compressive review of EEO metrics, including: EEO activity/complaint trends (January 2012-February 1, 2014), internal compliant activity, EEO activity calendar, *EEO Metric Trends by Bureau and Case Type*, Workforce Metrics (fiscal year 2010-2014), and CRM Metrics (Trends by Job Title, Quarter, Year, Basis, Bureau, and Case Type).

The agency stated: "Moving forward, Quarterly meetings will be held with internal stakeholders to identify best practices and to implement a more strategic and collaborative approach in executing the agency's EEP plan" (Documentation included: Recruitment sources/recruitment emails) (Response pg. 2-3)

EEPC Response: The EEPC accepts the agency's response as documentation that corrective action #2 has been implemented.

Corrective Action #4: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Agency Response: *During the reporting period (2014-2016), the DEP continued to review CEEDS data and identified job groups where underrepresentation existed. This review presented a good opportunity for us to cast a wider net and expand our recruitment sources to include those that represented women, minorities and other protected groups.* (Documentation included: Recruitment portfolio) (Response pg. 4)

EEPC Response: The EEPC accepts the agency's response as documentation that corrective action #4 has been implemented.

Corrective Action #5: If women, minorities, or other protected groups are underrepresented in civil service (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Agency Response: "During this reporting period, the DEP continued to review and assess job titles where underrepresentation existed. This review resulted in our taking a deeper look at the competencies, skills and abilities associated with titles where we believed that we could work with oversight (i.e. DCAS and OMB) to made a cogent case for adjusting job requirements and/or salary structures." (Documentation included: Engineering salary/job requirements salary proposal, Recruitment portfolio/list of recruitment sources, email memos and correspondence)(Response pg. 4)

EEPC Response: The EEPC accepts the agency's response as documentation that corrective action #5 has been implemented.

Monitoring Required

The agency's implementation of the following required corrective actions will be monitored during the assigned compliance monitoring period.

Corrective Action #3: Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job related, and adopt methods which diminish adverse impact.

Agency Response: *"During the reporting period (2014-2016), DEP assessed the process by which candidates were being selected to fill existing vacancies and determined that there was an opportunity to create a process to improve and standardize [the] candidate evaluation process. As a result, in 2015, DEP implemented a structured interviewing process. This process ensured that the criteria upon which all candidates were being evaluated was based upon the same competencies and qualifications relative to the position."* (Documentation included: Structured Interviewing policy) (Response pg. 3)

EEPC Response: Documentation that demonstrates action taken or planned to correct non-compliance will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #6: Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

Agency Response: *"[the] Assistant Commissioner, EEO & Diversity presents a detailed report on all EEO complaint investigations which include actions taken, and most importantly presents viable recommendations for corrective actions which may include but not limited to proceeding with Disciplinary consequences, conducting refresher or customized EEO training, referring matter to Mediation Services, Union, Human Resources, WPV and/or directly to Departmental management to address as needed which must be formally approved by my office. These matters are reviewed and signed off by my office and the Chief Administrative Officer.*

Bi-monthly meetings are held in addition to daily consultations with my office and with the Chief Administrative Officer, who oversees the Disciplinary Counsel Office and Labor Relations, Organizational Development and Human Resources and the Workplace Violence Departments to ensure EEO compliance, and that personnel matters are handled in compliance with contractual agreements, city regulations and policies.

Meetings are documented and are scheduled through Outlook" (Documentation included: Executive Staff Meeting Agenda, Meeting Minutes (August 18, 2016 – July 19, 2017) (Response pg. 5)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #6. Note that this corrective action focuses on maintaining documentation of *decisions*. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Thank you and your staff for your continued cooperation.

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

RESOLUTION #2017/213-826: Final Determination pursuant to the Audit: Review, Evaluation and Monitoring of the Department of Environmental Protection's Employment Practices and Procedures from July 1, 2014 to December 31, 2016.

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 ensure 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 Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPD Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit of the Department of Environmental Protection's (DEP) Employment Practices and Procedures, the Equal Employment Practices Commission (EEOC) issued a Preliminary Determination letter, dated September 6, 2017, setting forth findings and the following required corrective actions:

1. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
2. Review the agency's statistical information including the annual number of EEO complaints on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.
3. Assess the manner in which candidates are selected for employment to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
4. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

5. If women, minorities, or other protected groups are underrepresented in civil service (list titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
6. Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

Whereas, the agency submitted its response to the EEPC's Preliminary Determination letter, on September 20, 2017 with documentation of its actions to rectify required corrective action no. 1, 2, 4, and 5; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on September 26, 2017, which agreed and accepted documentation for implementation of the aforementioned corrective actions, and indicated that corrective action nos. 3 and 6 require compliance monitoring; and

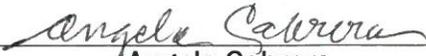
Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC is required to monitor the agency for a period not to exceed six months, from October, 2017 through March, 2018, to determine whether it implemented remaining required corrective actions; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the agency is required to respond in 30 days and make monthly reports thereafter to the Commission on the progress of implementation of such corrective actions; and

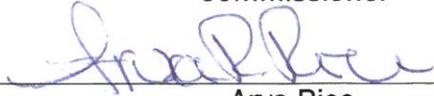
Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Commission approves issuance of this Final Determination to Vincent Sapienza, Acting Commissioner of the Department of Environmental Protection.

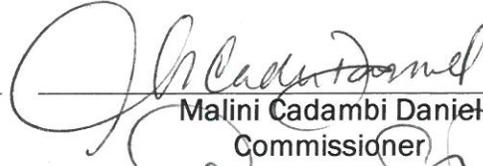
Approved unanimously on September 28, 2017.



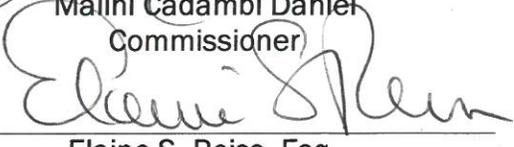
Angela Cabrera
Commissioner



Arva Rice
Commissioner



Malini Cadambi Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner

MEMORANDUM

To: All Employees

From: Vincent Sapienza, P.E.,
Commissioner



Date: March 19, 2018

Re: Equal Employment Practices Commission Audit

Vincent Sapienza, P.E.
Commissioner

59-17 Junction Blvd.
Flushing, NY 11373

Tel. (718) 595-6565
Fax (718) 595-3525
vsapienza@dep.nyc.gov

The Equal Employment Practices Commission (EEPC) is the oversight agency that ensures that the employment policies, practices, programs and procedures of all City agencies are in compliance with City, State, and Federal laws, regulations, policies and procedures established to promote equal employment opportunity (EEO) for municipal government employees and job applicants. DEP's EEO program was recently audited by the EEPC for the period July 1, 2014 through December 31, 2016. As a result of this audit, the EEPC identified the following areas for corrective action:

1: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

DEP is committed to recruiting, developing and retaining a diverse pool of highly skilled employees. Accordingly, we continue to review our recruitment efforts to identify creative and sustainable opportunities to expand our recruitment sources and to achieve a more diverse candidate pool.

2: Review the agency's statistical information including the annual number of EEO complaints on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.

The Assistant Commissioner, EEO & Diversity, regularly receives relevant data regarding DEP's workforce. To promote greater data review and trends analysis, DEP's EEO & Diversity Office partnered with its Office of Information Technology to customize software specific to EEO's reporting requirements. The EEO & Diversity Office also commenced a quarterly review of DEP's cases to identify trends based on EEO protected bases, agency titles, and agency bureaus or units at issue, and so as to inform appropriate measures. Additionally, the agency appointed a

Diversity Director for purposes of expanding its diversity initiatives, develop agency-specific training, and to implement other inclusive practices. DEP further plans to convene its internal stakeholders at least quarterly to identify and implement best practices and a more strategic and collaborative approach to executing the agency's annual Diversity and EEO Plan.

3: Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact

DEP assessed its candidate selection process and determined that there was an opportunity to improve and standardize this process. As a result, DEP developed a new recruitment plan, issued by directive from former DEP Commissioner, Emily Lloyd, requiring that agency personnel refer to and utilize the new recruitment plan in all hiring decisions. The implementation of this directive and process helped to ensure a fair and equitable candidate selection process and to eliminate bias.

4: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority-or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

DEP continued to review relevant Citywide Equal Employment Database Systems (CEEDS) data to identify job groups that reflected underrepresentation in women and minorities. Based on this review, DEP undertook strategic steps to broaden and diversify its recruitment sources to include publications or organizations with a focus on women, minorities, qualified people with disabilities, and other protected groups.

5: If women, minorities, or other protected groups are underrepresented in civil service (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority-or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interest persons and to develop and hire interested and qualified candidates.

DEP continued to review and assess workforce and employment data to identify job groups/titles that reflected underrepresentation in women and minorities, which resulted in a deeper analysis of these titles. Specifically, DEP analyzed the competencies, skills and abilities associated with certain titles that presented an opportunity for collaboration with oversight agencies, such as DCAS and OMB, to make a cogent case for adjusting job requirements and/or salary structures.

6: Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

On a routine basis, the former Assistant Commissioner, EEO & Diversity reviewed a detailed report of all decisions that impact the operation and administration of DEP's EEO program with the Chief Administrative Officer. These matters were further reviewed and approved by the former Commissioner, Emily Lloyd. DEP also established a more formal documentation and case management process to ensure accurate and appropriate record-keeping between the EEO & Diversity Officer, the Chief Administrative Officer, and the Commissioner levels.

The above noted corrective actions have been implemented bringing DEP into full compliance with the EEO standards, mandates, and regulations as set forth by the EEPC.

As Commissioner, I hereby affirm my commitment to DEP's EEO Program, and the agency's commitment to diversity and inclusion, as well as to maintaining a workplace and employment practices that are free from unlawful discrimination and harassment. I expect that all employees will continue to abide by the City's and DEP's EEO Policy and the mandates it sets forth.

I encourage all employees to reach out to our Assistant Commissioner for EEO & Diversity, Danielle Barrett, for assistance or guidance under the EEO Policy, whether to pursue an EEO complaint, request a reasonable accommodation for a protected basis, or to learn more about your EEO rights and responsibilities. You may contact the EEO Office at (718) 595-3400 or EEOffice@dep.nyc.gov.

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

RESOLUTION #2017AP/219-826-(2018)C7: Determination of **Compliance** (Monitoring Period Required) by the Department of Environmental Protection with the Equal Employment Practices Commission's required corrective actions pursuant to the Review, Evaluation and Monitoring of the Employment Practices Audit from July 1, 2014 through December 31, 2016.

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 ensure 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 Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of the Department of Environmental Protection (DEP) EEO Program, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated September 6, 2017, setting forth findings and the following required corrective actions:

1. Assess recruitment efforts for all titles to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
2. Ensure that the principal EEO Professional, HR Professional and General Counsel, review the annual number of EEO complaints to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.
3. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
4. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
5. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
6. Maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding

decisions that impact the administration and operation of the EEO program.

Whereas, the DEP submitted its response to the EEPC's Preliminary Determination letter, on September 20, 2017, with documentation of its actions to rectify required corrective actions no. 1, 2, 4, and 5; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on September 27, 2017, which indicated remaining corrective actions no. 3 and 6 required compliance monitoring; and

Whereas, the DEP submitted its response to the EEPC's final determination letter, on November 16, 2017, and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC monitored the agency's implementation of the remaining corrective actions from October 1, 2017 to March 31, 2018 with no extension of the monitoring period;

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the DEP submitted a copy of the agency head's memorandum to staff dated March 19, 2018, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated commitment to the agency's EEO Program; and

Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Department of Environmental Protection has implemented the required corrective actions deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Resolved, that the Commission will forward this Determination of Compliance to Commissioner Vincent Sapienza of the Department of Environmental Protection.

Approved unanimously on April 10, 2018.

ABSENT

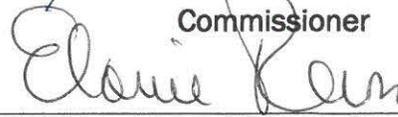
Angela Cabrera
Commissioner



Arva Rice
Commissioner



Malini Cadambi Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Terry, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel

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Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 615. 8931 fax

BY MAIL AND EMAIL

April 10, 2018

Vincent Sapienza
Commissioner
Department of Environmental Protection
59-17 Junction Blvd, 20th Floor
Elmhurst, NY 11373

Re: Resolution #2017AP/219-826-(2018)C7: Determination of Agency Compliance

Dear Commissioner Sapienza:

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to inform you that the Commission has issued the attached Determination of Compliance to the Department of Environmental Protection. This Commission has determined that the Department of Environmental Protection has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and Principal EEO Professional Danielle Barrett for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,


Malini Cadambi Daniel
Commissioner

c: Principal EEO Professional, Danielle Barrett, DEP
EEO Professional Candice Clifford, DEP

EEPC

EQUAL EMPLOYMENT PRACTICES COMMISSION

This
Determination of Compliance

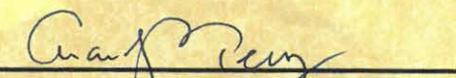
is issued to the

Department of Environmental Protection

*for successfully implementing 6 of 6 required corrective actions pursuant to the Equal Employment Practices Commission's
Employment Practice and Procedures Audit From July 1, 2014 to this date.*

On this 10th day of April in the year 2018,


Malini Cadambi Daniel, Commissioner


Charise L. Terry, PHR, Executive Director

*In care of Commissioner Vincent Sapienza and
Principal EEO Professional Danielle Barrett
and EEO Professional Candice Clifford*