



Cesar A. Perez, Esq.  
Chair

January 24, 2013

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

Ronnie Lowenstein  
Executive Director  
Independent Budget Office  
110 William Street, 14<sup>th</sup> Floor  
New York, NY 10038

Charise L. Hendricks, PHR  
Interim Executive Director

Judith Garcia Quiñonez, Esq.  
Agency Counsel

253 Broadway  
Suite 602  
New York, NY 10007

Re: Resolution #13/04-132C: Implementation of Corrective Actions Pursuant to the Audit of the Independent Budget Office's Equal Employment Opportunity Program

212. 615. 8951 tel.  
212. 615. 8931 fax

Dear Ms. Lowenstein:

On behalf of the members of the Equal Employment Practices Commission (EEPC), I want to formally inform you that the Independent Budget Office (IBO) has implemented all recommended corrective actions pursuant to our audit of your agency's Equal Employment Opportunity Program to the Commission's satisfaction.

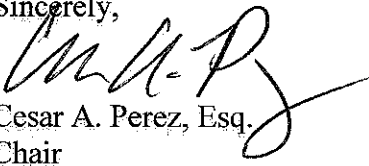
Pursuant to Section 832 of Chapter 36 of the New York City Charter, the EEPC was required to determine whether the corrective actions taken by the agency are sufficient to remedy non-compliance identified in the preliminary determination.

The IBO submitted its response to the EEPC's preliminary determination with accompanying documentation of actions taken to rectify the non-compliance identified in the preliminary determination. In addition, in response to the EEPC's request pursuant to Section 815.a.(19) of the New York City Charter, the IBO submitted a copy of your memorandum informing your staff of the corrective actions your office has implemented in response to the EEPC's audit.

This Commission has determined that the IBO has implemented the recommended corrective actions as required by Chapters 35 and 36 of the New York City Charter to the Commission's satisfaction. The Independent Budget Office is now in compliance with the requirements of the City's Equal Employment Opportunity Policy and the EEPC's Equal Employment Opportunity Standards for Small City Agencies, which have a permanent headcount of 150 or less employees.

On behalf of this Commission, I want to thank you and EEO Officer, Nashla Rivas Salas, for the cooperation extended to the EEPC.

Sincerely,



Cesar A. Perez, Esq.  
Chair

C: Nashla Rivas-Salas, EEO Officer, IBO

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

**RESOLUTION #13/04-132C:** Determination of implementation by the Independent Budget Office of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Independent Budget Office's compliance with its Equal Employment Opportunity Program from January 1, 2009 to December 31, 2011.

**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 the Administrative Code of the City of New York, Title 8, as amended, the City established the New York City Human Rights Law, which identified other groups for protection from discrimination in employment; and

**Whereas**, pursuant to its audit of the Independent Budget Office's (IBO) Equal Employment Opportunity Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated September 13, 2012, setting forth its findings and recommended corrective actions; and

**Whereas**, the IBO submitted its response to the EEPC's preliminary determination letter, on October 11, 2012; and

**Whereas**, the Independent Budget Office submitted with its response to the preliminary determination documentation of actions taken to rectify the non-compliance identified in the preliminary determination; and

**Whereas**, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued a final determination on November 20, 2012; and

**Whereas**, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to determine whether the corrective actions taken by the agency are sufficient to remedy non-compliance identified in the preliminary determination; and

**Whereas**, at the EEPC's request, pursuant to Section 815.a.(19) of the New York City Charter, on January 23, 2013, the IBO submitted a copy of the agency head's memorandum to staff, which outlined the corrective actions implemented in response to the EEPC's audit; and

**Whereas**, all of the aforementioned recommended corrective actions are required by, or are consistent with, the Independent Budget Office's Equal Employment Opportunity Policy; and

**Whereas**, the members of this Commission have reviewed a Compliance Summary Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

**Be It Resolved,**

that the Independent Budget Office has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

**Be It Finally Resolved,**

that the Commission authorizes the Chair, Cesar A. Perez, to forward a letter to the Independent Budget Office Executive Director Ronnie Lowenstein, formally informing her that the IBO has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on January 24, 2013.

**Angela Cabrera**  
Commissioner

**Malini Cadambi Daniel**  
Commissioner

**Elaine S. Reiss, Esq.**  
Commissioner

**Arva R. Rice**  
Commissioner

  
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**Cesar A. Perez, Esq.**  
Chair