

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

RESOLUTION #08/05-009C: Determination of implementation by the New York City Employees' Retirement System of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the New York City Employees' Retirement System's Charter-mandated Equal Employment Opportunity Program from July 1, 2005 to June 30 2007.

Whereas, pursuant to Chapter 36, Sections 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 insure 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 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy, a set of uniform standards and procedures designed to ensure the equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the New York City Employees' Retirement System (NYCERS), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated December 20, 2007, setting forth its findings and recommended corrective actions; and

Whereas, the NYCERS submitted its responses to EEPC's preliminary determination letter, on January 22, 2008; and

Whereas, in accordance with Chapter 36, Section 832(e) of the New York City Charter, the EEPC issued its final determination letter on February 2, 2008, identifying those recommendations accepted and rejected by NYCERS; and

Whereas, in response to EEPC's final determination letter, the NYCERS submitted its response on February 29, 2008; and

Whereas, in accordance with Chapter 36, Section 832 (e) of the City Charter, the EEPC was required to monitor the NYCERS for a period not to exceed six months, from April 2008 through September 2008, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the New York City Employees' Retirement System submitted its Final Compliance Report on October 14, 2008; and

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

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

Be It Resolved,

that the New York City Employees' Retirement System 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, Ernest F. Hart, Esq., to forward a letter to the Executive Director of the New York City Employees' Retirement System, Diane D'Alessandro, formally informing her that the NYCERS has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on October 23, 2008.

Angela Cabrera
Commissioner

Manuel A. Méndez
Vice-Chair



Ernest F. Hart, Esq.
Chair