

October 11, 2012

Cesar Perez, Esq
Chair
City of New York Equal Employment Practices Commission
253 Broadway, Suite 602
New York, NY 10007

Re: EEPC Audit of the New York City Independent Budget Office (IBO)

Dear Mr. Perez

We have received the Preliminary Determination Pursuant to the Audit of IBO's Equal Employment Opportunity Program from January 1, 2009 to December 31, 2011. I appreciate the thorough and professional work performed by the EEPC's staff and look forward to our continued work together as we complete the audit process.

IBO is committed to our equal opportunity program. We have begun taking steps to implement the recommendations, and in some cases have already completed implementation. Our responses to each of the recommended corrective actions are as follows:

Issuance, Distribution and Posting of Equal Employment Opportunity Policy Statement

As recommended, the IBO Director is issuing a statement reiterating the agency's commitment to EEO. IBO's EEO officers will give a copy of the Director's statement to all employees during their EEO training. It will also be available on the agency's intranet. The memo also includes the names and contact information of both the EEO Officer and Counselor.

Appointment and Training of EEO Officer

As recommended, IBO has updated its organizational chart to show the titles of the EEO Officer and Counselor, as well as their reporting relationships.

Legal Issues

IBO would like the language used in this statement changed by the EEPC in its final report. In accordance with our EEO procedures, the matter was transferred to the Law Department because the IBO Director was a subject of the complaint. No law suit was filed against IBO and the Law Department resolved the issue.

IBO is committed to continuing to seek opportunities to diversify its workforce and ensure that any current and future staff members, regardless of race, ethnicity, sex, sexual orientation, physical challenge, or other protected class status, will find the agency a welcoming and productive work environment. We know EEPC recognizes IBO's commitment to equal employment principles and we appreciate your recommendations, cooperation and assistance in meeting those goals.

Sincerely,

Ronnie Lowenstein