



OFFICE OF THE MAYOR
THE CITY OF NEW YORK

MICHAEL BEST
COUNSELOR TO THE MAYOR

December 20, 2013

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

Dear Chair Perez,

Pursuant to Charter section 832(c), I wrote on behalf of the Office of the Mayor (“the Office”) in response to your November 21, 2013 letter to Deputy Mayor Patricia E. Harris.

As we understand your letter, the Commission has accepted the Office’s responses to proposed corrective actions 1-11 and has recognized, in regard to proposed corrective actions 12 and 13 (relating to performance evaluations), that the current agency head cannot obligate the next administration in regard to the manner in which it wishes to perform performance evaluations. Our documentation in regard to the proposed corrective actions was explained in and attached to my November 8, 2013 letter. Since the Commission already possesses our documentation, and our responses to the proposed corrective actions were accepted, we have not attached the documentation again.

The Commission has also assigned a monitoring period for eight of the corrective actions, and that period will commence in January 2014, when there is a new mayoral administration in place. The agency’s EEO Officer, Bruce McDougald, has been directed to ensure that the new agency head is aware of the Commission’s audit and the compliance period, so that the new agency head can take appropriate action.

We appreciate the professional and courteous manner in which the Commission and its staff have conducted the audit.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael Best", with a long horizontal flourish extending to the right.

Michael Best

c: Charise L. Hendricks, PHR
Judith Garcia Quinonez, Esq.
Bruce McDougald