

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

RESOLUTION #03/01-Sect. 832R Determination to issue a Report to the Mayor pursuant to the failure by the New York City Fire Department to implement certain recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the New York City Fire Department's Recruitment Program for Examination No. 7029 (February 27, 1999).

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 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 its audit of the New York City Fire Department (FDNY), the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated May 25, 2000 setting forth its findings and recommended corrective actions; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the New York City Charter, the EEPC was required to monitor the FDNY for six months, from April 2001 through September 2001, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, FDNY's compliance period was suspended for eight months due the World Trade Center Disaster; and

Whereas, FDNY's compliance period was extended one month, at the request of FDNY, in order to further address the outstanding recommendations; 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, in accordance with Chapter 36, Section 832 (c) of the New York City Charter, the EEPC issued its final determination Letter on December 11, 2002 identifying those recommendations accepted and rejected by the FDNY; and

Whereas, in response to EEPC's Final Determination Letter, the FDNY submitted its response on January 14, 2003 indicating that all but two of the Commission's recommended corrective actions have been implemented. Now Therefore,

Be It Resolved,
that the New York City Fire Department has only implemented fifteen of the seventeen recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapter 35 and 36 of the City Charter.

Be It Further Resolved,

that pursuant to Section 832 (c) of the New York City Charter, the Commission authorizes the Vice-Chairman to notify the FDNY in writing that it has not implemented all of the recommended corrective actions, and within seven days thereafter, to publish a report and recommend to the Mayor those appropriate corrective actions the Commission deems necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the New York City Charter.

Be It Finally Resolved,

that a copy of the report, accompanied by a letter, be forwarded to the Commissioner of the FDNY informing him of his charter-mandated requirements pursuant to sections 815 (15) and 832 (c) of the New York City Charter.

Approved unanimously on April 3, 2003.

Angela Cabrera
Commissioner

C. Catherine Rimokh, Esq.
Commissioner

Manuel A. Mendez
Commissioner



Frank R. Nicolazzi
Vice-Chairman