

NYC
Equal Employment
Practices Commission

Cesar A. Perez, Esq.
Chair

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

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Deputy Director/Agency Counsel

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October 30, 2014

Rose-Ellen Myers
First Deputy Executive Director
Financial Information Services Agency
450 West 33rd Street, 4th Floor
New York, NY 10001- 2633

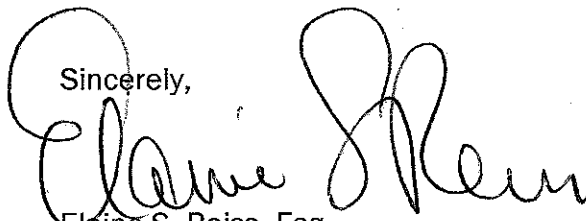
Re: Resolution #2014/127C-32: Determination of Agency
Compliance

Dear Deputy Executive Director Myers:

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to formally inform you that the Commission has issued the attached Determination of Compliance to the Financial Information Services Agency. This Commission has determined that the Financial Information Services Agency has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and Principal EEO Professional Steve Spindel for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,



Elaine S. Reiss, Esq.
Commissioner

c: Steve Spindel, Principal EEO Professional, FISA
Judith García Quiñonez, Esq., Deputy Director/Agency Counsel

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

RESOLUTION #2014/127C-32: Determination of Compliance (Monitoring Period Required) by the Financial Information Services Agency with the Equal Employment Practices Commission's required corrective actions pursuant to the audit and analysis of its Equal Employment Opportunity Program from January 1, 2011 through June 30, 2013.

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 Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of the Financial Information Services Agency's (FISA) EEO Program, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated November 18, 2013, setting forth findings and the following required corrective actions:

1. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
2. If women, minorities, or other protected groups are underrepresented in civil service (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
3. Ensure that the selection process avoids the appearance of bias, by delegating the responsibility for recording this information to an individual other than the hiring manager.
4. Re-distribute the identity of the Career Counselor to remind employees of the identity

and type of career guidance available.

5. Re-distribute the identity and responsibilities of the Disability Rights Coordinator to ensure that employees are aware of this information.
6. Establish and implement an annual managerial performance evaluation program (with timetable) to be used for probationary periods, promotions, assignments, incentives and training.
7. Ensure that the managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).

Whereas, the agency submitted its response to the EEPC's Preliminary Determination letter, on December 5, 2013; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on December 19, 2013 which indicated that all corrective actions required compliance monitoring; and

Whereas, the FISA submitted its response to the EEPC's final determination letter, on December 31, 2013; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC monitored the agency's implementation of the required corrective actions from January, 2014 to October, 2014; and

Whereas, on September 22, 2013 the agency requested an extension of the compliance monitoring period in order to complete implementation of outstanding corrective actions; and

Whereas, on September 23, 2013 the EEPC granted the agency's request for an extension of the compliance monitoring period; and

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the FISA submitted a copy of the agency head's memorandum to staff dated October 17, 2014, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated commitment to the agency's EEO Program; and

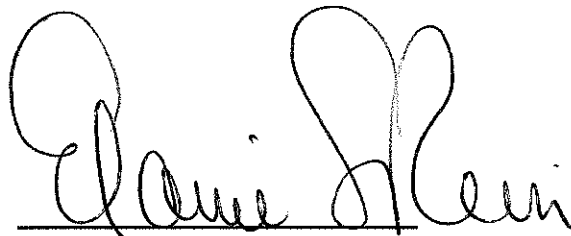
Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Financial Information Services Agency has implemented the required corrective actions deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved, that the Commission authorizes Chair Cesar A. Perez, Esq., to forward this Determination to Rose-Ellen Myers First Deputy Executive Director of the Financial Information Services Agency.

Approved unanimously on October 30, 2014.

Angela Cabrera
Commissioner

A handwritten signature in black ink, appearing to read 'Elaine S. Reiss', written over a horizontal line.

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner

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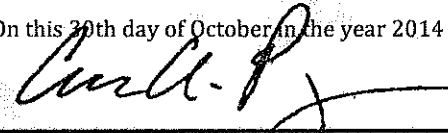
Determination of Compliance

is issued to the

Financial Information Services Agency

for successfully implementing 7 of 7 corrective action pursuant to the
Equal Employment Practices Commission's Equal Employment Opportunity Standards from January 1, 2011 to this date.

On this 30th day of October in the year 2014



Cesar A. Perez, Esq., Commissioner



Charise L. Hendricks, PHR, Executive Director

In care of First Deputy Executive Director Rose- Ellen Myers
and Principal EEO Professional Steve Spindel