



*The City of New York*

Financial Information Services Agency

Office of Payroll Administration

Neil Matthew  
Executive Director

**OPA**

**FY 2025 QUARTERLY**  
**10/01/2024–12/31/2024: 2<sup>ND</sup> QUARTER OF FY 2025**

**EEO REVIEW MEETING**  
**CEEDS-Workforce Statistics and Reasonable**  
**Accommodations**

**CEEDS\* Report,**

**OPA's Salary Increases Report,**

**And**

**OPA Terminations Report**

**\*Citywide Equal Employment Database Systems**

(Page 3 includes all pages of applicable DCAS distributed CEEDS reports, and OPA's Salary Increases and Termination Reports)

# OPA: Q2 FY2025 Workforce Diversity Dashboard

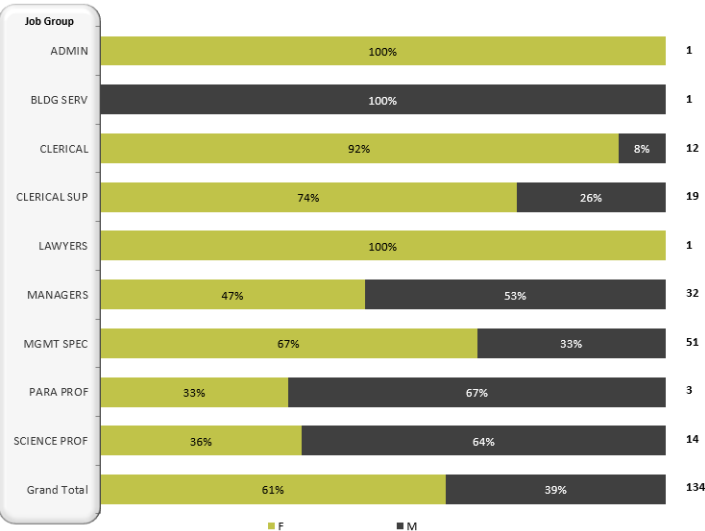
OPA Workforce Diversity Dashboard, Q2 FY 2025 (as of 2024-12-31)

Civil Service Status

OTHER PERMANENT

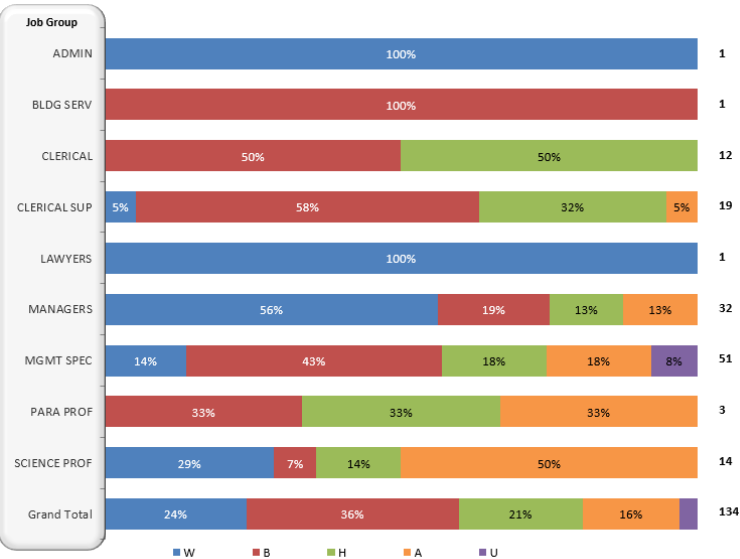
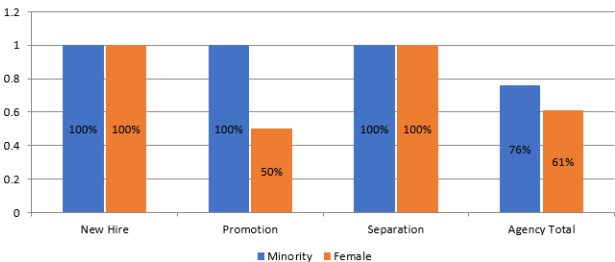
Pay Class

PER ANNUM PT PER DIEM



JobGroup	One Year Hires-to-Separations			Total WF 1-YR
	In	Out	H:S	
White	0	2	0.00	
Black/African American	3	8	0.38	
Hispanic	2	3	0.67	
Asian	2	1	2.00	
American Indian	0	0	#DIV/0!	
Male	1	1	1.00	
Female	6	13	0.46	
Total	7	14	0.50	

Representation of Women & Minorities: Quarter New Hires, Promotions, Separations, Agency Total



Source: NYCAPS & CEEDS representing active employees(leave status = 'B')

Underutilization of Women and Minorities in OPA Workforce

End of Page

RUN DATE: 01/06/25  
RUN TIME: 13:05:29.2

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORK FORCE COMPOSITION SUMMARY  
QUARTER 2 YEAR 2025 AGENCY 131 OFFICE OF PAYROLL ADMINISTRATION

PAGE: 133  
REPORT: EBEPR210

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
95026	EXECUTIVE DIRECTOR (OFFICE	0	0	0	0	0	0		1	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....		0	0	0	0	0	0		1	0	0	0	0	0	0	1
PCT:		0.00	0.00	0.00	0.00	0.00	0.00		100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
10001	ADMINISTRATIVE ACCOUNTANT	1	0	0	0	0	0		0	2	1	0	0	0	0	4
10010	ADMINISTRATIVE MANAGEMENT	0	0	0	0	0	0		0	0	0	0	0	0	0	0
10026	ADMINISTRATIVE STAFF ANALY	0	0	0	0	0	0		2	0	0	0	0	0	0	2
10033	ADMINISTRATIVE PUBLIC INFO	1	0	0	0	0	0		0	0	0	0	0	0	0	1
10050	COMPUTER SYSTEMS MANAGER (	4	4	0	1	0	0		6	0	0	0	0	0	0	15
10050	COMPUTER SYSTEMS MANAGER (	2	0	1	0	0	0		1	0	0	2	0	0	0	6
10095	ADMINISTRATIVE CONTRACT SP	1	0	0	1	0	0		0	0	0	0	0	0	0	1
95005	EXECUTIVE AGENCY COUNSEL	1	0	0	0	0	0		0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....		9	4	2	2	0	0		9	2	2	2	0	0	0	32
PCT:		28.12	12.50	6.25	6.25	0.00	0.00		28.13	6.25	6.25	6.25	0.00	0.00	0.00	100.00

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
1000B	ADMINISTRATIVE ACCOUNTANT	0	1	0	0	0	0		0	0	1	0	0	1	0	2
1002A	ADMINISTRATIVE STAFF ANALY	0	0	0	0	0	0		1	0	0	0	0	0	0	1
1002C	ADMINISTRATIVE MANAGER NON	1	2	1	0	0	0		9	3	1	1	0	0	0	17
1002D	ADMINISTRATIVE STAFF ANALY	0	0	0	0	0	0		0	1	0	1	0	0	0	2
1002E	ADMINISTRATIVE STAFF ANALY	1	1	0	0	0	0		2	1	0	0	0	0	0	5
12626	STAFF ANALYST	0	0	0	1	0	0		1	1	0	0	0	0	0	2
12627	ASSOCIATE STAFF ANALYST	0	0	0	0	0	0		2	2	0	0	0	1	0	6
40502	MANAGEMENT AUDITOR	0	0	0	1	0	0		1	0	0	0	0	0	0	2
40510	ACCOUNTANT	0	0	1	0	0	0		0	0	0	0	0	0	0	1
60216	PUBLIC RECORDS OFFICER	0	0	0	1	0	0		0	0	2	0	0	0	0	3
EEO JOB GROUP TOTAL.....		4	7	1	4	0	1		3	15	8	5	0	3	0	51
PCT:		7.85	13.73	1.96	7.84	0.00	1.96		5.88	29.41	15.69	9.80	0.00	5.88	0.00	100.00

AGENCY CODE : 131 OFFICE OF PAYROLL ADMINISTRATION

RUN DATE: 01/06/25  
RUN TIME: 13:05:29.2

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORK FORCE COMPOSITION SUMMARY  
QUARTER 2 YEAR 2025 AGENCY 131 OFFICE OF PAYROLL ADMINISTRATION

PAGE: 134  
REPORT: EBEPR210

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
13611	COMPUTER ASSOCIATE (TECHNI	0	0	1	0	0	0		0	0	0	0	0	0	0	1
13621	COMPUTER ASSOCIATE (OPERAT	1	0	0	0	0	0		0	0	0	0	0	0	0	1
13631	COMPUTER ASSOCIATE (SOFTWA	0	0	0	0	0	0		0	1	0	0	0	0	0	2
13642	COMPUTER SPECIALIST (SOFTW	0	0	0	1	0	0		0	0	0	0	0	0	0	1
13643	CERTIFIED IT DEVELOPER (AP	0	0	0	1	0	0		0	0	0	0	0	0	0	1
13652	CERTIFIED IT ADMINISTRATOR	0	0	0	1	0	0		0	0	0	0	0	0	0	1
20247	TELECOMMUNICATIONS ASSOCIA	0	0	1	0	0	0		0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....		3	0	2	4	0	0		1	1	0	3	0	0	0	14
PCT:		21.43	0.00	14.29	28.57	0.00	0.00		7.14	7.14	0.00	21.43	0.00	0.00	0.00	100.00

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
30087	AGENCY ATTORNEY	0	0	0	0	0	0		1	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....		0	0	0	0	0	0		1	0	0	0	0	0	0	1
PCT:		0.00	0.00	0.00	0.00	0.00	0.00		100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
10124	PRINCIPAL ADMINISTRATIVE A	1	3	1	0	0	0		0	8	5	1	0	0	0	19
EEO JOB GROUP TOTAL.....		1	3	1	0	0	0		0	8	5	1	0	0	0	19
PCT:		5.26	15.79	5.26	0.00	0.00	0.00		0.00	42.11	26.32	5.26	0.00	0.00	0.00	100.00

		MALE							FEMALE							TOTAL EMP
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	OTHER	
10251	CLERICAL ASSOCIATE	0	1	0	0	0	0		0	3	4	0	0	0	0	8
60888	CUSTOMER INFORMATION REPRE	0	0	0	0	0	0		0	2	2	0	0	0	0	4
EEO JOB GROUP TOTAL.....		0	1	0	0	0	0		0	5	6	0	0	0	0	12
PCT:		0.00	8.33	0.00	0.00	0.00	0.00		0.00	41.67	50.00	0.00	0.00	0.00	0.00	100.00

RUN DATE: 01/06/25  
RUN TIME: 13:05:29.3

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORK FORCE COMPOSITION SUMMARY  
QUARTER 2 YEAR 2025 AGENCY 131 OFFICE OF PAYROLL ADMINISTRATION

PAGE: 135  
REPORT: EBEPR210

AGENCY CODE : 131 OFFICE OF PAYROLL ADMINISTRATION														
EEO JOB GROUP : 022 BUILDING SERVICES														
		MALE						FEMALE						TOTAL EMP
TITLE CODE	DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	
80609	CUSTODIAN	0	1	0	0	0	0	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
PCT:		0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
AGENCY CODE : 131 OFFICE OF PAYROLL ADMINISTRATION														
EEO JOB GROUP : 031 PARA PROFESSIONAL OCCUPATIONS														
		MALE						FEMALE						TOTAL EMP
TITLE CODE	DESCRIPTION	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	
56057	COMMUNITY ASSOCIATE	0	0	0	1	0	0	0	1	0	0	0	0	2
56058	COMMUNITY COORDINATOR	0	0	1	1	0	0	0	33.33	0.00	0.00	0.00	0.00	3
EEO JOB GROUP TOTAL.....:		0.01	0.00	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	100.00
PCT:		0.01	0.00	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	100.00
AGENCY TOTAL.....:		17	16	7	11	0	1	15	32	21	11	0	3	134
PCT:		12.69	11.94	5.22	8.21	0.00	0.75	11.19	23.88	15.67	8.21	0.00	2.24	100.00

RUN DATE: 01/06/25  
RUN TIME: 14:37:48.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
ETHNIC/GENDER SUMMARY BY AGENCY, TYPE, JOB GROUP, AND TITLE  
QUARTER 2 FY 2025

PAGE: 95  
REPORT: EBMPR343

AGENCY : 131 OFFICE OF PAYROLL ADMINISTRATION

TITLE CODE/DESCRIPTION		MALE						FEMALE						UNKNOWN		TOTAL
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN			
NEW HIRES																
-----																
EEO JOB GROUP : 003 MANAGEMENT SPECIALISTS																
12626	STAFF ANALYST	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
12627	ASSOCIATE STAFF ANAL	0	0	0	0	0	0	0	1	0	1	0	0	0	2	
EEO JOB GROUP TOTAL.....:		0	0	0	0	0	0	0	0	0	1	0	0	0	1	
PCT:		0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	100.00	
NEW HIRES TOTAL.....:		0	0	0	0	0	0	0	1	0	1	0	0	0	2	
PCT:		0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	100.00	
PROMOTIONS																
-----																
EEO JOB GROUP : 012 CLERICAL SUPERVISORS																
10124	PRINCIPAL ADMINISTRATION	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
EEO JOB GROUP TOTAL.....:		0	1	0	0	0	0	0	0	0	0	0	0	0	1	
PCT:		0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	
EEO JOB GROUP : 013 CLERICAL																
10251	CLERICAL ASSOCIATE	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
EEO JOB GROUP TOTAL.....:		0	0	0	0	0	0	0	0	1	0	0	0	0	1	
PCT:		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	
PROMOTIONS TOTAL.....:		0	1	0	0	0	0	0	0	1	0	0	0	0	2	
PCT:		0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	100.00	
SEPARATIONS																
-----																
EEO JOB GROUP : 012 CLERICAL SUPERVISORS																
10124	PRINCIPAL ADMINISTRATION	0	0	0	0	0	0	0	0	2	0	0	0	0	2	
EEO JOB GROUP TOTAL.....:		0	0	0	0	0	0	0	0	2	0	0	0	0	2	
PCT:		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	
SEPARATIONS TOTAL.....:		0	0	0	0	0	0	0	0	2	0	0	0	0	2	
PCT:		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	

RUN DATE: 01/06/25  
RUN TIME: 14:37:48.1

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
ETHNIC/GENDER SUMMARY BY AGENCY, TYPE, JOB GROUP, AND TITLE  
QUARTER 2 FY 2025

PAGE: 96  
REPORT: EBMPR343

AGENCY : 131 OFFICE OF PAYROLL ADMINISTRATION

TITLE CODE/DESCRIPTION	MALE						FEMALE						UNKNOWN	TOTAL
	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
TOTAL EMPLOYEES FOR AGENCY.....:														
PCT:	12.69	11.94	5.22	8.21	0.00	0.75	11.19	23.88	15.67	8.21	0.00	2.24	0.00	100.00

RUN DATE: 01/08/25  
RUN TIME: 10:45:26.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 217  
REPORT: EBMFPR355

AGENCY CODE : 131  
PAGE 1 OF 6

OFFICE OF PAYROLL ADMINISTRATION  
MALES - PAGE 1 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACIF	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	TOTAL
PERMANENT								
PER ANNUM	16	16	4	9	0	1	29	46
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	16	16	4	9	0	1	29	46
ETH & MALE PERMANENT	35.5	35.5	8.8	20.0	0.0		64.4	
PROVISIONAL								
PER ANNUM	0	0	1	1	0	0	2	2
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	1	1	0	0	2	2
ETH & MALE PROVISIONAL	0.0	0.0	50.0	50.0	0.0		100.0	
SEASONAL								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & MALE SEASONAL	0.0	0.0	0.0	0.0	0.0		0.0	
TEMPORARY								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & MALE TEMPORARY	0.0	0.0	0.0	0.0	0.0		0.0	

RUN DATE: 01/08/25  
RUN TIME: 10:45:26.6

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 218  
REPORT: EBMFPR355

AGENCY CODE : 131  
PAGE 2 OF 6

OFFICE OF PAYROLL ADMINISTRATION  
MALES - PAGE 2 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACIF	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	TOTAL
NON COMP								
PER ANNUM	1	0	2	1	0	0	3	4
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	1	0	2	1	0	0	3	4
ETH & MALE NON COMP	25.0	0.0	50.0	25.0	0.0		75.0	
EXEMPT								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & MALE EXEMPT	0.0	0.0	0.0	0.0	0.0		0.0	
UNCLASSIFIED								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & MALE UNCLASSIFIED	0.0	0.0	0.0	0.0	0.0		0.0	
LABOR								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & MALE LABOR	0.0	0.0	0.0	0.0	0.0		0.0	
MALE TOTALS								
PER ANNUM	17	16	7	11	0	1	34	52
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	17	16	7	11	0	1	34	52
ETH & MALE TOTAL	33.3	31.3	13.7	21.5	0.0		66.6	

RUN DATE: 01/08/25  
RUN TIME: 10:45:26.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 219  
REPORT: EBMPR355

AGENCY CODE : 131  
PAGE 3 OF 6

OFFICE OF PAYROLL ADMINISTRATION  
FEMALES - PAGE 1 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACISL	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	TOTAL
PERMANENT								
PER ANNUM	13	31	19	11	0	3	61	77
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	13	31	19	11	0	3	61	77
ETH & FEMALE PERMANENT	17.5	41.8	25.6	14.8	0.0		82.4	
PROVISIONAL								
PER ANNUM	0	0	2	0	0	0	2	2
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	2	2
ETH & FEMALE PROVISIONAL	0.0	0.0	100.0	0.0	0.0	0	100.0	
SEASONAL								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & FEMALE SEASONAL	0.0	0.0	0.0	0.0	0.0	0	0.0	
TEMPORARY								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & FEMALE TEMPORARY	0.0	0.0	0.0	0.0	0.0	0	0.0	

RUN DATE: 01/08/25  
RUN TIME: 10:45:26.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 219  
REPORT: EBMPR355

AGENCY CODE : 131  
PAGE 3 OF 6

OFFICE OF PAYROLL ADMINISTRATION  
FEMALES - PAGE 1 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACISL	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	TOTAL
PERMANENT								
PER ANNUM	13	31	19	11	0	3	61	77
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	13	31	19	11	0	3	61	77
ETH & FEMALE PERMANENT	17.5	41.8	25.6	14.8	0.0		82.4	
PROVISIONAL								
PER ANNUM	0	0	2	0	0	0	2	2
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	2	2
ETH & FEMALE PROVISIONAL	0.0	0.0	100.0	0.0	0.0	0	100.0	
SEASONAL								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & FEMALE SEASONAL	0.0	0.0	0.0	0.0	0.0	0	0.0	
TEMPORARY								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & FEMALE TEMPORARY	0.0	0.0	0.0	0.0	0.0	0	0.0	



RUN DATE: 01/08/25  
RUN TIME: 10:45:26.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 220  
REPORT: EBMFR355

AGENCY CODE : 131 OFFICE OF PAYROLL ADMINISTRATION  
PAGE 4 OF 6 FEMALES - PAGE 2 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACISL	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	TOTAL
NON COMP								
PER ANNUM	0	1	0	0	0	0	1	1
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	1	0	0	0	0	0	0	1
OTHER	0	0	0	0	0	0	0	0
TOTAL	1	1	0	0	0	0	1	2
ETH & FEMALE NON COMP	50.0	50.0	0.0	0.0	0.0	0	50.0	
EXEMPT								
PER ANNUM	1	0	0	0	0	0	0	1
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	1	0	0	0	0	0	0	1
ETH & FEMALE EXEMPT	100.0	0.0	0.0	0.0	0.0	0	0.0	
UNCLASSIFIED								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & FEMALE UNCLASSIFIED	0.0	0.0	0.0	0.0	0.0	0	0.0	
LABOR								
PER ANNUM	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0
ETH & FEMALE LABOR	0.0	0.0	0.0	0.0	0.0	0	0.0	
FEMALE TOTALS								
PER ANNUM	14	32	21	11	0	3	64	81
F/T PER DIEM	0	0	0	0	0	0	0	0
P/T PER DIEM	1	0	0	0	0	0	0	1
OTHER	0	0	0	0	0	0	0	0
TOTAL	15	32	21	11	0	3	64	82
ETH & FEMALE TOTAL	18.9	40.5	26.5	13.9	0.0		81.0	

RUN DATE: 01/08/25  
RUN TIME: 10:45:26.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 221  
REPORT: EBMFR355

AGENCY CODE : 131 OFFICE OF PAYROLL ADMINISTRATION  
PAGE 5 OF 6 AGENCY TOTALS - PAGE 1 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACISL	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	GENDER UNKNOWN	TOTAL
PERMANENT									
PER ANNUM	29	47	23	20	0	4	90	0	123
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	29	47	23	20	0	4	90	0	123
ETH & AGENCY PERMANENT	24.3	39.4	19.3	16.8	0.0		75.6		
PROVISIONAL									
PER ANNUM	0	0	3	1	0	0	4	0	4
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	0	0	3	1	0	0	4	0	4
ETH & AGENCY PROVISIONAL	0.0	0.0	75.0	25.0	0.0		100.0		
SEASONAL									
PER ANNUM	0	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0
ETH & AGENCY SEASONAL	0.0	0.0	0.0	0.0	0.0		0.0		
TEMPORARY									
PER ANNUM	0	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0
ETH & AGENCY TEMPORARY	0.0	0.0	0.0	0.0	0.0		0.0		



RUN DATE: 01/08/25  
RUN TIME: 10:45:26.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
CITYWIDE BODAL EMPLOYMENT DATABASE SYSTEM (CEEDS)  
WORKFORCE COMPOSITION BY AGENCY, C/S STATUS, PAY CLASS  
QUARTER 2 FY 2025

PAGE: 222  
REPORT: EBMPP355

AGENCY CODE : 131 OFFICE OF PAYROLL ADMINISTRATION  
PAGE 6 OF 6 AGENCY TOTALS - PAGE 2 OF 2

	WHITE	BLACK	HISPANIC	ASIAN PACIFC	AM IND ALASKAN	ETHNICITY UNKNOWN	MINORITY SUB-TOTAL	GENDER UNKNOWN	TOTAL
NON COMP									
PER ANNUM	1	1	2	1	0	0	4	0	5
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	2	1	2	1	0	0	4	0	6
ETH % AGENCY NON COMP	33.3	16.6	33.3	16.6	0.0	0	66.6	0	
EXEMPT									
PER ANNUM	1	0	0	0	0	0	0	0	1
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	1	0	0	0	0	0	0	0	1
ETH % AGENCY EXEMPT	100.0	0.0	0.0	0.0	0.0	0	0.0	0	
UNCLASSIFIED									
PER ANNUM	0	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0
ETH % AGENCY UNCLASSIFIED	0.0	0.0	0.0	0.0	0.0	0	0.0	0	
LABOR									
PER ANNUM	0	0	0	0	0	0	0	0	0
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0
ETH % AGENCY LABOR	0.0	0.0	0.0	0.0	0.0	0	0.0	0	
AGENCY TOTALS									
PER ANNUM	31	48	28	22	0	4	98	0	133
F/T PER DIEM	0	0	0	0	0	0	0	0	0
P/T PER DIEM	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0
TOTAL	32	48	28	22	0	4	98	0	134
ETH % AGENCY TOTAL	24.6	36.9	21.5	16.9	0.0		75.3		

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
CEEDS SYSTEM  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 366  
PROGRAM: EBMPP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
JOB GROUP: 001 ADMINISTRATORS PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	0	1	.5092	0.51	0.49	0.98	0.163	N - N<=B
ETH	BLACK	0	1	1	.1745	0.17	-0.17	-0.45	0.325	N - N<=B
ETH	HISPANIC	0	1	1	.1543	0.15	-0.15	-0.43	0.335	N - N<=B
ETH	ASIAN / PAC ISL	0	1	1	.1123	0.11	-0.11	-0.36	0.361	N - N<=B
ETH	NATIVE AMERICAN	0	1	1	.0068	0.01	-0.01	-0.08	0.467	N - N<=B
ETH	ETH UNKNOWN	0	1	1	.0247	0.02	-0.02	-0.16	0.437	N - N<=B
GEN	MALE	0	1	1	.5906	0.59	-0.59	-1.20	0.115	N - N<=B
GEN	FEMALE	1	0	1	.3841	0.38	0.22	1.27	0.103	N - N<=B
GEN	GENDER UNKNOWN	0	1	1	.0046	0.00	-0.00	-0.07	0.473	N - N<=B

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
CEEDS SYSTEM  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 367  
PROGRAM: EBMPP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
JOB GROUP: 002 MANAGERS PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	18	14	32	.5133	16.43	1.57	0.56	0.289	
ETH	BLACK	6	26	32	.1889	6.04	-0.04	-0.02	0.492	
ETH	HISPANIC	4	28	32	.1297	4.15	-0.15	-0.08	0.468	
ETH	ASIAN / PAC ISL	4	28	32	.1017	3.25	0.75	0.44	0.331	
ETH	NATIVE AMERICAN	0	32	32	.0018	0.06	-0.06	-0.24	0.405	N-05&RUL
ETH	ETH UNKNOWN	0	32	32	.0402	1.29	-1.29	-1.16	0.123	N-05&RUL
GEN	MALE	17	15	32	.5345	17.10	-0.10	-0.04	0.485	
GEN	FEMALE	15	17	32	.4206	13.46	1.54	0.55	0.291	
GEN	GENDER UNKNOWN	0	32	32	.0197	0.63	-0.63	-0.80	0.211	N-05&RUL

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 368  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 003 MNGMNT SPECS

PERSONS WITH MISSING ERO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

ERO VAR	ERO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	44	51	.4094	20.88	-13.9	-3.95	<.01	U
ETH	BLACK	22	29	51	.2958	15.09	6.91	2.12	0.017	O
ETH	HISPANIC	9	42	51	.1295	6.64	2.40	1.00	0.159	
ETH	ASIAN / PAC ISL	9	51	51	.1301	6.64	-2.36	0.98	0.162	
ETH	NATIVE AMERICAN	0	51	51	.0022	0.11	-0.11	-0.34	0.369	N-05%RUL
ETH	ETH UNKNOWN	4	47	51	.0207	1.06	2.94	2.90	<.01	O
GEN	MALE	17	34	51	.5718	29.16	-12.2	-3.44	<.01	U
GEN	FEMALE	34	17	51	.4032	20.56	13.44	3.84	<.01	O
GEN	GENDER UNKNOWN	0	51	51	.0126	0.64	-0.64	-0.81	0.210	N-05%RUL

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 369  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 004 SCIENCE PROPNS

PERSONS WITH MISSING ERO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

ERO VAR	ERO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	10	14	.4568	6.40	-2.40	-1.29	0.099	U-80%RUL
ETH	BLACK	1	13	14	.1762	2.47	-0.47	-0.23	0.132	U-80%RUL
ETH	HISPANIC	2	12	14	.1023	1.43	0.57	0.50	0.308	
ETH	ASIAN / PAC ISL	7	7	14	.2258	3.16	3.84	2.45	<.01	O
ETH	NATIVE AMERICAN	0	14	14	.0024	0.03	-0.03	-0.18	0.427	N-05%RUL
ETH	ETH UNKNOWN	0	14	14	.0315	0.44	-0.44	-0.67	0.250	N-05%RUL
GEN	MALE	9	5	14	.6586	9.22	-0.22	-0.12	0.451	
GEN	FEMALE	5	9	14	.3131	4.58	0.65	0.36	0.361	
GEN	GENDER UNKNOWN	0	14	14	.0201	0.28	-0.28	-0.54	0.296	N-05%RUL

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 370  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING ERO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

ERO VAR	ERO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	0	1	.5889	0.59	0.41	0.84	0.202	N - N<-8
ETH	BLACK	0	1	1	.1310	0.13	-0.13	-0.39	0.349	N - N<-8
ETH	HISPANIC	0	1	1	.1020	0.10	-0.10	-0.34	0.368	N - N<-8
ETH	ASIAN / PAC ISL	0	1	1	.0721	0.07	-0.07	-0.28	0.390	N - N<-8
ETH	NATIVE AMERICAN	0	1	1	.0011	0.00	-0.00	-0.03	0.487	N - N<-8
ETH	ETH UNKNOWN	0	1	1	.0200	0.02	-0.02	-0.14	0.443	N - N<-8
GEN	MALE	0	1	1	.4396	0.44	-0.44	-0.89	0.188	N - N<-8
GEN	FEMALE	1	0	1	.4738	0.47	0.53	1.05	0.146	N - N<-8
GEN	GENDER UNKNOWN	0	1	1	.0010	0.00	-0.00	-0.03	0.487	N - N<-8

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 371  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING ERO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

ERO VAR	ERO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	18	19	.2238	4.25	-3.25	-1.79	0.037	U-80%RUL
ETH	BLACK	11	8	19	.6219	10.28	0.22	0.75	0.440	
ETH	HISPANIC	6	13	19	.1348	2.56	3.44	2.31	0.010	O
ETH	ASIAN / PAC ISL	1	18	19	.0511	0.97	0.03	0.03	0.488	
ETH	NATIVE AMERICAN	0	19	19	.0038	0.07	-0.07	-0.27	0.394	N-05%RUL
ETH	ETH UNKNOWN	0	19	19	.0245	0.47	-0.47	-0.69	0.245	N-05%RUL
GEN	MALE	5	14	19	.2093	3.98	1.02	0.58	0.282	
GEN	FEMALE	14	5	19	.7769	14.76	-0.76	-0.42	0.337	
GEN	GENDER UNKNOWN	0	19	19	.0138	0.26	-0.26	-0.52	0.303	N-05%RUL

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 372  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 013 CLERICAL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	0	12	12	.1867	2.24	-2.24	-1.66	0.048	U-80%RUL
ETH	BLACK	6	6	12	.5347	6.42	-0.42	-0.24	0.405	O
ETH	HISPANIC	6	6	12	.1509	1.81	-4.19	-3.38	<.01	U-80%RUL
ETH	ASIAN / PAC ISL	0	12	12	.0716	0.86	-0.86	-0.96	0.168	N-05%RUL
ETH	NATIVE AMERICAN	0	12	12	.0039	0.05	-0.05	-0.22	0.114	N-05%RUL
ETH	ETH UNKNOWN	0	12	12	.0478	0.57	-0.57	-0.78	0.219	N-05%RUL
GEN	MALE	1	11	12	.2820	3.38	-2.38	-1.53	0.063	U-80%RUL
GEN	FEMALE	11	1	12	.6776	8.13	2.87	1.77	0.038	N
GEN	GENDER UNKNOWN	0	12	12	.0359	0.43	-0.43	-0.67	0.252	N-05%RUL

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 373  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	0	1	1	.2141	0.21	-0.21	-0.52	0.301	N - N<-8
ETH	BLACK	1	0	1	.5208	0.52	0.68	1.46	0.073	N - N<-8
ETH	HISPANIC	0	1	1	.3373	0.34	-0.34	-0.71	0.238	N - N<-8
ETH	ASIAN / PAC ISL	0	1	1	.0650	0.06	-0.06	-0.26	0.396	N - N<-8
ETH	NATIVE AMERICAN	0	1	1	.0027	0.00	-0.00	-0.05	0.479	N - N<-8
ETH	ETH UNKNOWN	0	1	1	.0284	0.03	-0.03	-0.17	0.432	N - N<-8
GEN	MALE	1	0	1	.6348	0.63	0.37	0.76	0.224	N - N<-8
GEN	FEMALE	0	1	1	.3223	0.32	-0.32	-0.69	0.245	N - N<-8
GEN	GENDER UNKNOWN	0	1	1	.0110	0.01	-0.01	-0.11	0.458	N - N<-8

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 374  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	0	3	3	.3243	0.97	-0.97	-1.20	0.115	N - N<-8
ETH	BLACK	1	2	3	.2673	0.80	0.20	0.26	0.398	N - N<-8
ETH	HISPANIC	1	2	3	.2449	0.73	0.27	0.36	0.361	N - N<-8
ETH	ASIAN / PAC ISL	1	2	3	.0964	0.29	0.71	1.39	0.082	N - N<-8
ETH	NATIVE AMERICAN	0	3	3	.0025	0.01	-0.01	-0.09	0.465	N - N<-8
ETH	ETH UNKNOWN	0	3	3	.0269	0.08	-0.08	-0.29	0.387	N - N<-8
GEN	MALE	2	1	3	.3798	1.14	0.86	1.02	0.153	N - N<-8
GEN	FEMALE	1	2	3	.5812	1.74	-0.74	-0.87	0.192	N - N<-8
GEN	GENDER UNKNOWN	0	3	3	.0011	0.00	-0.00	-0.06	0.477	N - N<-8

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 73  
PROGRAM: EBP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
EEO VARIABLE: ETH ETHNICITY

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: .050

JOB GROUP	INCMB TOTAL	WHITE OBSRV	WHITE EXPCT I	BLACK OBSRV	BLACK EXPCT I	HISPANIC OBSRV	HISPANIC EXPCT I	ASIAN / OBSRV	ASIAN / EXPCT I	NATIVE A OBSRV	NATIVE A EXPCT I	ETH UNKN OBSRV	ETH UNKN EXPCT I
001 ADMINISTRATORS	1	1	1 N	0	0 N	0	0 N	0	0 N	0	0 N	0	0 N
002 MANAGERS	32	18	16 U	6	6	4	4 N	4	3	0	0 N	0	0 N
003 MNGMNT SPECS	51	7	21 U	22	15 O	9	7	9	7	0	0 N	4	1 O
004 SCIENCE PROFNS	14	4	6 U	1	2 U	2	1	7	3 O	0	0 N	0	0 N
008 LAWYERS	1	1	1 N	0	0 N	0	0 N	1	0 N	0	0 N	0	0 N
012 CLERICAL SUPS	19	1	4 U	11	11	6	3 O	0	1 U	0	0 N	0	1 N
022 BUILD SERV	12	0	0 N	1	0 N	0	0 N	0	0 N	0	0 N	0	0 N
031 PARA PROFESSION	3	0	1 N	1	1 N	1	1 N	1	0 N	0	0 N	0	0 N

RUN DATE: 01/08/25  
RUN TIME: 11:14:09  
FY2025 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL  
C E R D S S Y S T E M  
WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS  
AT THE AGENCY/JOBGROUP LEVEL

PAGE: 74  
PROGRAM: RBPFP961  
EXTRACT DATE: 12/31/24

AGENCY: 131 OFFICE OF PAYROLL ADMINISTRATION  
EEO VARIABLE: GEN GENDER

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS  
PROBABILITY CUT-OFF FOR IMBALANCE: .050

JOB GROUP	INCMB TOTAL	MALE OBSRV EXPCT I	FEMALE OBSRV EXPCT I	GENDER U OBSRV EXPCT I
001 ADMINISTRATORS	1	0	1 N	0
002 MANAGERS	32	17	17	0
003 MNGMNT SPECS	51	17	29 U	0
004 SCIENCE PROFNS	14	9	9	0
008 LAWYERS	1	0	0 N	0
012 CLERICAL SUPS	19	5	4	0
013 CLERICAL	12	1	3 U	0
022 BUILD SERV	1	1	1 N	0
031 PARA PROFESSION	3	2	1 N	0

End of Page

EEO OPA DISCRETIONARY INCREASES REPORT  
ACTIVITY OCCURRING IN THIS REPORTING QUARTER IS SHADED

FISCAL YEAR 2025 -----	REASON CODE -----	REASON DESC SHORT -----	ETHN DESC -----	GENDER CODE -----	SUM COUNT INC & PROMOTIONS -----
Oct 2024 – Dec 2024	N/A	N/A	N/A	N/A	0
					----- 0 (Q2 Total)
Jul 2024 – Sep 2024	S97	NON-MGRL SAL CHG	UNKNOWN	FEMALE	1
	M16	PROMOTION	WHITE	MALE	1
					----- 2 (Q1 Total)

White	Black	Hisp	Asian/Paci	Unknown	Total	
1	0	0	0	0	1	Male
0	0	0	0	1	1	Female
1	0	0	0	1	2	Totals

End of Page

# EEO OPA SEPARATIONS REPORT

ACTIVITY OCCURRING IN THIS REPORTING QUARTER IS SHADED

FISCAL YEAR 2025 -----	LEAVE REASON CODE -----	REASON DESC SHORT -----	ETHN DESC -----	GENDER CODE -----	SUM COUNT -----
Oct 2024 – Dec 2024	I01	VOL RETIREMENT	BLACK	MALE	1
			HISP	FEMALE	1
					2 (Q2 Total)
Jul 2024 – Sep 2024	L97	LV W/PAY, PND RETMNT	BLACK	MALE	1
	T3A	TERM/VOL TRANSFER	BLACK	FEMALE	1
					2 (Q1 Total)

White	Black	Hispanic	Asian/Paci	Unknown	Total	
0	2	0	0	0	2	Male
0	1	1	0	0	2	Female
0	3	1	0	0	4	Totals

**End of Page**

# Confidential EEO Report

## SUMMARY OF OPA'S REASONABLE ACCOMMODATION REQUESTS

(10/01/2024–12/31/2024: 2<sup>ND</sup> QUARTER OF FY 2025)

ACTIVITY OCCURRING IN THIS REPORTING QUARTER IS SHADED

EMPLOYEE	BASIS OF REQUEST	DATE FILED	DATE GRANTED	DATE CLOSED	COMMENTS
<b>Betty Rodriguez</b> <b>131-2025-20xx</b>	Disability – Medical, WFH (Non-COVID)	TBD	TBD	OPEN: TBD	1/10/2025: Per email from HR, employee to be out on FMLA effective 1/24/2025; post-op evaluation will then determine if employee will submit request to WFH.  12/16/2024 - HR contacted EEO, stated that employee may seek to request a reasonable accommodation; EEO provided employee with the RA form and instructions for supporting documentation.
<b>Daverlice De Los Santos</b> <b>131-2025-00006</b>	Disability – Medical, WFH (Non-COVID)	12/27/24	12/30/24	CLOSED: Expired 1/10/2025	12/30/2024: RA approval letter sent to employee.  12/30/2024: RA request reviewed and approved by Agency Head, effective 12/31/2024 – 1/10/2025.  12/17/2024: Employee submitted RA request form updated medical documentation to be provided, post-op visit.
<b>Magda Claudio</b> <b>131-2025-00005</b>	Disability – Medical, WFH (Non-COVID)	12/4/2024	Denied, 12/10/24	CLOSED: 1/13/2025	1/13/2025: Employee contacted EEO, said they plan to return to work on 1/16/2025. Employee wants an accommodation for flexible work schedule to attend P/T sessions. EEO informed employee to submit a new RA request form and supporting medical documentation.  1/2/2025: Employee's Union Rep contacted EEO, asking that employee be given more time to submit



					<p>an appeal: EEO informed employee to submit their appeal by COB on 01/13/2025.</p> <p>12/10/2024: RA denial letter with appeal process information sent to employee.</p> <p>12/10/2024: RA request reviewed and denied by Agency Head.</p> <p>12/4/2024: Employee submitted RA request form and medical documentation.</p>
<p><b>Susan Adams</b> 131-2025-00004</p>	<p>Disability – Medical, WFH (Non-COVID)</p>	<p>10/28/24</p>	<p>Ext: 01/27/25  10/28/24</p>	<p>OPEN: 4/30/2025</p>	<p>01/27/2025: RA approval letter sent to employee.</p> <p>01/27/2025: RA request reviewed and approved by Agency Head, effective 2/3/2025 – 4/30/2025.</p> <p>10/31/2024: RA approval letter sent to employee.</p> <p>10/31/2024: RA request reviewed and approved by Agency Head, effective 10/31/2024 – 2/1/2025.</p> <p>10/28/2024: Employee submitted RA request form and medical documentation.</p>
<p><b>John Raymond</b> 131-2025-00003</p>	<p>Disability – Medical, WFH (Non-COVID)</p>	<p>10/23/24</p>	<p>Ext: 12/30/24  11/6/24</p>	<p>CLOSED: 1/10/2025</p>	<p>12/30/2024: RA approval letter sent to employee.</p> <p>12/30/2024: RA ext. request reviewed and approved by Agency Head, effective 1/3/2025-01/10/2025.</p> <p>11/6/2024: RA approval letter sent to employee.</p> <p>11/6/2024: RA request reviewed and approved by Agency Head, effective 11/22/2024-01/02/2025.</p> <p>10/22/2024: Employee's supervisor contacted EEO; RA request form and instructions provided to the</p>

					employee.
<b>David Zaltsman</b> <b>131-2025-00002</b>	Disability – Medical, WFH (Non-COVID)	10/22/24	Ext: 12/23/24 10/28/24	CLOSED: 01/17/2025	12/30/2024: RA approval letter sent to employee.  12/23/2024: RA ext. request reviewed and approved by Agency Head, effective 12/23/2024-01/17/2025.  10/28/2024: RA approval letter sent to employee.  10/28/2024: RA request reviewed and approved by Agency Head, effective 10/29/2024-12/20/2024.  10/22/2024: Employee submitted RA request form and medical note to EEO.
<b>Maria Palmieri</b> <b>131-2025-00001</b>	Disability – Medical, WFH (Non-COVID)	9/25/2024	Ext: 12/16/2024 9/27/2024	OPEN: Expires 3/14/2025	12/23/2024: RA approval letter sent to employee.  12/16/2024: RA ext. request reviewed and approved by Agency Head, effective 12/23/2024-3/14/2025.  9/27/2024: RA approval letter sent to employee.  9/27/2024: RA request reviewed and approved by Agency Head, effective 9/30/2024-12/20/2024.  10/28/2024: Employee submitted RA request form and medical note to EEO.
<b>Evelyn Rosario</b> <b>131-2024-00015</b>	Disability – Medical, WFH (Non-COVID)	8/7/2024	8/14/2024	CLOSED: Expired 9/16/2024	8/14/2024: RA approval letter sent to employee.  8/14/2024: RA request reviewed and approved by Agency Head, effective 9/3/2024 –9/16/2024.  8/7/2024: Employee submitted RA request form and medical note to EEO.
<b>Kedne Lewis</b> <b>131-2024-00013</b>	Disability – Medical, WFH (Non-COVID)	7/17/2024	7/24/2024	CLOSED: Expired 9/27/2024	6/24/2024: RA approval letter sent to employee.  7/24/2024: RA request

					<p>reviewed and approved by Agency Head, effective 7/25/2024 –9/27/2024.</p> <p>7/17/2024: Employee submitted RA request form and medical note to EEO.</p>
<b>Daverlice De Los Santos</b> <b>131-2024-00012</b>	Disability – Medical, WFH (Non-COVID)	7/16/2024	7/23/2024	CLOSED: Expired 07/30/24	<p>7/23/2024: RA approval letter sent to employee.</p> <p>7/23/2024: RA request reviewed and approved by Agency Head, effective 7/24/2024 –7/30/2024.</p> <p>7/16/2024: Employee submitted RA request form and medical note to EEO.</p>
<b>Sarita Cerda</b> <b>131-2024-00014</b>	Disability – Medical, WFH (Non-COVID)	7/3/2024	Ext: 8/13/2024 7/11/2024	CLOSED: Expired 9/23/2024	<p>8/13/2024: RA ext. approval letter sent to employee.</p> <p>8/13/2024: RA ext. approval letter sent to employee, WFH 2 days per week, effective 8/14/2024 9/23/2024.</p> <p>7/30/2024: RA committee reviewed appeal; upheld decision to grant 2 days WFH until 8/13/2024.</p> <p>7/19/2024: Employee submitted RA appeal letter.</p> <p>7/11/2024: RA approval letter sent to employee, with information re: the appeal process.</p> <p>7/11/2024: RA request reviewed; denied F/T WFH, approved by Agency Head to WFH 2 days per week, effective 7/11/2024 – 8/13/2024.</p> <p>7/3/2024: Employee submitted RA request form and medical note to EEO.</p>
<b>Karen Zhao</b> <b>131-2024-00011</b>	Disability – Medical, WFH (Non-COVID)	6/11/2024	6/24/2024	CLOSED: Expired 8/23/2024	<p>6/24/2024: RA approval letter sent to employee.</p> <p>6/24/2024: RA request reviewed and approved by Agency Head, effective 6/27/2024 –8/23/2024.</p>

					6/11/2024: Employee submitted RA request form and medical note to EEO.
<b>Hisham Hassan</b> <b>131-2024-00009</b>	Disability – Medical, WFH (Non-COVID)	4/15/2024	Ext: 11/22/2024  Ext: 10/11/2024  Ext: 8/9/2024  Ext: 5/30/2024  4/17/2024	OPEN: Expires 2/21/2025	11/22/2024: RA ext. approval letter sent to employee.  11/22/2024: RA ext. request reviewed and approved by Agency Head, effective 11/25/2024 –2/21/2025, WFH 3 days per week, M-W-F.  10/11/2024: RA ext. approval letter sent to employee.  10/11/2024: RA ext. request reviewed and approved by Agency Head, effective 10/15/2024 –11/22/2024, WFH 3 days per week, M-W-F.  8/9/2024: RA ext. approval letter sent to employee.  8/9/2024: RA ext. request reviewed and approved by Agency Head, effective 8/9/2024 –10/8/2024, WFH 3 days per week.  5/30/2024: RA ext. approval letter sent to employee.  5/30/2024: RA ext. request reviewed and approved by Agency Head, effective 5/31/2024 –7/26/2024, WFH 3 days per week.  4/17/2024: RA approval letter sent to employee.  4/17/2024: RA request reviewed and approved by Agency Head, effective 4/18/2024 –5/15/2024.  4/15/2024: Employee submitted RA request form and medical note to EEO.
<b>Isis Ortiz</b> <b>131-2024-00007</b>	Disability – Medical, WFH	4/8/2024			12/18/2024: RA extension approval letter sent to

	(Non-COVID)		<p>Ext: 12/18/2025</p> <p>Ext: 10/1/2024</p> <p>Ext: 7/11/2024</p> <p>4/17/2024</p>	<p>OPEN: Expires 4/5/2025</p>	<p>employee.</p> <p>12/18/2024: RA extension request reviewed and approved by Agency Head, effective 12/30/2024 – 4/5/2025.</p> <p>7/11/2024: RA extension approval letter sent to employee.</p> <p>10/1/2024: RA extension request reviewed and approved by Agency Head, effective 10/7/2024 – 12/27/2024.</p> <p>10/1/2024: RA extension approval letter sent to employee.</p> <p>7/11/2024: RA extension request reviewed and approved by Agency Head, effective 7/12/2024 – 10/4/2024.</p> <p>4/17/2024: RA approval letter sent to employee.</p> <p>4/17/2024: RA request reviewed and approved by Agency Head, effective 4/18/2024 – 7/11/2024, 3-mth. checkpoint.</p> <p>4/8/2024: Employee submitted RA request form and medical note to EEO, requesting WFH for 1 year.</p>
<p><b>Heidi Scheuber</b> <b>131-2024-00003</b> (see 131-2023-00005)</p>	<p>Disability – Medical, WFH COVID-19</p>	<p>1/18/2024</p>	<p>Ext: 11/25/2024</p> <p>Ext: 8/14/2024</p> <p>Ext: 5/31/24</p> <p>Ext: 4/30/24</p> <p>Ext: 2/1/2024</p>	<p>OPEN: Expires 2/28/2025</p>	<p>11/25/2024: RA extension approval letter sent to employee.</p> <p>11/25/2024: RA extension request reviewed and approved by Agency Head, effective 12/2/2024 – 2/28/2025.</p> <p>8/14/2024: RA extension approval letter sent to employee.</p> <p>8/14/2024: RA extension request reviewed and approved by Agency Head, effective 9/3/2024 –</p>

					<p>11/29/2024.</p> <p>5/31/2024: RA extension approval letter sent to employee.</p> <p>5/31/2024: RA extension request reviewed and approved by Agency Head, effective 6/3/2024 – 8/30/2024.</p> <p>4/30/2024: RA extension approval letter sent to employee.</p> <p>4/30/2024: RA extension request reviewed and approved by Agency Head, effective 5/1/2024 – 5/30/2024.</p> <p>2/1/2024: RA extension approval letter sent to employee.</p> <p>2/1/2024: RA extension request reviewed and approved by Agency Head, effective 2/1/2024 – 4/30/2024.</p>
<p><b>David Low</b>  <b>131-2024-00004</b>  <b>(see 131-2023-00007)</b></p>	<p>Disability –  Medical, WFH  (Non-COVID)</p>	<p>1/22/2024</p>	<p>Ext:  1/6/2025</p> <p>Ext:  10/16/24</p> <p>Ext:  7/23/2024</p> <p>Ext:  4/22/2024</p> <p>Ext.  01/22/24</p>	<p>OPEN:  Expires  4/4/25</p>	<p>1/6/2025: RA extension approval letter sent to employee.</p> <p>1/6/2025: RA extension request reviewed and approved by Agency Head, effective 1/13/2025 – 4/4/2025.</p> <p>10/16/2024: RA extension approval letter sent to employee.</p> <p>10/16/2024: RA extension request reviewed and approved by Agency Head, effective 10/21/2024 – 01/10/2025.</p> <p>7/23/2024: RA extension approval letter sent to employee.</p> <p>7/23/2024: RA extension request reviewed and approved by Agency Head, effective 7/29/2024 –</p>

					<p>10/18/2024.</p> <p>4/22/2024: RA extension approval letter sent to employee.</p> <p>4/22/2024: RA extension request reviewed and approved by Agency Head, effective 4/29/2024 – 07/26/2024.</p> <p>1/22/2024: RA extension approval letter sent to employee.</p> <p>1/22/2024: RA extension request approved by Agency Head, effective 1/29/24 – 04/26/2024.</p>
<p><b>Steven Denio</b>  <b>127-2024-00005</b>  (see 127-2023-00003)</p>	<p>Other –  Modified  Work  Schedule</p>	<p>3/22/2024</p>	<p>Ext:  3/29/2024</p>	<p>OPEN:  Expires  3/28/2025</p>	<p>3/29/2024: RA extension approval letter sent to employee.</p> <p>3/29/2024: RA extension request reviewed and approved by Agency Head, effective 3/29/2024-3/28/2025 with 6-month checkpoint meetings to be conducted.</p> <p>3/22/2024: New medical note submitted to EEO.</p>

**End of Page**



# **EEO MEETING**

## **Thursday, January 30, 2025**

### **EEO & Diversity Activities**

- OPA's Discretionary Salary Increases and Personnel Separations for the 2<sup>nd</sup> Quarter of FY 2025 as set forth in OPA's Reports.
- OPA's Organizational Profile as set forth in the 2<sup>nd</sup> Quarter FY 2025 CEEDS Report.
- OPA did not have any new hires in Q2 FY 2025. OPA continues to provide mandatory EEO and Diversity & Inclusion training (via CBT modules) as part of standard onboarding to the agency.
- On 10/2/2024, The NYC Mayors Office and Gender Equity Interagency Partnership hosted their Status meeting. Among the Agenda items presented were:
  - Overview of GEIP Initiatives
  - CGE Economic Mobility Opportunity (EMO)
  - Seramount and Catalyst resources
  - ENDGBV Family Justice Center
  - Eight Tips for Working with Survivors of Intimate Partner Violence
- On 10/7/2024, DCAS's Office of Citywide Equity & Inclusion hosted a hybrid workshop session called "Unity in Action: Hispanic Heritage and NYC's Future."
- On 10/8/2024, FISA's Administration Unit hosted an on-site Flu Clinic to encourage staff members to prevent contracting the flu virus during the winter months.
- On 10/9/2024, 11/7/2024 and 12/10/2024, FISA-OPA Administration distributed the list of NYC Civil Service Exams that were open for applications. The email distributions also contained HR's contact information, should staff members have questions or wish to discuss their City career-related goals.
- On 10/10/2024, the Mayor's Office to End Domestic and Gender-based Violence invited agency ENDGBV Liaisons to attend tours of the 5 Family Justice Centers, one in each borough.
- On 10/17/2024, FISA-OPA recognized Go Purple Day, an annual day of action held in collaboration between the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) and community advocates, in honor of National Domestic Violence Awareness Month.
- On 11/4/2024 and 12/23/2024, FISA-OPA Administration distributed the Deferred Compensation Plan's Financial Wellness Webinar/Seminar Calendar for November and December 2024 respectively.
- On 11/7/2024, FISA-OPA Administration distributed information and resources about OLR's Employee Assistance Program.
- On 11/8/2024, FISA-OPA's EEO Office distributed the Agency Head's memo to directors, managers and supervisors, instructing them to conduct the bi-annual Mandatory EEO Policy Review Meetings with Staff. Confirmation of these meetings are to be submitted to the EEO Office by/before 12/13/2024.

- On 11/19/2024, DCAS-CEI conducted a CityTalk session called “Loyalty in Action: A Legacy of Service” in honor of Veterans’ Day.
- On 11/25/2024, FISA-OPA recognized Go Orange Day in honor of the 16 Days of Activism Against Gender-Based Violence, observed from 11/25/2024 – 12/10/2024.
- On 12/2/2024, DCAS-CEI approved FISA-OPA’s draft of the FY 2025 DEI-EEO Plan. The official FISA-OPA FY 2025 DEI-EEO Plan was then formally submitted to DCAS-CEI, the City Council, the EEPSC and the NYCCSC later that same day.
- On 12/9/2024, FISA-OPA distributed the Agency Head’s EEO Policy Commitment Statement and the associated EEO Information and Resources.
- On 12/19/2024, FISA-OPA held a Winter Celebration event which enabled staff members to share in the spirit of the Holiday Season.
- On 10/24/2024 and 12/12/2024, DCAS’s Office of Citywide Equity & Inclusion hosted their EEO Best Practices meetings. Items on each month’s agenda included:

October:

- ✓ Local Law 27 (2023) – requires agencies to report annually on their workforce numbers, promotions, terminations and voluntary departures from the prior fiscal year.
- ✓ Local Law 28 (2023) – requires agencies to report on inclusive recruitment activities and exam training programs annually.
- ✓ Presentation from the NYC Commission on Racial Equity - its mission and agenda
- ✓ EEO Best Practice strategies from the Comptroller’s Office and the Landmarks Preservation Commission
- ✓ Evaluating Reasonable Accommodation requests for service animals and/or emotional support animals

December:

- ✓ Mandatory EEO training reminders and upcoming DEI training offerings
- ✓ Leveraging NYCityLearn to support all citywide training for our Agency’s workforce
- ✓ Presentation from NYC Mayor’s Office of Immigrant Affairs called “Language Access for a Language City.”
- ✓ Local Law 75 (2024) - mandates city agencies to provide career counseling to municipal employees. The law aims to support professional growth, improve access to promotional opportunities, and enhance workforce development.
- ✓ Local Law 130 (2023) - Exit Surveys and Interviews; mandates that DCAS develop and administer a citywide exit survey. Current managerial survey will be replaced; workplace Insights Survey for Exiting Employees (WISE-E) to be rolled out in early 2025

- ✓ Local Law 18 (2019) and Local Law 29 (2023) – Pay Equity laws require the Office of Data Analytics (ODA) to provide an annual report on pay data from city agencies. DCAS is required to share pay dataset with ODA by 2/28/2025
- ✓ Presentation by CUNY's Baruch College regarding the various Master's and Certificate Programs offered by their Marxe School.

**End of Page**

## EEO Issues Discussed:

### ❖ Accommodations

- **Betty Rodriguez:** Disability, Medical: Work from home (TBD)
- **Daverlice De Los Santos:** Disability, Medical: Work from home
- **Magda Claudio:** Disability, Medical: Work from home; DENIED; no Appeal was filed
- **Susan Adams:** Disability, Medical: Work from home
- **John Raymond:** Disability, Medical: Work from home
- **David Zaltsman:** Disability, Medical: Work from home
- **Maria Palmieri:** Disability, Medical: Work from home
- **Evelyn Rosario:** Disability, Medical: Work from home
- **Kedne Lewis:** Disability, Medical: Work from home
- **Daverlice De Los Santos:** Disability, Medical: Work from home
- **Sarita Cerda:** Disability, Medical: Work from home; DENIED F/T WFH; APPEAL denied; original RA decision upheld
- **Karen Zhao:** Disability, Medical: Work from home
- **Carmen Gong:** Disability, Medical: Work from home
- **Isis Ortiz:** Disability, Medical: Work from home
- **Kimberly Chance:** Disability, Medical: Work from home, non-COVID-19, DENIED
- **Glendora Byer:** Disability, Medical: Work from home
- **Eduardo Bravo:** Religious Observance: Leave work early on Fridays, PM
- **Hisham Hassan:** Disability, Medical: Work from home, non-COVID-19
- **Eduardo Bravo:** Disability, Medical: Work from home, non-COVID-19
- **Sky Lindsay:** Disability, Medical: Work from home, non-COVID-19
- **Glendora Byer:** Disability, Medical: Automated Standing Desk
- **Sarita Cerda:** Disability, Medical: Work from home, DENIED F/T WFH; APPEAL granted
- **Rafael Morales:** Disability, Medical: Work from home, non-COVID-19
- **Steven Denio:** Disability, Medical: Other, Modified Work Schedule
- **David Low:** Disability, Medical: Work from home due to COVID-19
- **Hisham Hassan:** Disability, Medical: Work from home, non-COVID-19
- **Heidi Scheuber:** Disability, Medical: Work from home, COVID-19

### ❖ EEO & Diversity Activities

### ❖ CEEDS Reports

**End of Page**

# **EEO MEETING**

## **Thursday, January 30, 2025**

### **ATTENDEES:**

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**NEIL MATTHEW, EXECUTIVE DIRECTOR**

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**ANDREA GLICK, FIRST DEPUTY EXECUTIVE DIRECTOR OF ADMINISTRATION**

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**MAUREEN A. MURPHY, GENERAL COUNSEL**

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**VICTOR LEVY, SENIOR MANAGING ATTORNEY**

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**DIANA BICCHETTI, SENIOR DIRECTOR OF HUMAN RESOURCES & TRAINING**

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**KRISTEL SIMMONDS-COBB, DIRECTOR OF HUMAN RESOURCES (FISA-OPA)**

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**LOIS VALERO, EEO OFFICER (OPA)**

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**ANGELA ROBERTS, EEO COUNSELOR (OPA)**

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**RUDOLPH PHILLIPS, EEO COUNSELOR (OPA)**

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**MARGARET WITHERS, EEO OFFICER (FISA)**

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**SHERINE WRIGHT, EEO COUNSELOR (FISA)**

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**01/30/2025: NOT PRESENT**  
**HIROKO MIYAMOTO, EEO COUNSELOR (FISA)**

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**01/30/2025: NOT PRESENT**  
**AJIT ABRAHAM, EEO COUNSELOR (FISA)**

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