

**EQUAL EMPLOYMENT  
PRACTICES COMMISSION**

**ANNUAL REPORT**

**CALENDAR YEAR 2006**

# **EQUAL EMPLOYMENT PRACTICES COMMISSION**

## **City of New York**

Ernest F. Hart, Esq.  
Chair/Commissioner

Manuel A. Mendez  
Vice-Chair/Commissioner

Chereé A. Buggs, Esq.  
Commissioner

Angela Cabrera  
Commissioner

Veronica Villanueva, Esq.  
Commissioner

### **Staff**

Abraham May, Jr., Executive Director

Eric Matusewitch, PHR, CAAP, Deputy Director

Lisa Badner, Esq., Counsel

Olutayo Ajayi, MIS (College Aide II)

Charise Hendricks, PHR, EEO Auditor II

Paul Laguerre, EEO Auditor I

Michelle Leon, Budget/Prsnl Coordinator

Michelle Marecheau-Antoine, Compliance Coordinator

Alex Salta EEO Auditor I

Joslyn Sanders, EEO Auditor I

Adrianne Smith, EEO Auditor I

Cynthia Toro, Exec. Secretary

# **Mission Statement**

**The Equal Employment Practices Commission** is empowered by the New York City Charter to monitor and evaluate the employment programs, practices, policies and procedures, of all city agencies to ensure that they maintain an effective affirmative employment program of equal employment opportunity for protected groups who are employed by, or seek employment with, the New York City government. We are therefore committed to ensuring that all protected groups employed by, or seeking employment with, city agencies are fully aware of their rights under the appropriate Federal, State, and City laws against employment discrimination.

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**ANNUAL REPORT/CALENDAR YEAR 2006**

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## **EXECUTIVE SUMMARY**

### **Introduction**

Chapter 36 of the New York City Charter, As Amended, created the Equal Employment Practices Commission (EEPC) as an independent city agency responsible for monitoring and auditing the equal employment practices, programs, policies and procedures of all city agencies. To address its mandate, the Commission is authorized to:

1. Review the uniform standards, procedures and programs of the Department of Citywide Administrative Services and every city agency's affirmative employment program, policy, plan or procedure to provide equal employment opportunity of minority group members and women employed by, or seeking employment with, city agencies;
2. Recommend to the Department of Citywide Administrative Services and all other city agencies, procedures, approaches, measures, standards and programs to be utilized to ensure fair and effective equal employment opportunity for minority group members and women;
3. Audit and evaluate the employment practices and procedures of every city agency at least once every four years and whenever requested by the Civil Service Commission or the Human Rights Commission;
4. Publish a report if the Commission determines that an audited agency's corrective actions are not appropriate and effective to achieve compliance;
5. Recommend to the Mayor the necessary appropriate corrective actions to ensure compliance by an audited agency;
6. Hold public and private hearings, and compel the attendance of witnesses, if necessary, and administer oaths;
7. Establish appropriate advisory committees to assist the Commission in addressing its mandate; and
8. Publish an annual report to the Mayor and the City Council on the activities of the Commission.

## **The Commissioners**

The Charter requires the appointment of two Commissioners by the Mayor, two by the City Council, and the joint appointment of the Chair by the City Council Speaker and the Mayor. All Commissioners serve part-time, four-year, staggered terms. In calendar year 2006 there were no changes in Commission members. The Mayoral appointees are Angelina Cabrera and Manuel A. Méndez. The City Council appointees are Chereé A. Buggs, Esq. and Veronica Villanueva, Esq. Ernest F. Hart, Esq. is the Chair.

## **Accomplishments**

During 2006 the Equal Employment Practices Commission (EEPC) accomplished the following:

### Audits

Commission staff initiated audits of the following eleven agencies: the Office of Emergency Management, New York City Fire Department, City University of New York, Bronx County Public Administrator, Kings County Public Administrator, New York County Public Administrator, Queens County Public Administrator, Richmond County Public Administrator, Tax Commission, Brooklyn Borough President's Office, and the Office of Special Narcotics Prosecutor.

Commission staff completed audits of the following twenty-four city agencies: the Office of Emergency Management, the New York City Fire Department, Kings County Public Administrator, Department of Correction, Civil Service Commission, Queens County District Attorney, New York Police Department, New York City Housing Authority, Department of Education, Board of Correction, and the Queens Community Boards (14).

By the end of the year, audits of the following eight agencies were in progress: the City University of New York, Bronx County Public Administrator,



New York County Public Administrator, Queens County Public Administrator, Richmond County Public Administrator, Tax Commission, Brooklyn Borough President's Office, and the Office of Special Narcotics Prosecutor.

### Compliance

Commission staff initiated compliance with the following ten agencies: the Taxi and Limousine Commission, Department of Health and Mental Hygiene, Office of Management and Budget, New York City Off-Track Betting Corporation, New York County District Attorney's Office, Board of Correction, Department of Information Technology and Telecommunications, Department of Correction, Queens County District Attorney's Office, and the Office of Emergency Management.

Compliance was completed with the following twelve agencies: the Taxi and Limousine Commission, Office of Management and Budget, Department of Health and Mental Hygiene, Department of Youth and Community Development, Campaign Finance Board, Department of Consumer Affairs, New York City Economic Development Corporation, Bronx County District Attorney's Office, Human Resources Administration, Kings County District Attorney's Office, Department of Small Business Services, and the Richmond County District Attorney's Office.

By the end of the year, compliance was in progress with the following eight agencies: the Office of the City Clerk/Clerk of the Council, New York City Off-Track Betting Corporation, New York County District Attorney's Office, Board of Correction, Department of Information Technology and Telecommunications, Department of Correction, Queens County District Attorney's Office, and the Office of Emergency Management.

### Public Hearing

On November 30, 2006 the Commission held the first of two planned public hearings on "Private Sector Diversity Initiatives in Senior Management/

Lessons for the Public Sector.” The following persons provided testimony: Christopher J. Metzler, Esq., Director of Diversity, Inclusion and EEO Programs at Cornell University’s Industrial and Labor Relations School; Dr. Walter Stafford, Professor of Public Policy at New York University’s Robert F. Wagner, Jr. School of Public Service; and the Honorable Daniel Donovan, Richmond County District Attorney.

#### Staff Re-Organization Plan

Given the Office of Management and Budget’s rejections of this Commission’s annual request for funds to hire the necessary staff to meet our City Charter mandate, Commission staff developed a proposed Staff Re-Organization Plan in the last quarter of the calendar year. The goal of the Plan is to increase audit and compliance productivity consistent with the previously established FY ‘06 Strategic Plan. Plan implementation will cost significantly less than previous budget requests.

#### **Legal Cost of Employment Discrimination**

To determine the annual cost to the City for employment discrimination, this Commission requests from the City Comptroller the number and total cost of employment discrimination suits against the City settled or adjudicated in each calendar year. The City Comptroller’s office informed this Commission that twenty-five employment discrimination cases were settled in calendar year 2006 at a total cost to the City of \$854,332.00. There were no judgments.

#### **Recommendations**

Pursuant to this Commission’s authority to make recommendations to the Mayor, the City Council, the Department of Citywide Administrative Services and any city agency to improve the administration of the City’s Equal

Employment Opportunity Program (New York City Charter, Section 831(d) 6), we offer the following recommendations:

#### Recommendation #1

We Recommend that the Mayor Direct the Office of Management and Budget to Provide the Necessary Funds to Increase the Staff in the Office of Citywide Equal Employment Opportunity (OCEEO) in the Department of Citywide Administrative Services (DCAS) So It Can Address Its City Charter Mandate.

#### Recommendation # 2

We Recommend that the Mayor Direct the Office of Management and Budget to Restore the Permanent Headcount of the Equal Employment Practices Commission to Twelve Positions and Provide the Necessary Funds.

#### Recommendation # 3

If Recommendation #2 is not implemented, we recommend that the City Council continue to provide the annual \$97,000.00 Enhancement to the EEPC's budget.

### **Conclusion**

Employment discrimination is prohibited by the New York City Charter and a broad range of laws, court decisions, amendments and executive orders, including the Fourteenth Amendment of the U.S. Constitution, Title VII of the Civil Rights Act of 1964; U.S. Executive Order #11246, the New York State Constitution, the New York State Human Rights Law and the New York City Human Rights Law.

The Equal Employment Practices Commission's City Charter mandate is to ensure that all city agencies are in compliance with the City's equal

Employment Opportunity Policy which protects women, minorities, and other protected groups, from unlawful employment discrimination. Implementation of the aforementioned recommendations will strengthen this Commission's ability to address that mandate.

# **CHAPTER I**

## **THE MANDATE**

“There shall be an equal employment practices commission which shall review, evaluate and monitor the employment procedures, practices and programs of any city agency and the department of citywide administrative services to maintain an effective affirmative employment program of equal employment opportunity for minority group members and women who are employed by or who seek employment with city agencies.”

Chapter 36, Section 830 (a), New York City Charter.

## **INTRODUCTION**

Chapter 36 of the New York City Charter delineates the following powers and duties of the Equal Employment Practices Commission:

1. To review the uniform standards, procedures and programs of every city agency to ensure that it provides equal employment opportunity for minority group members and women employed by, or seeking employment with, city agencies;
2. To recommend to all city agencies procedures, approaches, measures, standards and programs to be utilized to ensure equal employment opportunity for minority group members and women;
3. To advise and, if requested, assist city agencies in their efforts to increase employment of minority group members and women;
4. To audit and evaluate the employment practices and procedures of each city agency at least once every four years and whenever requested by the Civil Service Commission or the Human Rights Commission;
5. To make policy, legislative and budgetary recommendations to the Mayor, the City Council, or any city agency to ensure equal employment opportunity for minority group members or women;
6. To publish annually a report to the Mayor and the City Council on the activities of the Commission, and the effectiveness of each city agency's efforts to ensure equal employment opportunity;
7. To establish appropriate advisory committees;
8. To serve with such other agencies or officials the Mayor designates as the city liaison to federal, state and local agencies responsible for compliance with equal employment opportunity;
9. To take such other actions as appropriate to effectuate the provisions and purposes of its mandate;
10. To hold public or private hearings; and,

11. To compel the attendance of witnesses to determine if agencies are in compliance with the equal employment opportunity requirements of the New York City Charter.

## **STRUCTURE**

The New York City Charter authorizes the appointment of five part-time Commissioners to staggered four-year terms. Two Commissioners are appointed by the Mayor, and two are appointed by the City Council. The Chairperson is appointed jointly by the Mayor and the City Council Speaker. In June 2005 Mayor Michael Bloomberg and former City Council Speaker Gifford Miller jointly-appointed Ernest F. Hart, Esq. Chairperson of the Commission. Mr. Hart is the Associate Dean of the Columbia University Medical Center at Harlem Hospital. His last position in New York City government was Chief of Staff/Counsel to the Deputy Mayor for Policy and EEO Officer for the Office of the Mayor. He also served as Commissioner of Human Resources/Administration for the City of Yonkers and Adjunct Professor at New York Law School. His previous positions in New York City government include General Counsel for the New York City Department of Citywide Administrative Services, and Deputy Director/Counsel for the New York City Department of Personnel.

The City Council appointees are Chereé A. Buggs, Esq. and Veronica Villanueva, Esq. Ms. Buggs is a practicing attorney in Queens County, and an Administrative Law Judge for the Department of Health and Mental Hygiene. She is also a member of the Board of Managers of the Queens County Bar Association. Initially appointed to the Commission in 2000 she resigned in 2002 to take a Legislative Attorney position with the New York City Council. In 2004, shortly after she resigned from that position, she was re-appointed to the Commission. Her term expires in June 2007.

Veronica Villanueva, Esq. was originally appointed in June 2003, and re-

appointed in October 2004 to a full four-year term. Ms. Villanueva is an attorney with the firm of Bernabaum, Menken, Ben-Asher and Bierman, LLP where she specializes in employment law and civil rights cases. She was previously employed by the firm of Levy, Ratner, PC. Ms. Villanueva also served as Human Rights Specialist with the New York City Human Rights Commission. Her term expires in June 2008.

Former Mayor Rudolph Giuliani appointed Manuel A. Méndez in 1995. In July 2004 he was elected Vice-Chair by his fellow Commissioners. Mr. Méndez is the former Executive Director/CEO of the Phipps Community Development Corporation and Vice President of Phipps Houses. He has also served as Deputy Commissioner of the Human Resources Administration and Trustee of the Bronx Lebanon Hospital. He also taught social policy/administration at the Fordham University Graduate School of Social Services. Mr. Mendez continues to serve as a holdover appointee.

Angela Cabrera was appointed by former Mayor Giuliani in 1997. Ms. Cabrera is the president of Cabrera & Associates, a consulting firm that specializes in public relations and business development. A former Deputy Commissioner for the State of New York, she is also a board member of the Family Institute, a Trustee of the Museo del Barrio, and a member of the Prospect Park Alliance. Ms. Cabrera is also on the Board of Trustees' Diversification/Outreach Committee of the Metropolitan Museum of Art, and a founding member of 100 Hispanic Women. Ms. Cabrera continues to serve as a holdover appointee.

As an independent city agency, the Commission has liaison relationships with both sides of City Hall via the City Council Committee on Civil Rights and the Office of the Deputy Mayor for Legal Affairs.



## **METHODOLOGY**

In addressing its mandate, the Commission holds public hearings with mayoral agencies on the implementation of the City's Equal Employment Opportunity Policy, with non-mayoral agencies on the implementation of their Equal Employment Opportunity Programs, and special hearings on specific equal employment opportunity issues. The Commission may also conduct independent investigations on specific equal employment opportunity issues.

The Commission is also empowered to audit city agencies. Audits are separate evaluations of the equal employment opportunity programs, policies, practices and procedures of an agency during a specific period of time. The purpose of the audit is to determine if the agency is in compliance with the requirements of the City's Equal Employment Opportunity Policy (EEOP) which is established by the Mayor's office. Audit staff develops recommendations for corrective actions in all areas where the agency is not in compliance with the City's EEOP.

An integral component of the audit process is the audit exit meeting with the agency head. The Commission requires the agency head to attend this meeting because the City Charter holds agency heads responsible for the implementation of their agencies' EEOP.

Prior to the audit exit meeting, a draft letter of preliminary determination is forwarded to the agency head and the EEO Officer. EEPC senior staff and one member of the Commission attend the audit exit meeting. The purpose of the meeting is to resolve issues of fact prior to the issuance of the formal letter of preliminary determination. After the audit exit meeting, audit findings and recommendations with any necessary revisions are submitted to the Commission for review and approval. The approval process includes the adoption of a "Resolution of Preliminary Findings" pursuant to the audit. The resolution authorizes the Chair or Vice-Chair of the Commission to formally inform the

agency head, by letter, of the Commission's preliminary determination.

The letter of preliminary determination identifies where the agency is in compliance, and out of compliance, with the City's Equal Employment Opportunity Policy. The letter also requests the agency head to implement all recommendations for corrective actions. The City Charter requires the agency to respond within thirty days. The Charter also mandates a compliance procedure of no more than six months. The compliance procedure is discussed in detail in Chapter III.

## **STRATEGIC PLAN**

Shortly after his appointment, Chair Hart lead the Commission in a thorough review of its current operating procedures in addressing the Commission's mandate. Commission staff developed a number of recommendations to refine the audit and compliance process, improve audit procedures, and strengthen implementation of the City's Equal Employment Opportunity Policy. After reviewing the recommendations, the Commission established a Strategic Plan for Fiscal Year 2006. Components of the Plan included: the revision of audit protocols, procedures, and instruments to expedite the audit process and increase audit productivity; the expansion of desk audits to City agencies with less than 15 employees; developing a strategy to establish audit jurisdiction over city-funded agencies created by State law where the city is liable for employment discrimination; developing a strategy to annually publish the total cost of employment discrimination to the City; and securing additional funding to address the Commission's City Charter mandate.

## **DEFINING ETHNIC GROUPS**

According to the 2000 census, there are approximately two hundred different ethnic groups, speaking one hundred fifteen different languages, and representing every race, living and working in New York City. Many of these ethnic groups are part of New York City government's diverse workforce.

A broad variety of terms are used by New Yorkers to describe these different races and ethnic groups. Unfortunately, some of these terms are inappropriate, others are derogatory. Since any discussion of race and ethnicity must be sensitive to the use of appropriate terminology, the Equal Employment Practices Commission consistently uses the following terms in discussing New York City's ethnic groups:

**Caucasians:** persons of European ancestry and generally referred to as white.

**Hispanics:** persons of Hispanic descent including Puerto Ricans, Mexican Americans, Central Americans and Latin Americans.

**African-Americans:** persons of African descent including Caribbeans and Africans; generally referred to as black.

**Asian-Pacific Islanders:** persons of Asian descent including Koreans, Phillipinos, Chinese, Japanese and the Indian subcontinent.

**Native-Americans:** defined as indigenous persons from the United States, including American Indians, Alaskans and Aleuts.

## **ANNUAL REPORT**

The New York City Charter requires the Equal Employment Practices Commission to submit an annual report to the Mayor and City Council on the Commission's activities and the effectiveness of each city agency's affirmative employment efforts to ensure equal employment opportunity for its employees and applicants. The report also includes recommendations for improving the

administration of the City's Equal Employment Opportunity Program, the cost of employment discrimination to the City, and, the workforce analysis by race, gender, and job group of all city (i.e. mayoral) agencies.

In addition to the Charter-mandated distribution to the Mayor and City Council, the annual report is also distributed to the City Comptroller, the Public Advocate, Borough Presidents, District Attorneys, Deputy Mayors, Agency Heads and EEO Officers, Community Board Chairpersons, and a variety of organizations and individuals on the Commission's mailing list. This report is also on our webpage (<http://www.nyc.gov/html/eeepc/html/home/home.shtmleepc.nyc.gov>).

## **CHAPTER II**

### **ADDRESSING THE MANDATE/AUDITS**

“The Commission shall have the following powers and duties:

to audit and evaluate the employment practices and procedures of each city agency and their efforts to ensure fair and effective equal employment opportunity for minority group members and women at least once every four years and whenever requested by the civil service commission or the human rights commission or whenever otherwise deemed necessary by the Commission.”

Chapter 36, Section 831(d)(5), New York City Charter

## **INTRODUCTION**

The Commission commenced calendar year 2006 with an approved agency headcount of nine (FY '06). Four of the nine positions were full-time auditors; one auditor position was vacant. The Deputy Director and one EEO Auditor II served as lead auditors while two EEO Auditors I served as junior auditors. In previous years the Agency Counsel was assigned to perform audits in order to increase productivity. During the year the Commission decided that in order to prevent a potential conflict of interest, the Agency Counsel would no longer perform audits. This decision created additional pressure on the Commission to address our City Charter mandate to audit a minimum of forty city agencies annually. This cannot be done without additional staff.

Despite the Commission's request for an increase in our budget and permanent headcount (3 additional positions), in the Fiscal Year 2007 budget, it did not happen. For the third successive year, the City Council increased our FY '07 budget to cover the cost of one Auditor I position (entry-level) and one Auditor II or Senior Auditor position. Because the funds were for the current fiscal year only and we could not guarantee employment to Auditor II or Senior Auditor candidates beyond the current fiscal year, we requested and received approval from the Office of Management and Budget to allocate the funds for three entry-level auditor positions. Last September two entry-level auditors were hired.

With the assistance of these additional auditors the Commission completed audits of twenty-four city agencies with a total workforce of approximately 208,000 employees. At year's end, audits of eight agencies were in progress. Unfortunately, the EEPC still does not have sufficient staff to address our City Charter mandate to audit a minimum of 40 agencies annually. Between its inception and December 31, 2006, this Commission has completed 189 audits. Given our mandate, we should have completed over five hundred audits by that date.

## **AUDIT PROCESS**

The audit process encompasses the following tasks:

- The Commission issues a notice of intent to audit and requests relevant data;
- An audit entrance meeting is held with the agency and the requested data is received;
- Auditors analyze relevant data;
- Auditors distribute surveys to all or some of the agency's employees;
- Auditors analyze employee surveys;
- Auditors analyze agency's quarterly reports;
- Auditors review the agency's Citywide Equal Employment Database System (CEEDS) reports for the audit period;
- Auditors interview EEO personnel and select supervisory personnel;
- Auditors request and analyze additional data;
- Auditors conduct follow-up research;
- Auditors identify areas of compliance and non-compliance;
- Auditors prepare and distribute a draft preliminary determination letter;
- An audit exit meeting to discuss the draft is held with the agency head;
- Audit findings are presented to the Commission;
- Commission approves preliminary findings and issues a formal letter of preliminary determination to the agency head and requests a response within thirty days;
- Commission reviews agency's response and distributes letter of final determination to the agency head;
- Commission reviews agency's non-mandatory response to the final determination (if any); and,
- Commission initiates audit compliance process.

## **AUDIT PROTOCOLS**

The Commission has established audit protocols for auditing compliance with the City's Equal Employment Opportunity Policy and its Discrimination Complaint and Investigation Procedure. The Commission has also established protocols for auditing the Sexual Harassment Prevention Program of the City University of New York (in the community colleges), the Recruitment Program of the Police and Fire Departments, as well as the EEO Programs of borough and county agencies or offices (e.g., borough presidents, district attorneys, etc. )

## **COMMISSION POSITIONS ON EEO PROGRAM ISSUES**

Section 831(d)2 of the City Charter authorizes this Commission to recommend to any city agency "procedures, approaches, measures, standards and programs to be utilized by such agencies in their efforts to ensure a fair and effective affirmative employment program of equal employment opportunity for minority group members and women who are employed by or seek employment with city agencies".

Pursuant to that authority this Commission has established a number of positions on various EEO program issues. These positions supplement the requirements of the Citywide EEO Policy (2005) and the Discrimination Complaint Procedures Implementation Guidelines (DCAS, 1993 with amendments). These positions are cited in the EEPC's audit reports (preliminary determinations) when necessary and are listed below:

- Agencies with at least 750 employees should have full-time EEO officers.
- Appropriate documentation of meetings and other communications between the EEO officer and the agency head or direct report to the agency head regarding EEO program operational decisions should be maintained and kept in clearly identifiable, secure files.



- It is the position of the Department of Citywide Administrative Services (“Model Agency EEO Commitment Memo,” available on the DCAS website) and the Equal Employment Practices Commission that at least twice a year during normal staff meetings, managers and supervisors should emphasize their commitment to the agency’s EEO policies and affirm the right of each employee to file a discrimination complaint with the EEO office. These meetings should be documented.
- Internal discrimination complaint files should contain clear and thorough word processed notes of interviews conducted with the complainant, respondent(s) or witnesses.
- To avoid conflicts of interest, agencies should appoint EEO officers who are not involved in setting or implementing human resources policies.

## **AUDIT TIMETABLE**

Although the Commission’s timetable for completing agency audits is twenty to twenty-two weeks (audit entrance meeting to audit exit meeting), the completion of an audit usually takes much longer. Delays in the audit process are usually due to the failure of the agencies to provide complete information on time, delays in the scheduling of meetings and staff interviews, and follow-up research. Shortly after the appointment of Chairperson Ernest Hart Esq., EEPC senior staff initiated steps to address many of these delays.

## **AUDIT RESOLUTIONS**

Following are the Resolutions of Preliminary Determinations adopted by the Commission in calendar year 2006. All resolutions were adopted unanimously.

## **January 24, 2006 Commission Meeting**

### **1. Resolution #06/01-072 Re: Department of Correction (DOC)**

Pursuant to the audit of compliance by the DOC with the City's Equal Employment Opportunity Policy (EEOP) for the thirty-month period commencing July 1, 2001 and ending December 31, 2003, the Resolution enumerated eleven preliminary findings. Among the findings were:

- The agency head did not sign all confidential written reports to indicate they had been reviewed and whether the recommendation(s) if any, had been approved.
- The agency's discrimination complaint filed did not include discrimination complaint intake forms completed by the EEO investigators or the complainants.
- The Some EEO trainers did not receive the DCAS's training for EEO professionals.
- Deputy Commissioner of EEO did not participate in the development of recruitment strategies and selection of recruitment media.

## **March 9, 2006 Commission Meeting**

### **2. Resolution #06/02-904 Re: Queens County District Attorney (QCDA)**

Pursuant to the audit of compliance by the QCDA with the City's EEOP for the twenty-four month period commencing January 1, 2003 and ending December 31, 2004, the Resolution enumerated only three preliminary findings:

- The QCDA did not make its EEO policies available in formats accessible to applicants and employees with disabilities (e.g., large print, audio cassette or Braille).

- The QCDA did not establish a plan to conduct agency-wide refresher EEO training for all existing and new employees who have not already received training.
- The QCDA did not update its EEO policy to include all the protected classes under the New York State and New York City Human Rights Laws.

3. Resolution #06/03-134: City Civil Service Commission (CCSC)

Pursuant to the audit of compliance by the CCSC with the City's EEOP for the eighteen-month period beginning July 1, 2003 and ending December 31, 2004, the Resolution enumerated the following four findings:

- The CCSC has not adopted the Citywide EEO Policy and Discrimination Complaint Procedure or issued an EEO Policy and a Discrimination Complaint Procedure that are consistent with the Citywide EEO Policy.
- The CCSC did not appoint an EEO Officer.
- The CCSC has not provided EEO training to current and new employees.

4. Resolution #06/04-073 Re: Board of Correction (BOC)

Pursuant to the audit of compliance by the BOC with the City's EEOP for the eighteen-month period commencing July 1, 2003 and ending December 31, 2004, the Resolution enumerated the following five findings:

- The BOC has not adopted the Citywide EEO Policy and Discrimination Complaint Procedure or issued an EEO Policy and a Discrimination Complaint Procedure that are consistent with the Citywide EEO Policy.

- The agency's EEO Officer did not receive EEO training from the Department of Citywide Administrative Services (DCAS) or another appropriate organization or school.
- The BOC did not provide EEO training to all current and new employees.
- The BOC did not conduct an underutilization analysis to determine if minorities and/or women are underrepresented in the agency's job categories.
- The agency's one job advertisement did not contain the EEO tag line.

#### Queens Community Boards

Pursuant to the desk audits of the Queens Community Boards and their compliance with the Minimum Standards for Equal Employment Opportunity by Community Boards established by the Commission, Resolutions with the following preliminary findings, were adopted.

5. Resolution #06/05-013/CB No. 1 Re: Queens Community Bd No. 1
  - Community Board No. 1 did not consult the Queens Borough President's Co-EEO Officers for guidance on EEO matters.
  - Community Board No. 1 did not post job vacancies in its office and the Borough President's Office.
6. Resolution #06/06-013/CB No. 4 Re: Queens Community Bd. No. 4
  - Community Board No. 4 is in full compliance with the Minimum Standards.
7. Resolution #06/07-013/CB No. 6 Re: Queens Community Bd. No. 6
  - Community Board No. 6 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.

- Community Board No. 6 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.
  - Community Board No. 6 did not post job vacancies in its office and the Queens Borough President's Office.
8. Resolution #06/08-013/CB No. 7 Re: Queens Community Bd. No. 7
- Community Board No. 7 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.
  - Community Board No. 7 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.
9. Resolution #06/09-013/CB No. 8 Re: Queens Community Bd. No. 8
- Community Board No. 8 is in full compliance with the Minimum Standards.
10. Resolution #06/10-013/CB No. 9 Re: Queens Community Bd. No. 9
- Community Board No. 9 did not post job vacancies in its office and in the Borough President's Office.
11. Resolution #06/11-013/CB No. 10 Re: Queens Community Bd. No. 10
- Community Board No. 10 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.
  - Community Board No. 10 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.

- Community Board No. 10 did not post job vacancies in its office and the Queens Borough President's Office.
12. Resolution #06/12-013/CB No. 11 Re: Queens Community Bd. No. 11
- Community Board No. 11 did not use the EEO tagline when advertising job vacancies.

**April 28, 2006 Commission Meeting**

13. Resolution #06/13-013/CB No. 2 Re: Queens Community Bd. No. 2
- The Resolution enumerated the following three preliminary findings:
- Community Board No. 2 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.
  - Community Board No. 2 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.
  - Community Board No. 2 did not post job vacancies in its office and in the Queens Borough President's Office.
14. Resolution #06/14-013/CB No. 5 Re: Queens Community Bd. No. 5
- The Resolution enumerated the following preliminary findings:
- Community Board No. 5 did not post job vacancies in the Queens Borough President's Office.
  - Community Board no. 5 did not use the EEO tagline when advertising job vacancies.
15. Resolution #06/15-013/CB No. 12 Re: Queens Community Bd. No. 12
- The Resolution enumerated the following preliminary findings:

- Community Board No. 12 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.
- Community Board No. 12 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.
- Community Board No. 12 did not post job vacancies in its office and in the Queens Borough President's Office.

16. Resolution #06/16-013/CB No. 13 Re: Queens Community Bd. No. 13

The Resolution enumerated the following preliminary findings:

- Community Board No. 13 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.
- Community Board No. 13 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.
- Community Board No. 13 did not consult with the Queens Borough President's Office's Co-EEO Officers for guidance on EEO matters.
- Community Board No. 13 did not post job vacancies in its office and in the office of the Queens Borough President.

17. Resolution #06/17-013/CB No. 14 Re: Queens Community Bd. No. 14

The Resolution enumerated the following preliminary findings:

- Community Board No. 14 did not secure a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement.

- Community Board No. 14 did not post a copy of the Queens Borough President's Equal Employment Opportunity Policy Statement in its office.
- Community Board No. 14 did not post job vacancies in its office and in the Queens Borough President's Office.

### **June 8, 2006 Commission Meeting**

#### **18. Resolution #06/18-017 Re: Office of Emergency Management (OEM)**

Pursuant to the audit of compliance by the OEM with the City's EEOP for the twenty-four month period commencing July 1, 2003 and ending June 30, 2005, the Resolution enumerated 13 preliminary findings. Among the findings were:

- The OEM, which was a unit of the Office of the Mayor from 1996 through 2001, did not issue agency-specific EEO policies after becoming a separate mayoral agency on January 1, 2002.
- The previous EEO Officer, who was an EEO Counselor for the Office of the Mayor prior to 2002, was never officially appointed the OEM's EEO Officer after January 1, 2002—when OEM became a separate mayoral agency.
- The agency has not participated in the Section 55-A Program.
- The OEM did not conduct EEO training for employees during the audit period or for all employees after the audit period.
- The OEM did not provide structured interview training to employees who conduct job interviews.

#### **19. Resolution #06/19/013/CB No. 3 Re: Queens Community Bd. No. 3**

Pursuant to the desk audit of Queens Community Board No. 3 and its compliance with the Minimum Standards for Equal Employment



Opportunity by Community Boards established by the Commission, the Resolution enumerated the following preliminary finding:

- Community Board No. 3 did not post job vacancies in its office and in the Queens Borough President's Office.

### **August 3, 2006 Commission Meeting**

20. Resolution #06/20-040 Re: Department of Education (DOE)

Pursuant to the audit of the DOE's internal discrimination complaint procedure for non-pedagogical employees for the twenty-four month period commencing July 1, 2003 and ending June 30, 2005, the Resolution enumerated eight preliminary findings. Among them were:

- The agency's internal discrimination complaint procedure does not contain the current list of "protected classes" under the New York State and New York City Human Rights Laws.
- The agency's internal discrimination complaint procedure does not require that the agency head sign-off on all final determinations concerning EEO complaint resolutions.
- The former EEO Officers reported to, and the current EEO Officer continues to report to, the General Counsel.
- Due to understaffing in the Office of Equal Opportunity, the Office cannot hold periodic meetings with the Local Equal Opportunity Coordinators to discuss internal and external EEO developments and other matters of mutual interest.
- The investigations of two internal discrimination complaints filed during the audit period were not completed within the twenty working days required by the agency's discrimination complaint procedure.

21. Resolution #06/21-NYCHA Re: NYC Housing Authority (NYCHA)

Pursuant to the audit of the NYCHA's Equal Employment Opportunity Program for the twenty-four month period commencing July 1, 2003 and ending June 30, 2005, the Resolution enumerated six preliminary findings. Among the findings were:

- The NYCHA did not ensure that its policies were available in formats accessible to applicants and employees with disabilities; specifically, to persons with visual impairments (e.g., large print, audit cassette or Braille).
- The Director of the Department of Equal Opportunity did not memorialize meetings with the Chair confirming that the Chair has reviewed employment discrimination complaint investigations, and approved or disapproved, of the recommendations.
- Several complaint investigations were not completed within 90 business days of filing.
- The NYCHA did not include a tagline indicating the agency is an equal opportunity employer on internal job vacancy notices.

## **December 14, 2006 Commission Meeting**

### **22. Resolution #06/22-057 Re: New York City Fire Department (FDNY)**

Pursuant to the audit of compliance by the FDNY with the City's EEO for the twenty-four month period commencing July 1, 2003 and ending June 30, 2005, the Resolution enumerated six preliminary findings. Among the findings were:

- The agency's EEO Policy booklet (2001) and the separate EEO Policy Statements (2004) were never updated and, consequently, did not contain the current list of "protected classes" under the New York City and New York State Human Rights Laws.
- The agency did not have individuals of both sexes available to investigate discrimination complaints during the audit period.
- There were an insufficient number of EEO professionals to handle a large backlog of discrimination complaints during the audit period.
- Seventeen of the newly chosen EEO Counselors had not been scheduled for EEO training.

### **23. Resolution #06/23-056 Re: New York City Police Department (NYPD)**

Pursuant to the audit of the NYPD's Recruitment Program for the Three Police Officer Examinations Conducted in 2004, the Resolution enumerated only three preliminary findings:

- The Police Department did not include diversity in its 2004 recruitment advertisements—which consisted of pictures of police officers in "action" and "adventure" situations.
- The Recruitment Section's Media Spread Sheet, which contained the percentage of applicants for each recruitment source, did not include the race and sex designations of police officer applicants
- The EEO Officer was not involved in the development of police officer recruitment strategies and selection of recruitment media.

24. Resolution #06/24-943 Re: Kings County Public Administrator (KCPA)

Pursuant to the desk audit of the KCPA and its compliance with the Minimum Equal Employment Opportunity Standards for Non-Mayoral Agencies With Less Than 15 Employees established by the Commission, the Resolution enumerated the following five preliminary findings:

- The KCPA neither adopted the Citywide EEO Policy (2005) nor issued an agency-specific EEO Policy that is consistent with the Citywide EEO Policy.
- The KCPA did not distribute the EEO Policy Handbook, *About EEO: What You May Not Know* (DCAS, 2003 with addendums) to all current and new employees.
- The KCPA neither appointed an EEO Officer nor designated a trained EEO professional from another City agency to administer its EEO Program.
- The KCPA did not provide basic EEO training to all current and new employees.
- The KCPA did not include the EEO tag line in all job recruitment literature.

## **AUDIT ISSUES**

### Agencies Without EEO Programs or Policies

EEPC audits revealed that one mayoral agency (New York City Civil Service Commission) and two non-mayoral agencies (Board of Correction and Kings County Public Administrator) had no formal EEO Program. All three agencies said they were unaware of their obligations under the Citywide EEO Policy.

The audit of the Office of Emergency Management (OEM) revealed that it had not issued agency-specific EEO policies. The OEM was created as a mayoral office by executive order in 1996 and was given departmental status in the New York City Charter pursuant to a vote of the electorate in the general election on November 6, 2001. The change took effect January 1, 2002.

### EEPC Jurisdiction

The EEPC initiated our first audit of the Department of Education's (DOE) EEO Program; specifically, the agency's Internal Discrimination Complaint Procedure for Non-Pedagogical Employees. Although the EEPC considers the DOE a city agency pursuant to Chapter 36, section 831(a) of the New York City Charter, and the New York City Law Department determined that the EEPC is authorized to audit non-pedagogical personnel (Corporation Counsel Opinion No. 11-90, December 20, 1990), the DOE took the position that it is not a city agency for various reasons and therefore not subject to the Citywide EEO Policy. The agency, however, subsequently agreed to all but one of the Commission's recommended corrective actions. That recommendation states that, "Consistent with the mandate of the Citywide EEO Policy, the EEO Officer should report to the Chancellor or a direct report, other than the General Counsel, to the Chancellor." This disagreement was not resolved at the end of calendar year 2006.

### EEO Programs in Small City Agencies

The Civil Service Commission (mayoral) and the Kings County Public Administrator (non-mayoral) are small city agencies with less than 15 employees. Given their size, the Commission developed the following new streamlined desk audit protocols for these agencies: (1) Minimum Standards For Equal Employment Opportunity for Mayoral Agencies With Less Than 15 Employees, and (2) Minimum Standards for Equal Employment Opportunity For Non-Mayoral Agencies With Less Than 15 Employees.

### Training for EEO Professionals

Of the ten standard audits performed during the year, EEPC auditors found EEO professionals in five agencies did not receive or complete EEO training. Those agencies were: the Board of Correction, the Department of Correction, the Department of Education, the New York City Fire Department, and the New York City Housing Authority.

## **ADMINISTRATIVE ISSUES**

### Staff Re-Organization Plan

By the second fiscal year of the current administration, the EEPC's permanent headcount was reduced from twelve positions to nine (25%). The number of full-time auditors was reduced from six to three (50%). Although our headcount was reduced, our mandate wasn't; and the Office of Management and Budget continually rejected this Commission's requests for the restoration of these funds and the headcount.

Consequently, by the second half of the calendar year, Commission staff developed, and the Commission approved, a Staff Re-Organization Plan. The goal

of the Plan is to increase audit and compliance productivity by increasing the number of lead auditors, eliminating the compliance coordinator position, and distributing compliance tasks among lead auditors. Given the annual City Council allocation which provides funds to hire up to three entry-level auditors, implementation of this Plan will cost significantly less than the Commission's previous budget requests.

**EQUAL EMPLOYMENT PRACTICES COMMISSION**  
**AUDIT PERFORMANCE REPORT/CALENDAR YEAR 2006**

**AUDITS COMMENCED IN 2006: 11**

1. Office of Emergency Management
2. Fire Department of New York
3. City University of New York
4. Bronx County Public Administrator
5. Kings County Public Administrator
6. New York County Public Administrator
7. Queens County Public Administrator
8. Richmond County Public Administrator
9. Tax Commission
10. Brooklyn Borough President
11. Office of Special Narcotics Prosecutor



**AUDITS COMPLETED IN 2006: 24**

**Commenced and Completed in 2006: 3**

1. Office of Emergency Management
2. Fire Department of New York
3. Kings County Public Administrator

**Commenced Prior to 2006 and Completed in 2006: 21**

1. Queens Community Boards (14)
2. Department of Correction
3. Civil Service Commission
4. Queens County District Attorney
5. New York Police Department
6. New York City Housing Authority
7. Department of Education
8. Board of Correction

**AUDITS IN PROGRESS AT THE END OF 2006: 8**

1. City University of New York
2. Bronx County Public Administrator
3. New York County Public Administrator
4. Queens County Public Administrator
5. Richmond County Public Administrator
6. Tax Commission
7. Brooklyn Borough President
8. Office of Special Narcotics Prosecutor

## **CHAPTER III**

### **IMPLEMENTING CORRECTIVE ACTIONS/COMPLIANCE**

“...If the commission, after a period not to exceed six months, determines that the agency has not taken appropriate and effective corrective actions, the commission shall notify the agency in writing of this determination and the commission may thereafter publish a report and recommend to the mayor whatever appropriate corrective action the commission deems necessary to ensure compliance with equal employment opportunity pursuant to the requirements of this chapter and chapter thirty-five. Within thirty days of such determination the agency shall submit a written response to the commission and the mayor. The mayor after reviewing the commission’s findings and the agency’s response, if any, shall order and publish such action as he or she deems appropriate.”

Excerpt from Section 832 (c), Chapter 36, New York City Charter

## **INTRODUCTION**

During calendar year 2006, the Audit Unit initiated compliance with ten agencies and the Commission adopted twelve resolutions of compliance completion. There were eight agencies under compliance at the end of the year.

## **COMPLIANCE PROCEDURE**

Section 832 of the City Charter sets forth the compliance procedures including steps to be taken when the Commission, pursuant to an audit of any agency, makes a preliminary determination that the agency has adopted or utilized a plan, program, procedure, approach, measure, or standard that does not provide equal employment opportunity. Those steps are:

- The Commission will notify the agency in writing of its determination and provide an opportunity for response.
- If, after consideration of the agency's response and consultation with the agency, the Commission concludes corrective actions, if any, are not sufficient to correct non-compliance, it will make a final determination in writing, including recommended corrective actions.
- The agency shall respond within thirty days on corrective actions it intends to make and submit monthly reports on the progress of such corrective action.
- After a period not exceeding six months, if the Commission determines the agency has not taken appropriate or effective action, the Commission shall notify the agency in writing of its determination and may thereafter publish a report, and recommend to the Mayor the appropriate or effective action it deems necessary.
- Within thirty days of the determination by the Commission, the agency shall submit a written response to the Commission and the Mayor.
- The Mayor reviews the Commission's findings and the agency's response, if any, and shall order and publish such action that the Mayor deems appropriate.

## **COMPLIANCE RESOLUTIONS**

Following are the Resolutions of Compliance Completion adopted by the Commission during the year. All the Resolutions were adopted unanimously. After adoption, Chair/Commissioner Ernest F. Hart, Esq., or in his absence Vice-Chair Manuel Mendez, forwarded a letter to the agency head informing him/her of the Commission's action.

### **January 24, 2006 Commission Meeting**

1. Resolution #06/01-260C Re: Department of Youth and Community Development (DYCD) acknowledged that the DYCD has implemented all eight recommended corrective actions; among them were:
  - The agency head should sign each confidential written report to indicate it has been reviewed and whether the recommendation(s), if any, have been approved and adopted.
  - DYCD should assess the manner in which candidates are selected for *all* positions—not just the SYEP positions—to determine whether there is any adverse impact upon any particular racial, ethnic disability, or gender group.
  - It is the Commission's position that at least twice a year during normal staff meetings, supervisors should emphasize their commitment to the City's EEO Policy and affirm the right of each employee to file a discrimination complaint with the EEO Office.
  - DYCD should once again inform all employees in writing of the name, location, and phone number of the agency's Career Counselor.

### **April 28, 2006 Commission Meeting**

2. Resolution #06/02-004C Re: Campaign Finance Board (CFB) acknowledged that the CFB has implemented all fourteen recommended corrective actions; among them were:

- All agency recruitment literature, including newspaper advertisements, should indicate that CFB is an equal opportunity employer.
- CFB should follow Section IIA of the Citywide EEO Policy and develop a plan to provide general EEO training—which includes a component on preventing sexual harassment—to all current and new employees.
- The EEO Officer should be involved in developing recruitment strategies and selecting recruitment media, including newspapers and other publications.

3. Resolution #06/03-866C Re: Department of Consumer Affairs (DCA) acknowledged that the DCA has implemented all fourteen recommended corrective actions; among them were:

- All agency recruitment literature, including newspaper advertisements, should indicate that DCA is an equal opportunity employer.
- The agency head should sign each confidential written report to indicate it has been reviewed and whether the recommendation(s), if any, have been approved and adopted.
- The agency should not wait for the results of the DCAS evaluation of web-based training and, instead, develop a plan—that includes a timetable—to provide comprehensive EEO training for all new and current employees.
- DCA should ensure that all employees involved in job interviewing receive structured interview training, either through internal training or training provided by DCAS or another appropriate organization.

4. Resolution #06/04-EDC/C Re: New York City Economic Development Corporation (EDC) acknowledged that the EDC has implemented all twenty-one recommended corrective actions; among them were:
- EDC should petition the Office of Citywide Equal Employment Opportunity (DCAS) for assistance in establishing that Program.
  - EDC should officially appoint an EEO Officer and notify all employees in writing of that appointment.
  - EDC should develop a plan to train all new and existing employees (supervisors and non-supervisors) on EEO.
  - EDC should develop a plan to ensure that all employees involved in job interviewing receive structured interview training, either through internal training or through training provided by DCAS.
  - All agency recruitment literature should indicate that the City of New York is an equal opportunity employer. Similarly, diversity must be displayed where pictures are used in recruitment advertisements.
  - The EEO Officer should be proactively involved in developing recruitment strategies and selecting recruitment media.
  - To ensure that there are EEO professionals not of the same gender available to investigate discrimination complaints, two persons not of the same gender should be authorized as EEO Counselor/Investigator to receive and investigate discrimination complaints.

## **June 8, 2006 Commission Meeting**

5. Resolution #06/05-156C Re: Taxi and Limousine Commission (TLC) acknowledged that the TLC has implemented all nine recommended corrective actions; among the major corrective actions were:
  - TLC should secure the necessary training to conduct adverse impact studies, either from DCAS or another appropriate source.
  - TLC's Commissioner should distribute a memo to all managers/supervisors informing them that the "Utilizing Human Resources" section of their annual performance evaluation form includes tasks and standards relevant to EEO performance that will be considered in determining their eligibility for promotions or merit increases.
  - TLC's Commissioner should re-distribute information about the identity, location and telephone number of the Career Counselor to all agency employees.
6. Resolution #06/06-902C Re: Bronx County District Attorney's Office (BCDA) acknowledged that the BCDA has implemented all fifteen recommended corrective actions; among them were:
  - The agency head must sign each report to indicate that it has been reviewed and whether the recommendation, if any, is approved and adopted.
  - The EEO Administrator should adhere to her goal and schedule additional agency-wide EEO training in calendar year 2005 for all existing and new employees who have not already received training.
  - BCDA's EEO Administrator should attend and complete standard training for EEO professionals conducted by the Department of Citywide



Administrative Services or another reputable organization such as Cornell University's School of Industrial and Labor Relations.

- BCDA should update its EEO policy to include all the protected classes under the New York State and New York City Human Rights Laws.
- BCDA should issue a Reasonable Accommodation Procedure; the agency can adopt and tailor the procedure available in the Citywide EEO Policy.

7. Resolution #06/07-096C Re: Human Resources Administration (HRA)

acknowledged that the HRA had implemented all seventeen recommended corrective actions; among them were:

- All employees should be informed in writing of the name, location and telephone number of the EEO Officer.
- HRA should conduct a survey to ensure that all facilities are accessible for persons with disabilities and inform the EEO Officer of the results.
- The Commissioner should require the Human Resources Director to include the EEO Officer in the recruitment process.
- Since the EEOP requires City agencies to conduct adverse impact studies to determine if certain selection devices adversely impact any particular racial, ethnic, disability or gender group, HRA should secure the necessary training to conduct adverse impact studies, either from DCAS or another appropriate source.
- HRA should inform all employees in writing of the identity, location and telephone number of the Career Counselor. This information should also be updated on the agency's bulletin boards.
- Supervisors should be informed that they will be rated on EEO Performance.
- HRA should develop a plan, which includes a timeframe, to train new and existing EEO Liaisons/Personnel Officers who have not already received necessary EEO training.

8. Resolution #06/08-019C Re: Office of Management and Budget (OMB) acknowledged that the OMB had implemented all six recommended corrective actions; among them were:
- The agency head must sign each report to indicate that it has been reviewed and whether the recommendation, if any, is approved and adopted.
  - OMB should secure the necessary training to conduct adverse impact studies, either from DCAS or another appropriate source.
  - OMB should re-distribute information about the identity, location and telephone number of the Career Counselors to all agency employees.

#### **August 3, 2006 Commission Meeting**

9. Resolution #06/09-903C Re: Kings County District Attorney's Office (KCDA) acknowledged that the had BCDA has implemented all eleven recommended corrective actions; among them were:
- All agency recruitment literature, including internal job postings and newspaper advertisements, should indicate that KCDA is an equal opportunity employer.
  - To insure that there are at least two EEO representatives, who may not be of the same gender, to receive and investigate discrimination complaints, KCDA should appoint and train a male EEO Counselor.
  - KCDA should develop a program to provide follow-up EEO training, which includes a component on preventing sexual harassment, to legal staff.
  - KCDA should develop a plan to provide initial and follow-up EEO training to non-legal staff employees.

10. Resolution #06/10-801C Re: Department of Small Business Services (SBS) acknowledged that the SBS has implemented all nine recommended corrective actions; among them were:
- The agency head must sign each report to indicate that it has been reviewed and whether the recommendation, if any, is approved and adopted.
  - SBS should secure the necessary training to conduct adverse impact studies, either from DCAS or another appropriate source.
  - SBS' Commissioner should distribute a memo to all managers/supervisors informing them that the "Utilizing Human Resources" section of their annual performance evaluation form includes tasks and standards relevant to EEO performance that will be considered in determining their eligibility for promotions or merit increases.

## **September 14, 2006 Commission Meeting**

11. Resolution #06/11-905C Re: Richmond County District Attorney's Office (RCDA) acknowledged that the RCDA has implemented all twenty-one recommended corrective actions; among them were:

- The RCDA should follow up on its pledge to establish an EEO Program in accordance with the Citywide EEO Policy. The agency can petition the Office of Citywide Equal Employment Opportunity (DCAS) for assistance in preparing and implementing that Program.
- The RCDA should develop a plan to train all new and existing employees (supervisors and non-supervisors) on EEO.
- To ensure fair employment practices, the RCDA must develop a plan to train human resources personnel, managers, supervisors, and other personnel involved in the recruitment and hiring process in interviewing, selection, and hiring skills.
- All agency recruitment literature should indicate that the City of New York is an equal opportunity employer. Similarly, diversity must be displayed where pictures are used in recruitment advertisements.
- The RCDA should appoint an individual in the human resources department who is familiar with civil service and provisional jobs to serve as a career counselor.
- The EEO Officer should be proactively involved in developing recruitment strategies and selecting recruitment media.
- To ensure that there are EEO professionals not of the same gender available to investigate discrimination complaints, two persons not of the same gender should be authorized as EEO Counselor/Investigator to receive and investigate discrimination complaints.

## **November 2, 2006 Commission Meeting**

12. Resolution #06/12-816C Re: Department of Health and Mental Hygiene (DOHMH) acknowledged that the DOHMH has implemented all eight recommended corrective actions; among them were:

- DOHMH should secure the necessary training to conduct adverse impact studies, either from DCAS or another appropriate source.
- DOHMH's Commissioner should direct the Human Resources Department to include the EEO Officer in the development of recruitment strategies and selection of recruitment media.
- DOHMH should ensure that all employees involved in interviewing receive structured interview training, either through internal training or training provided by DCAS.
- DOHMH's Commissioner should distribute a memo to all managers/supervisors informing them that the "Utilizing Human Resources" section of their annual performance evaluation form includes tasks and standards relevant to EEO performance that will be considered in determining their eligibility for promotions or merit increases.
- DOHMH should re-distribute information about the identity, location and telephone number of the Career Counselors to all agency employees.

## **COMPLIANCE ISSUES**

### Extended Compliance

The following agencies requested and received extensions of the compliance period to fully implement their outstanding required actions: the Campaign Finance Board, the Department of Consumer Affairs, and the Richmond County District Attorney's Office. The most prevalent outstanding required actions were EEO training for employees, EEO training for EEO professionals, and adverse impact training.

When this Commission informed Commissioner Martha Hirst at the Department of Citywide Administrative Services (DCAS) and Assistant Commissioner Jyll Townes, Esq. at the Office of Citywide Equal Employment Opportunity (OCEEO), Commissioner Hirst directed OCEEO to give the EEO personnel at those agencies priority for future EEO training sessions.

### Partial Compliance

Agencies that do not complete compliance within the six-month Charter-mandated compliance period will be granted a reasonable timeframe to complete compliance with a caveat that if they do not implement the required action(s) within that timeframe, the Commission will issue a letter of partial compliance. The letter will also inform the agency that it may be audited again in less than the Charter-prescribed maximum four year time period. For example, if an agency does not have all of its EEO Counselors trained before the end of the six-month compliance period, the Commission will establish, in consultation with the agency, a reasonable timeframe to have all of its EEO Counselors trained. If the agency does not meet the timeframe, the Commission will issue a letter of partial compliance and inform the agency that it may initiate another audit in less than the four-year Charter-mandated maximum timeframe.

The Compliance Performance Report for Calendar Year 2006 is on the following page.

**EQUAL EMPLOYMENT PRACTICES COMMISSION**  
**COMPLIANCE PERFORMANCE REPORT/CALENDAR YEAR 2006**

**COMPLIANCE COMMENCED IN 2006: 10**

1. Taxi and Limousine Commission
2. Department of Health and Mental Hygiene
3. Office of Management and Budget
4. New York City Off-Track Betting
5. New York County District Attorney's Office
6. Board of Correction
7. Department of Information, Technology and Telecommunication
8. Department of Correction
9. Queens County District Attorney's Office
10. Office of Emergency Management

**COMPLIANCES COMPLETED IN 2006: 12**

**Commenced and Completed in 2006: 3**

1. Taxi and Limousine Commission
2. Office of Management and Budget
3. Department of Health and Mental Hygiene



**Commenced Prior to 2006 and Completed in 2006: 9**

1. Department of Youth and Community Development
2. Campaign Finance Board
3. Department of Consumer Affairs
4. New York City Economic Development Corporation
5. Bronx County District Attorney's Office
6. Human Resources Administration
7. Kings County District Attorney's Office
8. Department of Small Business Services
9. Richmond County District Attorney's Office

**COMPLIANCES IN PROGRESS AT THE END OF 2006**

1. Office of the City Clerk/City Council
2. New York City Off-Track Betting
3. New York County District Attorney's Office
4. Board of Correction
5. Department of Information, Technology and Telecommunication
6. Department of Correction
7. Queens County District Attorney's Office
8. Office of Emergency Management

# **CHAPTER IV**

## **PUBLIC HEARING AND ILLEGAL EMPLOYMENT DISCRIMINATION**

“a. The commission shall conduct such study or investigation and hold such hearings as may be necessary to determine whether agencies are in compliance with the equal employment opportunity requirements of this chapter and chapter thirty-five.”

Chapter 36, section 832a, New York City Charter, As Amended, 1999

## **PUBLIC HEARING**

On November 30, 2006 the Commission held a public hearing on Private Sector Diversity Initiatives in Senior Management/Lessons for the Public Sector. Christopher Metzler of Cornell University, Dr. Walter Stafford of New York University, and the Hon. Daniel Donovan were invited to testify. Following is a summary of their testimony and the questions and comments that followed.

Christopher Metzler, Esq., Director of Diversity, Inclusion, & EEO Programs  
School of Industrial and Labor Relations, Cornell University

Mr. Metzler commenced his testimony by identifying himself as an academic researcher and practitioner in the areas of equal employment opportunity, affirmative action, diversity, and inclusion. He then stated his belief that while the public sector may take some lessons from the private sector on the issue of diversity, the private sector still faces serious struggles in this field. While the public sector may learn from the successes of the private sector, it must not repeat the same mistakes made by the private sector. He then identified four distinct, but related concepts: equal employment opportunity, affirmative action, diversity, and inclusion. The important distinction, Mr. Metzler noted, was that while EEO and affirmative action are regulatory in nature, diversity is optional. An organization pursues diversity because it believes there is an inherent value in doing so.

Mr. Metzler then said that an “inclusive organization” is an organization that “ensures that it has addressed institutional racism and exclusion before it touts itself as inclusive”. While many private organizations describe themselves as “inclusive,” they never even discuss the issue of institutional racism; that is a mistake the public sector must try to avoid. Public organizations that proclaim themselves “inclusive” cannot simply state that they are inclusive by replacing the word “diversity” with “inclusion”. The public sector should address diversity in terms of a “value proposition”. Public agencies working on diversity efforts should ask and answer this question: “If we did not focus on diversity as an

organizational effort, what difference would it make to service delivery?” The public sector must follow the private sector’s example of gaining commitments for diversity efforts from its leaders. Commissioners and agency heads should be the ones out front leading diversity efforts and articulating the value proposition for diversity. The value proposition must be sound and public leaders have to be willing to lead on the issue. The public sector cannot be successful in diversity efforts until it adopts this philosophy.

Mr. Metzler said because of its unique limitations, he believes the public sector must be more creative than the private sector. The public sector should ask itself what parts of the civil service system it can influence and control and whether it has the opportunity to ensure that the people working within that system understand the value proposition for diversity and use it within the confines of the civil service system. Many organizations claim to be “moving beyond issues of race and gender,” but to move beyond these issues means they have been addressed, which is not always the case in the private sector. Successful diversity efforts do not deny the existence of color; rather, they acknowledge the existence of color but ensure that said existence is not used as criteria to exclude others. He warned the public sector to avoid the issue of political correctness by sticking to an approach that is steeped in its value proposition.

Regarding training, he said that training should be used only when the organization decides what behaviors it wants to punish and reward vis-à-vis diversity. Education designed to address behavior by raising awareness has fared better, and training that confronts people about their racist behavior in a polarizing fashion is both unnecessary and unsuccessful. Such training does not have any discernible learning objectives and outcomes; instead, it may create a hostile work environment. The public sector should undertake education efforts with specific measurable and discernible objectives that are designed to raise awareness and change behavior.

Diversity efforts should include rather than exclude white men. The efforts should not be designed in such a way that white men believe that they are now the “new victims”. White men must be informed that they too bring dimensions of diversity that make for more efficient organizations. Any effort in the public sector to use diversity as payback for discrimination will be as unsuccessful in the public sector as it has been in the private sector. Diversity initiatives must also include gay, lesbian, bisexual, and transgendered persons. Diversity efforts in the private sector are successful only when everyone in the organization is held accountable for their success.

Mr. Metzler concluded his testimony by stating that while the public sector can take some lessons from the private sector, it would be too simplistic to simply take what the private sector has done and copy it in the public sector. It would be superficial to suggest that private sector diversity efforts are beyond reproach. He cited four questions that the public sector should examine: How does the private sector define diversity? What has worked in the private sector and why? What has not worked in the private sector and why? And of all the best practices found in the private sector, what is easily transferable to the public sector and why?

### Questions and Comments

EEPC Chair Ernest Hart asked Mr. Metzler how has the Cornell School of Labor and Industrial Relations dealt with diversity issues. Mr. Metzler responded that not much has been done in the realm of higher education outside of affirmative action efforts that focus on increasing representation. He added that diversity is not an issue of “academic freedom” but rather that universities just do not have the “intestinal fortitude” to deal with the issue comprehensively. He noted that many in academia have not addressed the systemic issues surrounding diversity.

In response to a question from Commissioner Buggs regarding education efforts by the public sector, Mr. Metzler said what he had in mind was looking at

changing behavior as opposed to approaching diversity education from an attitudinal perspective. He said from his perspective an organization “rents” a person’s behavior and since the organization “pays your rent” it may tell you how to behave, and you always have the option to leave. He emphasized the importance of establishing a “baseline” to measure progress in diversity. He said that Boeing and Home Depot are good examples of these initiatives.

Responding to a question from Commissioner Mendez, Mr. Metzler said mixing up the definitions of EEO, affirmative action, diversity, and inclusion is something that should be avoided. There is a danger of mistakenly establishing a quota system through equal opportunity and affirmative action initiatives. He stressed the importance of making sure that each member of a particular organization knows what their role is in regards to diversity initiatives, that the responsibility is truly an organizational responsibility. Several private organizations do not sufficiently explain the link between diversity and organizational success.

Commissioner Villanueva asked Mr. Metzler if compensation for organizational diversity was not merely just “a reward for not having a lawsuit”. Mr. Metzler replied that there is some credence to that notion but he said that ultimately diversity must be transformative. When transformation is not pursued, and the bare minimum of obeying EEO laws and avoiding discrimination is what is followed, the idea of transformation is abandoned.

In response to a question from Commissioner Cabrera about measuring successful businesses through diversity, Mr. Metzler said there must be clarity to diversity initiatives, one that that is demonstrated to members of the larger organization. He cited the example of Waste Management’s sponsorship of a black NASCAR driver. There must be a focus on the organization’s function rather than the numerical categories of minorities being represented.

In response to a question from EEPC Executive Director Abraham May, Jr., Mr. Metzler said the biggest challenge in the implementation of diversity initiatives

is the culture of the institution being dealt with.

Daniel Donovan, Richmond County District Attorney

Mr. Donovan began his testimony by outlining his office's record on diversity since his election in 2004. The diversity efforts of the Richmond County District Attorney's office have been recognized by both the Asian-American Bar Association of New York and the Association of the Bar of the City of New York; the latter honored Mr. Donovan as a "Diversity Champion" in 2006. Mr. Donovan noted that these honors were the result of a concerted effort to assemble a staff that "better reflected the community that we serve". He noted that upon taking office he instituted initiatives that recognized the fact that prosecutors needed to reflect the community they served and quickly increased the representation of minority groups as well as added prosecutors who spoke languages that would serve the borough's growing immigrant population.

Mr. Donovan went on to discuss the EEPC's 2004 audit of his office, which covered the period directly preceding his election. That report found that in the two year's before Mr. Donovan's election eight new prosecutors were hired, all of whom were male and only one of which was a minority. He went on to add that since taking office, in a county which according to the 2000 U.S. Census is 77% white, over 35% of the new assistant district attorneys are from communities of color. In addition, at the time of his assuming office none of the 43 prosecutors on staff could fluently converse with victims in Spanish despite a growing Mexican population in the borough. In response, the first two hires of his administration were females fluent in Spanish; his office subsequently added prosecutors who speak Korean, Hindi, Italian, Mandarin, and Cantonese. He then mentioned that the past two summers he has personally attended the National Black Prosecutors Association job fair and personally interviewed dozens of applicants for positions within the office.

Mr. Donovan testified that the process of fostering a diverse work force does

not end when you have received a commitment to join the office. Mr. Donovan noted that he meets with each new assistant regularly and after each trial to assess the progress they have made as prosecutors as well as how they are adapting to their new roles. He added his belief that you are not really promoting diversity in your organization unless you are willing to create a diverse management team. He supported this assertion by mentioning the hires of Quentin Smith, the first African-American ever to serve as a bureau chief in the Richmond County District Attorney's office and James Ching, the first Asian-American to serve as a deputy bureau chief in the office. Mr. Donovan added that this commitment to diversity in leadership also extends to gender where more than half of his office's bureau chiefs and/or their deputies are women.

Mr. Donovan then addressed critics of diversity. Of these critics, he claimed that "they will tell you that diversity can only be achieved by lessening of standards and a decline in results." He added that his experience has been just the opposite; nearly every one of his new prosecutors has been from a "top-tier law school" and many ranked in the "highest percentile of their classes." He also noted that his office has led the City of New York in felony convictions each of the quarters that he has been in office.

Mr. Donovan concluded by saying that his personal philosophy was best summarized by Andrew Hahn, President of the Asian-American Bar Association: The Richmond County District Attorney's office does much more than preach diversity. He practices it in the hiring and retention of his staff, it is a philosophy that has served us well and I believe could serve as a reference for other organizations.

### Questions and Comments

EEPC Chair Ernest Hart began the questioning by asking Mr. Donovan what his experience has been in terms of community relations since the commencement of his office's diversity initiatives. Mr. Donovan responded by providing some



examples. First he noted that in the Mexican community there seems to be an inherent distrust of government. He then described a town hall meeting held by his office featuring two Spanish-speaking prosecutors. At this meeting a young Mexican woman came forward regarding an assault she had recently suffered and urged other members of the Mexican community to put aside their preconceived notions and trust Mr. Donovan's office. Mr. Donovan attributed this lack of trust to their illegal immigrant status as well as their questionable tax status due to their cash-paying jobs. He further noted the public criticism he and his office received for his stance, "I don't care about your immigration, I don't care that you don't pay taxes, what I care about is your safety." He then related an incident where a Korean woman in his district had murdered her husband. He credited the Korean prosecutors on his staff for discovering that she had suffered years of abuse that qualified her for a "Battered Woman's Syndrome Defense". He concluded by stating "the people of Staten Island are benefactors of our diverse staff."

Commissioner Buggs noted a *New York Times* article regarding the increase of minorities being hired by private law firms, but the lack of these minorities becoming partners in the firms. She suggested that his office may act as a model for some of these private firms. Mr. Donovan expressed his hope that this was the case and said that of the 43 attorneys in his office, 28 had been hired during his administration, an administration that is less than 3 years old.

Commissioner Buggs then mentioned that in her law student days the Richmond County District Attorney's office was known as a place that only hired candidates from Staten Island or those who "knew somebody." Mr. Donovan responded that of the 28 positions that have turned over since he assumed office, only 2 live on Staten Island. He added that he felt it was "demeaning to think you hired people because of their background; that's demeaning to the people who are talented who earned these jobs because of their talent."

Commissioner Mendez asked Mr. Donovan what could be done with the

undocumented immigrant population in regards to “breaking down the barriers of fear” as they relate to dealing with government offices. Mr. Donovan responded that it was a matter of gaining trust; he referenced both the language barrier and the corruption of many Mexican police departments as obstacles to gaining that trust. Mr. Donovan then added that it was essential to gain the trust of community leaders; these leaders will then urge the members of the community who follow their lead to trust the District Attorney’s office. He then discussed an organization called “Project Hospitality” headed by Reverend Terry Troia, and the relationship this organization has had with the Spanish-speaking attorneys in his office, and how it has translated into improved relations with the immigrant community. He concluded by adding that “we have to gain trust, and we do that through the leadership going down the tiers so the person who is a day laborer does trust us.”

Dr. Walter Stafford, Professor of Public Policy  
Robert Wagner School of Public Service, New York University

Dr. Stafford commenced his testimony by stating that the Equal Employment Practices Commission should be congratulated for exploring how city agencies can become more culturally competent in meeting the needs of their clients. He said agencies will have to be restructured to teach about cultural competency in “a very serious way.” Pursuing these policies is essential for dealing with issues in New York City and moving the city’s public service towards a more humanistic relationship with its clients. This will take a lot of persistence.

A number of influential people in America and internationally have tried to get the country and New York City to focus on culture and cultural competency. In 1947, two years after the founding of the United Nations, prominent anthropologists and social scientists, including W.E.B. Du Bois, urged this new organization to recognize culture in its human rights agenda. These professionals noted that standards and values are relative to the culture from which they derive,

so that any attempt to formulate postulates that grow out of the beliefs or moral codes of culture must detract from the applicability of any Declaration of Human Rights.

In 1997, a UNESCO report entitled, *Our Creative Diversity*, noted that ... “ all forms of development, including human development, ultimately are determined by cultural factors. Indeed from this point of view it is meaningless to talk of the ‘relation between culture and development’ as if they were two separate concepts, since development and the economy are part of or an aspect of, a people’s culture”.

The idea of what is and is not rational varies from culture to culture, and this “rational/irrational analyses” can be a great danger when incorporated into public administration. Dr. Stafford went on to state that there should not be a separation of culture from economic development. He provided the example of the European Union which puts a great emphasis on the concept of inclusion, whereas the United States emphasizes exclusion. Inclusion at its core, Dr. Stafford argued, would recognize that culture has to be a part of human development. In the case of New York City, culture becomes a major consideration if you begin to look at the different communities in which the sense of human and social capital become a major consideration in the context of that community’s culture. He added that culture has to be part of the understanding of economic development. Dr. Stafford then described culture as a “policy narrative”, which becomes very important when cultures are analyzed in different ways, but unfortunately in fields where most people have been trained to work for the government it has not been dealt with. Rather, he argued, in these fields of public policy and service the discussion has been avoided altogether.

Dr. Stafford stated that one of the things that is occurring in the field of public administration is the increasing emphasis on “managing diversity.” He then declared that he is not someone who supports the idea of diversity management. He then added that managed diversity has, to some degree, become

a substitute for affirmative action. Historically, diversity management has allowed people to manage who is and is not going to be represented. The one positive aspect of this trend in the private sector is that it allows one to work on a product line, but when carried over to the public sector the process becomes considerably more tricky. He then pointed out the existence of “pervasive racial dualism” in the American administrative system since its inception.

Dr. Stafford then discussed the 1987 effort by Thomas Sobol and others to get cultural competency into the guidelines and curriculum of secondary schools and the state. The task force headed by Mr. Sobol recommended changes in curriculum as well as echoed the sentimental cross-cultural benefits in economic integration, noting the extent that contributions from non-Europeans are omitted from the curriculum. He continued by noting that this study found that when a curriculum treats any culture inappropriately it treats all cultures inappropriately.

Dr. Stafford then noted Mayor Bloomberg and Chancellor Klein’s decision to abolish the Office of Multicultural Education in the Department of Education, which he described as “one of the very sore points in this city.” He then urged the Equal Employment Practices Commission and other interested civic and academic parties to review efforts to restore cultural competency and multiculturalism.

Regarding affirmative action, Dr. Stafford noted that it is not just the law itself but the social construction of how you see the different people receiving the benefits. It is a social construction of how you see those people receiving those benefits; if you do not see these contributions as being positive then negative contributions will always cloud how the issue is dealt with. Dr. Stafford added “part of it is the construction of how we see people” and that the easiest way of understanding that clearly is how we look at welfare and mothers or the view of black males. A related point, according to Dr. Stafford, is the enhancement of understanding human development and cultural capital. In regards to human development, Dr. Stafford added that one cannot have sustained economic development without working on human development first. He then gave the

example that 20% of all women in the United States with HIV or Aids live in New York City even though the city only accounts for 3% of the country's population. This population is concentrated in 8 specific communities within the city and the social stigmatization of this group becomes very, very important."

Dr. Stafford then said that cultural competency begins to deal with the "undermined labeling and stigmatization by government agencies". The private sector is always talked about as being unequal and it clearly is, and that premise is accepted. However, government to some degree began making things unequal before the private sector. Government stigmatizes a large number of groups. Stigmatization begins in the public sector, not the private sector.

Dr. Stafford then described the development of a new perspective on the competency of managers as another benefit of cultural competency. The competency of managers is going to be judged by whether they're culturally competent. Ultimately, given the demographic changes in the city, government agencies will have to examine how it hires and promotes managers. No group or individual understands all these different cultures, but government will have to create a "representative cluster of culturally competent managers to guide decision-makers".

Dr. Stafford singled out the police department as "number one" in terms of having to think about this kind of cultural competency. He then added that any agency that deals with situations of life and death there must have "real serious discussions" regarding cultural competency. He then added that developing new ways of monitoring government decisions are going to be important in terms of cultural competency. Government must figure out what leads to the exclusion of certain groups and then government must figure out how to include them.

He then described the concept of "colonization of a life world" as how culture becomes important. He said that cultural institutions all operate in tandem to undermine the communication patterns of different groups.

Dr. Stafford then expressed the need for cultural competency to be

extended. He said that these are not just matters of race or ethnicity but also preventing discrimination based on gender and sexual orientation. He concluded his testimony by saying that the argument against culturalism, multiculturalism, and cultural competency, is that it allows civil societies of different cultures (i.e. the dominant culture) to “basically violate the rights of people.”

### Questions and Comments

EEPC Chair Hart began the questioning by asking if we assume that New York City government has to improve its cultural competence, how does it do it? Dr. Stafford responded that it would be best to begin in the areas dealing with the issues surrounding poverty. But, he added, this is a long-term process and that New York is a very complex city in terms of cultures. It will require a new set of managers and staff; creating courses for employees; issuing guidelines for understanding cultures; understanding where to turn when a language barrier is faced, and understanding that someone previously thought to be an “expert” may not be an expert at all in a given community. In the case of the black community, every minister is not going to be able to provide a culturally competent way to deal with blacks. Each agency should have a set of guidelines and there should be overall guidelines. The Equal Employment Practices Commission should discuss how the lack of cultural competency has led to more discrimination.

In response to a question from Commissioner Buggs, Dr. Stafford said there are several different possible definitions of cultural competence. He defines it as the willingness of individuals and groups to recognize and respect differences. Cultural competency recognizes differences and acknowledges that they may be positive. He said one way to do this is for people to interact with more cultures so they can understand them; another would be required studies. Primarily, one has to recognize differences in cultures as positive and acknowledging that one has certain limitations in understanding anyone from a different culture.

In response to a second question, Dr. Stafford said institutional racism has

always been in government. There are many examples of blacks and Latinos implementing institutional rules that very clearly hurt their own people. But cultural competency goes a step beyond racial or gender inclusion and addresses the need of government to recognize specific cultures.

Commissioner Buggs then asked Dr. Stafford how any EEO officer should approach his or her agency regarding the question of cultural competency. Dr. Stafford reiterated the need for meetings among clusters of people with knowledge of the various cultures in question. He then suggested a dialogue among these same people regarding the need for city guidelines on cultural competency and what these guidelines should ultimately be. He pointed out the unwillingness of some sectors of government to reflect the constituency they serve and that this must be addressed. He also mentioned a need for government agencies to consult with both large and small non-profit organizations and together address the issues surrounding cultural competency.

Commissioner Mendez asked Dr. Stafford to elaborate on his earlier statement that cultural impressions and stereotypes have always influenced affirmative action, particularly if the groups are viewed as deviant. Dr. Stafford responded that part of cultural competency is simple respect of people, pointing out that to a large degree the poor are simply disrespected. He added that the only way to deal with any sort of stereotype is to confront it in a direct and honest manner and recognize that over time these stereotypes carry the danger of turning into self fulfilling prophecies.

Commissioner Villanueva asked Dr. Stafford his opinion about both the abolition of the Office of Multicultural Education and the elimination of bilingual education in the latest incarnation of the No Child Left Behind Act.

Dr. Stafford said that he found the abolition of the Office of Multicultural Education was absolutely tragic--the greater tragedy was the fact that there is no way to protest; the new Department of Education is a huge bureaucracy. All the studies of bilingual education indicate that if you lose that, you've lost that period

of time. And it is very clear from the studies that the end of bi-lingual education is linked to the rise of young immigrant women dropping out of school and the growth of teen pregnancy and unemployment. Dr. Stafford criticized both Mayor Bloomberg and Chancellor Klein for abolishing bilingual education and the public for failing to protest the decision.

Commissioner Buggs asked Dr. Stafford if he believed that the private and public sector position that the lack of qualified minorities in the higher echelons of management is because there are none, is stereotypical, and if so, might those being stereotyped believe it?

He agreed on both counts and noted that the most difficult thing to do when discussing stereotypes is be unaffected personally. He added that the problem rests in the workplace itself; if people begin to believe everything that is said about them it will eventually be their undoing. He partially blamed the stress associated with these situations as contributing to the low life expectancy for black and Latino males.

At the conclusion of Dr. Stafford's response, Chair Hart closed the hearing.



## **ILLEGAL EMPLOYMENT DISCRIMINATION**

There is a cost for illegal employment discrimination--emotionally, psychologically, and financially. The largest percentage of the financial cost to the City for illegal employment discrimination is reflected in the settlement or adjudication of illegal employment discrimination suits against the City. To reduce this cost, this Commission believes that every city agency must have a properly structured and efficiently administered Equal Employment Opportunity Program that is in compliance with the City's Equal Employment Opportunity Policy (EEOP), and an agency head who is committed to the implementation of the agency's Equal Employment Opportunity Program.

Some of the violations of the City's Equal Employment Opportunity Policy lead to the filing of complaints of illegal employment discrimination. In some cases complainants file suit against the agency and the City and some win.

At the beginning of each calendar year, the EEPC requests a report from the City Comptroller on the number of employment discrimination cases settled or adjudicated in the preceding year and the total cost to the City. The Comptroller's office reported no judgments in calendar year 2006. However, there were twenty-five employment discrimination cases settled at a total cost of \$854,332.00. This was significantly lower than the cost in calendar year 2005 (\$29,219,996.00).

The Charts on the following pages provide more information.

**SETTLEMENT/ADJUDICATION COST OF EMPLOYMENT DISCRIMINATION  
IN NEW YORK CITY GOVERNMENT AGENCIES**

**CALENDAR YEARS 1994 - 2006**

<b>YEAR</b>	<b>SETTLEMENT</b>	<b>ADJUDICATION</b>	<b>TOTAL</b>
1994	—	—	\$869,150.00
1995	—	—	\$1,555,050.00
1996	—	—	\$1,794,186.00
1997	\$924,819.00	\$1,687,900.00	\$2,603,719.00
1998	\$1,334,685.00	\$75,000.00	\$1,409,685.00
1999	\$1,350,354.00	—	\$1,350,354.00
2000	\$2,435,069.00	—	\$2,435,069.00
2001	\$409,154.00	\$58,001.00	\$467,155.00
2002	\$2,796,087.00	\$470,159.00	\$3,266,246.00
2003	\$5,657,591.00	\$1,533,253.00	\$7,190,844.00
2004	\$319,000.00	\$124,100.00	\$443,100.00
2005	\$28,857,584.00	\$362,412.00	\$29,219,996.00
2006	\$ 854,332.00	—	\$854,332.00
<b>Grand Total</b>			<b>\$53,458,886.00</b>
Average Annual Cost: \$4,112,222.00			

**SETTLEMENT/ADJUDICATION COST OF EMPLOYMENT DISCRIMINATION  
IN NEW YORK CITY GOVERNMENT AGENCIES  
CALENDAR YEAR 2006**

<b>CLAIM #</b>	<b>AGENCY</b>	<b><u>SETTLEMENT/JUDGMENT</u></b>	
		<b>AMOUNT</b>	<b>DESCRIPTION</b>
2006PI013861	Administration for Children Services	\$2,831.00	Religion
2001PI018514	Dept. of Correction	\$50,000.00	Race
2006PI016553	Dept. of Correction	\$50,000.00	Gender
2006LW018341	Dept. of Education	\$5,500.00	Race
2002PI025966	Dept. of Education	\$10,000.00	Disability
2006PI018782	Dept. of Education	\$15,000.00	Disability
2006PI011835	Dept. of Education	\$32,000.00	Gender
2001PI019251	Dept. of Education	\$58,001.00	Age
2004PI021969	Dept. of Education	\$60,000.00	Disability/S.O.
2006PI008634	Dept. of Information Tech. and Tele.	\$75,000.00	Sexual Orientation
2006PI023015	Dept. of Sanitation	\$200,500.00	Age
2000PI023034	Dept. of Transportation	\$32,000.00	Race
2005PI016797	Health & Hospitals Corporation	\$5,000.00	Race/Gender/Disability
2005PI024512	Health & Hospitals Corporation	\$5,000.00	National Origin
2006PI007133	Health & Hospitals Corporation	\$10,000.00	Race/Gender
2006PI007301	Health & Hospitals Corporation	\$10,000.00	National Origin/Race
2006LW002902	Health & Hospitals Corporation	\$12,500.00	Age/Race/Gender
2006LW004607	Health & Hospitals Corporation	\$12,500.00	Race
2003PI022910	Health & Hospitals Corporation	\$25,000.00	National Origin
2006PI017127	Health & Hospitals Corporation	\$26,000.00	Discrimination
2006PI014047	Health & Hospitals Corporation	\$30,000.00	Discrimination
2006PI008877	Health & Hospitals Corporation	\$30,000.00	Race/Age/Gender, et al

CLAIM #	AGENCY	<u>SETTLEMENT/JUDGMENT</u>	
		AMOUNT	DESCRIPTION
2006LW013095	Housing Preservation & Dev.	\$17,500.00	Age
2006PI016552	Police Department	\$15,000.00	Disability/Gender/Race
2006PI013387	Police Department	\$65,000.00	Disability
<b>Grand Total:25</b>		\$854,332.00	

**Average Cost**

\$34,173.00

Source: NYC Comptroller's Office

# **CHAPTER V**

## **RECOMMENDATIONS AND CONCLUSION**

“ d. The commission shall have the following powers and duties:...

6. to make such policy, legislative and budgetary recommendations to the mayor, council, the department of citywide administrative services or any city agency as the commission deems necessary to ensure equal employment opportunity for minority group members and women;”

Section 831(d)6 of the New York City Charter

## **RECOMMENDATIONS**

Pursuant to section 831(d) 6 of the New York City Charter, As Amended, the Equal Employment Practices Commission recommends the following:

### **To The Mayor**

#### Recommendation #1

We Recommend that the Mayor, Through the Office of Management and Budget, Provide the Necessary Funds to Increase the Staff in the Office of Citywide Equal Employment Opportunity (OCEEO) in the Department of Citywide Administrative Services (DCAS) So It Can Address Its City Charter Mandate.

#### Rationale

EEPC audits in calendar year 2006 revealed that the New York City Civil Service Commission (CCSC), the Board of Correction (BOC), and the Kings County Public Administrator (KCPA) had no formal EEO Programs. Our audit of the Office of Emergency Management (OEM) revealed that it had not issued an agency-specific EEO Plan since it was given departmental status on January 1, 2002.

During the compliance process, the following agencies requested extensions of the compliance period to fully implement their outstanding required actions: the Campaign Finance Board (CFB), the Department of Consumer Affairs (DCA), and the Richmond County District Attorney's Office (RCDA). The most prevalent outstanding required actions were EEO training for employees, EEO training for EEO professionals, and adverse impact training.

These facts clearly indicate that the Office of Citywide Equal Employment Opportunity should seek to increase staff to address its mandate to provide the necessary technical assistance and training to all city agencies to ensure that they have properly structured EEO programs with effectively-trained EEO personnel.

This Commission was pleased to learn that the DCAS has decided to create

the position of deputy commission at the OCEEO. We were more pleased to learn that the DCAS plans to increase the staff at the OCEEO. We strongly concur. The OCEEO needs additional staff to address its City Charter mandate.

## Recommendation # 2

We Recommend that the Mayor, Through the Office of Management and Budget, Restore the Permanent Headcount of the Equal Employment Practices Commission to Twelve Positions and Provide the Necessary Funds.

### Rationale

Section 831(d) 5 of the City Charter requires the EEPC to audit every city agency at least once every four years. There are approximately one hundred and sixty agencies under the jurisdiction/authority of the EEPC. To audit all of these agencies at least once every four years requires that the Commission audit forty agencies annually.

At the beginning of the current administration (the second half of FY '02) the EEPC's permanent headcount was twelve. The FY '03 Adopted Budget reduced the EEPC's permanent headcount to ten. The FY'04 Adopted Budget reduced the EEPC's permanent headcount to nine. Annual requests to restore our permanent headcount to twelve have not been granted.

It is difficult to address our City Charter mandate to audit every city agency at least once every four years without an increase in our permanent headcount. We can address our mandate if the permanent headcount during the previous administration is restored.

## **To The City Council**

### Recommendation # 3

If Recommendation #2 is not implemented, we recommend that the City Council continue its annual \$97,000.00 Enhancement to the EEPC's budget.

### Rationale

Since Fiscal Year 2005 the City Council has added \$97,000.00 to the EEPC's annual budget to hire additional audit staff. Initially, these funds were allocated to hire one experienced auditor and one entry-level auditor. Since this enhancement is for one year only (i.e. temporary), the City Council must continue to provide these funds, otherwise, the employees whose salaries are paid from these funds would be separated from the payroll.

Since experienced auditors are not attracted to temporary positions, in Fiscal Year 2006 this Commission requested and the Office of Management and Budget agreed to allocate the funds to hire three entry-level auditors. The EEPC offered entry-level auditor positions to three candidates last year; two accepted. These two entry-level auditors have participated in a significant number of the audits initiated in the latter part of calendar year 2006. They will participate in a larger number of audits in calendar year 2007. These positions are therefore critical to the EEPC's efforts to address our City Charter mandate.



## **CONCLUSION**

Employment discrimination is prohibited by the New York City Charter and a broad range of laws, court decisions, amendments and executive orders, including the Fourteenth Amendment of the U.S. Constitution, Title VII of the Civil Rights Act of 1964; U.S. Executive Order #11246, the New York State Constitution, the New York State Human Rights Law, the New York State Civil Rights Law and the New York City Human Rights Law.

The Equal Employment Practices Commission's City Charter mandate is to ensure that, women, minorities, and other protected groups who work for, or seek employment with, city agencies, are protected by the aforementioned laws. Since its first meeting in April 1992, this Commission has pursued its mandate through public meetings, public hearings, special meetings, the creation of advisory committees (e.g. the Advisory Committee to Recommend Improvements in the Fire Department Recruitment Program, and the Advisory Committee to Recommend Improvements in the Reporting Structure of the City's Equal Employment Opportunity Program), audits of city agencies, and monitoring audit compliance. Historically, the Commission has been committed to addressing its mandate through dialogue and negotiation.

Pursuant to Section 1133a of the New York City Charter, the Equal Employment Practices Commission is required to forward to the Department of Records and Information Services (DORIS) copies of all "Letters of Preliminary Determinations" and all "Letters of Final Determinations" issued by the Commission pursuant to audits of city agencies. In fairness to those agencies, this Commission also provides DORIS with copies of the agencies' responses. Those determinations and the agencies' responses are available for public review at the City Hall Library. Pursuant to Local Law 119A, this Commission will place all documents that we are required to publish on the DORIS website.

Pursuant to the State Open Meetings Law, all meetings of the Commission are open to the public. A notice of every Commission meeting or public hearing is

published in the City Record-the official newspaper of the New York City government.

Persons who wish to receive a copy of the minutes of Commission meetings, transcripts of public hearings, or copies of any publications of this Commission, should log-on at: <http://www.nyc.gov/html/eeec/html/home/home.shtml>, call (212) 788-8646 or fax (212) 788-8652.

### Filing An Employment Discrimination Complaint

Individuals who wish to file an employment discrimination complaint with an outside government agency may contact one of the following government agencies:

U.S. Equal Employment Opportunity Commission  
33 Whitehall Street  
New York, NY 10004  
(212) 336-3620  
[www.eeoc.gov](http://www.eeoc.gov)

State Division of Human Rights  
20 Exchange Place  
New York, NY 10005  
(212) 480-2522  
[www.nysdhr.com](http://www.nysdhr.com)

New York City Commission on Human Rights  
40 Rector Street  
New York, NY 10006  
(212) 306-7500  
[NYC.gov/html/cchr](http://NYC.gov/html/cchr)

# **APPENDIX D**

# **CITYWIDE EQUAL EMPLOYMENT OPPORTUNITY DATABASE SYSTEM (CEEDS) DESCRIPTION OF JOB GROUP CATEGORIES**

- 001 Administrators:** Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: Elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals and kindred workers.
- 002 Managers:** Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: Assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.
- 003 Management Specialists:** Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.
- 004 Science Professionals:** Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.
- 005 Health Professionals:** Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians,

occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

- 006 Social Scientists:** Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.
- 007 Social Workers:** Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: Caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy and kindred workers.
- 008 Lawyers:** Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: Attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges and kindred workers.
- 009 Public Relations:** Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: Technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.
- 010 Technicians:** Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: Health technicians (clinical laboratory, dental hygienists, health records, radiologic and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast

equipment operators, computer programmers, legal assistants, investigators and kindred workers.

**011 Sales:** Not applicable.

**012 Clerical Supervisors:** Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: Chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

**013 Clerical:** Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: Cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

**014 Household Services:** Not applicable.

**015 Police Supervisors:** Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individuals units or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: Sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

**016 Fire Supervisors:** Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: Lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

**017 Firefighters:** Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category

includes: Firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

- 018 Police and Detectives:** Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: Police officers, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.
- 019 Guards:** Occupations in which employees are entrusted with public safety and security. This category includes: School crossing guards, housing guards, watch persons, lifeguards, park rangers, school guards and kindred workers.
- 020 Food Preparation:** Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g., schools, correctional institutions, and concessions). This category includes: Cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.
- 021 Health Services:** Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: Dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies and kindred workers.
- 022 Building Services:** Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: Custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.
- 023 Personal Services:** Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: Housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.
- 024 Farming:** Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: Herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

- 025 Craft:** Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work in which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: Mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision handworking occupations and kindred workers.
- 026 Operators:** Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: Printing press operators, high pressure boiler operators, laundry workers, and kindred workers.
- 027 Transportation:** Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: Bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.
- 028 Laborers:** Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: Skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.
- 029 Sanitation Workers:** Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: Sanitation workers, debris removers and kindred workers.
- 030 Teachers:** Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: Teachers, instructors,



professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

- 031 Paraprofessionals:** Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: Administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

# **APPENDIX E**

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBUTNO31

**MAYOR'S OFFICE (002)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	1	0	0	0	0	2	0	1	0	0	0	0	9
002	49	3	10	6	0	0	87	13	17	8	0	0	0	193
003	8	5	4	3	0	0	8	3	4	1	0	0	0	36
008	0	0	1	0	0	0	1	0	0	0	0	0	0	2
009	10	0	2	0	0	0	2	0	1	1	0	0	0	16
013	15	9	12	4	0	0	39	43	39	9	1	1	0	172
020	1	0	1	0	0	0	0	0	0	0	0	0	0	2
022	0	0	0	0	0	0	0	1	0	0	0	0	0	1
031	12	3	4	1	0	0	19	10	6	5	0	0	1	61
<b>TOTAL</b>	<b>100</b>	<b>21</b>	<b>34</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>158</b>	<b>70</b>	<b>68</b>	<b>24</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>492</b>
<b>%TAGE</b>	<b>20%</b>	<b>4%</b>	<b>7%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>32%</b>	<b>14%</b>	<b>14%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBTNO31

**OFFICE OF THE ACTUARY (008)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
002	8	1	0	0	0	1	2	0	0	0	0	0	0	12
003	1	0	0	0	0	0	0	0	0	0	0	0	0	1
004	5	2	0	3	0	0	6	0	0	2	0	2	0	20
012	0	0	0	0	0	0	0	1	1	0	0	0	0	2
013	1	0	0	0	0	0	0	3	1	0	0	0	0	5
<b>TOTAL</b>	<b>15</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>40</b>
<b>%TAGE</b>	<b>38%</b>	<b>8%</b>	<b>0%</b>	<b>8%</b>	<b>0%</b>	<b>3%</b>	<b>20%</b>	<b>10%</b>	<b>5%</b>	<b>5%</b>	<b>0%</b>	<b>5%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBUTNO31

**OFFICE OF EMERGENCY MANAGEMENT (017)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	1	0	0	0	0	0	0	0	0	0	0	0	3
002	4	1	1	0	0	0	7	0	1	0	0	0	0	14
003	3	2	0	2	0	1	4	0	1	1	0	0	0	14
004	1	2	0	0	0	0	0	0	0	0	0	0	0	3
006	2	0	0	0	0	0	1	0	0	0	0	0	0	3
009	2	0	0	0	0	0	1	0	0	0	0	0	0	3
012	1	0	0	0	0	0	1	1	2	0	0	0	0	5
013	0	0	0	0	0	0	1	1	0	0	0	0	0	2
031	6	1	0	0	0	0	5	1	0	1	0	0	0	13
<b>TOTAL</b>	<b>21</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>20</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>60</b>
<b>%TAGE</b>	<b>35%</b>	<b>12%</b>	<b>2%</b>	<b>3%</b>	<b>0%</b>	<b>2%</b>	<b>33%</b>	<b>5%</b>	<b>7%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBTNO31

**OFFICE OF MANAGEMENT & BUDGET (019)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	0	0	0	0	0	0	0	1
002	44	1	2	10	0	0	24	3	2	1	0	0	0	87
003	39	6	15	19	0	0	57	16	15	35	0	0	0	202
004	2	0	0	0	0	0	0	0	0	0	0	0	0	2
009	1	0	0	0	0	0	0	0	0	0	0	0	0	1
012	0	0	0	0	0	0	0	1	0	1	0	0	0	2
013	0	1	1	0	0	0	5	9	8	3	0	1	0	28
031	1	0	0	0	0	0	0	0	1	0	0	1	0	4
<b>TOTAL</b>	<b>88</b>	<b>8</b>	<b>18</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>86</b>	<b>29</b>	<b>26</b>	<b>41</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>327</b>
<b>%TAGE</b>	<b>27%</b>	<b>2%</b>	<b>6%</b>	<b>9%</b>	<b>0%</b>	<b>0%</b>	<b>26%</b>	<b>9%</b>	<b>8%</b>	<b>13%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBUTNO31

**TAX COMMISSION (021)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	0	0	0	0	0	2	0	0	0	0	0	0	7
002	2	0	0	1	0	0	1	0	1	0	0	0	0	5
003	7	0	1	0	0	0	1	2	0	1	0	0	0	12
004	0	0	0	2	0	0	0	0	0	2	0	0	0	4
012	0	1	0	0	0	0	0	2	1	0	0	0	0	4
013	1	0	0	0	0	0	0	0	0	0	0	0	0	1
031	0	0	0	1	1	0	1	1	0	0	0	0	0	4
<b>TOTAL</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>37</b>
<b>%TAGE</b>	<b>41%</b>	<b>3%</b>	<b>3%</b>	<b>11%</b>	<b>3%</b>	<b>0%</b>	<b>14%</b>	<b>14%</b>	<b>5%</b>	<b>8%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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REPORT: PBTNO31

**LAW DEPARTMENT (025)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	0	0	0	0	0	0	0	20	0	0	0	0	2
002	33	5	0	2	0	0	29	2	2	2	0	0	0	75
003	13	8	3	1	0	0	7	9	3	0	0	0	1	45
004	4	1	1	2	0	0	5	1	0	3	0	0	0	17
005	1	0	0	0	0	0	4	0	0	0	0	0	0	5
006	1	0	0	0	0	0	0	0	0	0	0	0	0	1
008	218	10	12	8	0	1	255	46	20	28	0	2	0	600
009	0	0	0	0	0	0	0	0	0	1	0	0	0	1
010	47	45	16	12	0	0	65	111	28	11	1	0	1	337
012	8	2	1	1	0	0	3	9	1	1	0	0	0	26
013	17	39	7	12	0	1	40	131	36	8	1	1	0	288
022	0	9	0	0	0	0	0	0	0	0	0	0	0	9
027	0	4	0	0	0	0	0	0	0	0	0	0	0	4
031	5	1	2	2	0	0	3	3	1	2	0	0	0	19
<b>TOTAL</b>	<b>349</b>	<b>119</b>	<b>42</b>	<b>40</b>	<b>0</b>	<b>2</b>	<b>411</b>	<b>312</b>	<b>91</b>	<b>56</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>1429</b>
<b>%TAGE</b>	<b>24%</b>	<b>8%</b>	<b>3%</b>	<b>3%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>29%</b>	<b>22%</b>	<b>6%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>



NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBUTNO31

**DEPARTMENT OF CITY PLANNING (030)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	2	0	1	0	0	4	1	1	1	0	0	0	15
002	17	1	2	1	0	0	11	2	0	3	0	0	0	37
003	2	2	4	2	0	0	1	3	0	3	0	0	0	17
004	6	2	1	4	0	0	13	1	0	6	0	0	0	33
006	53	11	4	16	1	0	34	7	4	9	0	1	0	140
008	2	0	0	0	0	0	1	0	0	0	0	0	0	3
009	1	1	0	0	0	0	2	1	0	0	0	0	0	5
010	2	2	2	2	0	1	1	1	0	1	0	0	0	12
012	0	0	1	0	0	0	9	15	3	1	0	0	0	29
013	0	4	2	0	0	0	2	6	2	1	0	0	0	17
027	0	1	0	0	0	0	0	0	0	0	0	0	0	1
031	8	1	2	3	0	0	9	1	2	3	0	1	0	30
<b>TOTAL</b>	<b>96</b>	<b>27</b>	<b>18</b>	<b>29</b>	<b>1</b>	<b>1</b>	<b>87</b>	<b>38</b>	<b>12</b>	<b>28</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>339</b>
<b>%TAGE</b>	<b>28%</b>	<b>8%</b>	<b>5%</b>	<b>9%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>26%</b>	<b>11%</b>	<b>4%</b>	<b>8%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBUTNO31

**DEPARTMENT OF INVESTIGATION (032)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	7	1	0	0	0	0	6	1	0	0	0	0	0	15
002	16	2	1	0	0	0	15	5	0	2	0	0	0	41
003	1	0	0	0	0	0	1	2	2	0	0	0	0	6
004	1	1	0	2	0	0	0	0	0	2	0	0	0	6
010	22	11	7	3	0	0	19	17	8	5	0	0	0	92
012	0	0	0	0	0	0	4	15	7	0	0	0	0	26
013	0	2	0	1	0	0	0	11	3	1	0	0	0	18
018	11	6	4	1	0	0	6	2	1	2	0	0	0	33
031	0	1	0	0	0	0	0	2	2	1	0	0	0	6
<b>TOTAL</b>	<b>58</b>	<b>24</b>	<b>12</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>51</b>	<b>55</b>	<b>23</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>243</b>
<b>%TAGE</b>	<b>24%</b>	<b>10%</b>	<b>5%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>21%</b>	<b>23%</b>	<b>9%</b>	<b>5%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBTNO31

**CIVILIAN COMPLAINT REVIEW BOARD (054)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	3	2	2	0	0	4	2	0	1	0	0	0	19
002	7	1	2	0	0	0	5	0	3	0	0	0	0	18
003	0	0	0	0	0	0	1	0	0	0	0	0	0	1
004	1	0	0	0	0	0	0	0	0	1	0	0	0	1
010	52	5	5	1	0	0	42	13	9	1	0	2	0	130
012	1	0	0	0	0	0	3	6	2	0	0	0	0	12
013	0	0	2	0	0	0	0	1	1	1	1	0	0	6
031	0	1	1	0	0	0	0	4	0	0	0	0	0	6
<b>TOTAL</b>	<b>65</b>	<b>10</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>26</b>	<b>15</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>193</b>
<b>%TAGE</b>	<b>34%</b>	<b>5%</b>	<b>6%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>28%</b>	<b>13%</b>	<b>8%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
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**POLICE DEPARTMENT (056)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	8	0	0	0	0	0	0	1	0	0	0	0	0	9
002	53	9	7	3	0	1	27	17	4	3	0	0	0	124
003	48	10	6	17	0	1	54	51	22	16	0	0	0	225
004	137	32	13	41	0	0	68	33	10	29	1	1	0	365
005	25	2	2	0	0	0	11	7	1	0	0	0	0	48
006	8	6	3	2	0	0	18	3	1	2	0	0	0	43
007	4	0	2	0	0	0	0	2	0	0	0	0	0	8
008	26	3	3	2	0	0	24	12	1	1	0	0	0	72
009	20	3	3	0	0	0	2	3	1	2	0	0	0	34
010	17	17	6	4	0	4	28	107	14	0	0	0	0	197
012	30	28	11	18	0	0	243	573	104	18	7	2	1	1035
013	86	170	44	43	0	0	336	2295	434	71	8	3	2	3492
015	4647	533	856	165	13	11	375	262	184	18	11	6	4	7085
018	13224	4000	6043	1509	37	30	1597	2678	2079	127	42	13	8	31387
019	105	701	377	151	80	212	793	2761	1252	206	162	270	3	7073
021	0	0	0	1	0	0	0	1	0	0	0	0	0	2
022	29	60	35	6	0	1	8	79	76	2	0	0	0	296
023	0	2	0	0	0	0	0	1	0	0	0	0	0	3
024	6	4	12	0	0	0	6	1	2	0	0	0	0	31
025	349	62	63	32	1	2	2	1	0	2	0	0	0	514
026	10	5	1	2	0	0	0	0	0	0	0	0	0	18
027	19	27	13	5	0	0	0	3	1	0	0	0	0	68
028	9	8	2	1	0	0	2	0	0	0	0	0	0	22
030	5	1	0	0	0	0	2	0	0	0	0	0	0	8
031	6	5	6	9	0	0	7	27	11	5	0	1	1	78
<b>TOTAL</b>	<b>18871</b>	<b>5688</b>	<b>7508</b>	<b>2011</b>	<b>131</b>	<b>262</b>	<b>3603</b>	<b>8918</b>	<b>4197</b>	<b>502</b>	<b>231</b>	<b>296</b>	<b>19</b>	<b>52237</b>
<b>%TAGE</b>	<b>36%</b>	<b>11%</b>	<b>14%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>7%</b>	<b>17%</b>	<b>8%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
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**FIRE DEPARTMENT (057)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	1	0	0	0	0	0	0	0	0	0	0	0	6
002	80	8	5	2	1	1	23	6	3	4	0	0	0	133
003	47	13	6	7	0	1	53	22	10	4	0	0	1	164
004	30	9	5	18	1	0	14	16	5	10	0	0	0	108
005	22	2	1	3	0	0	16	5	1	0	0	0	6	56
007	7	0	0	0	0	0	0	0	0	0	0	0	0	7
008	5	0	0	1	0	0	5	2	2	0	0	0	0	15
009	4	0	0	1	0	0	3	0	0	1	0	0	0	9
010	1120	511	528	72	5	0	287	237	205	17	6	1	5	2994
012	8	6	5	2	0	0	52	68	31	5	1	1	0	179
013	114	28	21	11	0	0	28	72	20	5	3	0	4	306
016	2333	31	40	0	5	1	5	0	0	0	0	0	0	2415
017	8044	369	588	98	10	5	16	5	5	3	1	0	1	9145
021	3	1	5	0	0	1	0	0	1	0	0	0	2	13
022	1	0	0	0	0	0	0	0	0	0	0	0	0	1
025	263	32	32	19	1	0	0	1	0	0	0	0	1	349
026	2	0	0	0	0	0	0	0	0	0	0	0	0	2
027	14	11	6	2	0	0	0	0	0	0	0	0	0	33
028	6	4	2	0	0	0	0	0	0	0	0	0	0	12
030	0	0	0	0	0	0	0	0	0	0	0	0	1	1
031	2	0	3	1	0	0	5	2	1	0	0	0	1	15
<b>TOTAL</b>	<b>12174</b>	<b>1026</b>	<b>1247</b>	<b>237</b>	<b>23</b>	<b>9</b>	<b>507</b>	<b>436</b>	<b>284</b>	<b>49</b>	<b>11</b>	<b>2</b>	<b>22</b>	<b>15963</b>
<b>%TAGE</b>	<b>76%</b>	<b>6%</b>	<b>8%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>3%</b>	<b>3%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**ADMINISTRATION FOR CHILDREN'S SERVICES (067)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	1	0	0	0	0	0	0	2
002	70	67	15	14	0	0	91	154	31	10	0	1	0	453
003	52	77	15	24	2	0	65	143	26	28	1	0	0	433
004	23	9	3	14	0	0	14	17	12	5	0	0	0	97
005	1	0	0	0	0	0	2	5	0	2	0	0	0	10
006	1	0	0	0	0	0	0	0	0	0	0	0	0	1
007	133	608	105	49	4	1	250	2453	440	79	4	2	0	4128
008	38	7	3	5	0	0	107	29	13	14	0	1	0	217
009	1	0	1	1	0	0	0	0	1	0	0	0	0	4
010	10	22	20	14	0	0	6	20	6	3	0	0	0	101
012	7	35	10	4	0	0	28	257	38	12	4	0	0	395
013	13	45	12	7	0	0	39	377	72	16	1	0	0	582
015	1	0	0	0	0	0	0	0	0	0	0	0	0	1
018	13	31	21	0	1	0	4	16	7	0	0	0	0	93
020	1	3	2	0	0	0	0	4	0	0	0	0	0	10
021	0	1	2	0	0	0	0	0	0	0	0	0	0	3
022	1	8	2	0	0	0	0	2	0	0	0	0	0	13
025	6	1	1	0	0	0	0	0	0	0	0	0	0	8
026	0	1	0	0	0	0	0	0	0	0	0	0	0	1
027	6	18	4	2	0	0	0	3	0	0	0	0	0	33
028	0	3	2	1	0	0	0	0	0	0	0	0	0	6
030	1	1	0	0	0	0	1	22	5	3	0	0	0	33
031	5	39	16	3	0	0	13	95	41	2	1	0	0	215
<b>TOTAL</b>	<b>384</b>	<b>976</b>	<b>234</b>	<b>138</b>	<b>7</b>	<b>1</b>	<b>621</b>	<b>3597</b>	<b>692</b>	<b>174</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>6839</b>
<b>%TAGE</b>	<b>6%</b>	<b>14%</b>	<b>3%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>9%</b>	<b>53%</b>	<b>10%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF SOCIAL SERVICES (069)**

JOB GRP	MALE						FEMALE							TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	OTHR	
001	2	0	0	0	0	0	5	1	0	0	0	0	0	8
002	121	52	22	21	0	0	74	105	35	19	1	0	0	450
003	143	119	36	41	0	0	98	255	70	31	0	0	0	793
004	162	72	26	57	2	0	52	75	12	26	0	0	0	484
005	10	2	1	1	0	0	9	16	5	3	0	0	2	49
006	0	0	0	0	0	0	1	0	0	0	0	0	0	1
007	271	1176	339	160	2	0	508	3249	1129	192	14	0	1	7041
008	21	5	5	3	0	0	36	10	4	3	0	0	0	87
009	1	0	0	0	0	0	2	1	0	2	0	0	0	6
010	72	253	65	37	0	0	33	427	113	9	3	0	0	1012
012	44	172	50	20	0	0	63	886	145	28	8	0	0	1416
013	64	245	81	16	1	1	109	1170	340	47	4	2	10	2090
015	0	1	0	0	0	0	0	0	0	0	0	0	0	1
018	7	27	10	1	0	1	3	14	4	2	0	0	0	69
021	0	2	2	0	0	0	0	0	1	0	0	0	0	5
022	8	57	18	3	1	0	2	22	15	1	0	0	0	127
024	1	0	0	0	0	0	0	0	0	0	0	0	0	1
025	48	20	6	1	0	0	0	0	0	0	0	0	0	75
026	1	5	0	0	0	0	0	1	0	0	0	0	0	7
027	0	6	3	0	1	0	0	0	0	0	0	0	0	10
028	3	5	1	0	0	0	0	0	0	0	0	0	0	9
031	7	23	15	3	1	0	7	47	39	5	0	0	1	148
<b>TOTAL</b>	<b>986</b>	<b>2242</b>	<b>680</b>	<b>364</b>	<b>8</b>	<b>2</b>	<b>1002</b>	<b>6279</b>	<b>1912</b>	<b>368</b>	<b>30</b>	<b>2</b>	<b>14</b>	<b>13889</b>
<b>%TAGE</b>	<b>7%</b>	<b>16%</b>	<b>5%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>7%</b>	<b>45%</b>	<b>14%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF HOMELESS SERVICES (071)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	1	0	0	0	0	2	0	0	0	0	0	0	4
002	26	32	6	2	1	0	27	41	9	2	0	1	0	147
003	27	46	13	4	1	1	33	68	14	3	1	0	0	211
004	15	5	6	6	0	0	2	3	0	0	0	0	0	37
007	15	80	18	7	0	0	15	104	23	1	0	0	0	263
008	8	3	0	1	0	0	6	8	1	5	0	0	0	32
010	9	67	14	7	0	0	0	70	19	2	0	0	0	188
012	5	15	8	2	1	0	10	86	27	1	0	0	0	155
013	1	15	2	1	0	0	2	34	6	2	1	0	0	64
017	1	0	0	0	0	0	0	0	0	0	0	0	0	1
018	34	107	53	3	1	0	0	74	22	1	2	0	0	297
019	0	1	0	0	0	0	0	0	0	0	0	0	0	1
022	1	40	4	2	0	0	0	23	3	2	0	0	0	75
023	0	0	0	0	0	0	0	1	0	0	0	0	0	1
025	86	19	10	10	0	0	0	2	0	0	0	0	0	127
026	1	0	0	0	0	0	0	0	0	0	0	0	0	1
027	10	40	5	1	0	0	0	6	2	0	0	0	0	64
028	5	4	1	1	0	0	0	0	0	0	0	0	0	11
030	0	0	0	0	0	0	0	1	0	0	0	0	0	1
031	4	42	48	6	1	0	3	156	29	2	0	0	1	392
<b>TOTAL</b>	<b>249</b>	<b>617</b>	<b>188</b>	<b>59</b>	<b>5</b>	<b>1</b>	<b>100</b>	<b>677</b>	<b>155</b>	<b>21</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>2072</b>
<b>%TAGE</b>	<b>12%</b>	<b>30%</b>	<b>9%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>5%</b>	<b>33%</b>	<b>7%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>100%</b>



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**DEPARTMENT OF CORRECTIONS (072)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	0	0	0	0	0	0	0	0	0	0	0	0	2
002	63	62	26	4	0	1	12	41	5	0	0	0	0	214
003	29	37	6	9	0	0	19	72	19	4	1	0	0	196
004	36	18	4	10	0	0	3	5	0	0	0	0	0	76
005	5	0	1	2	0	0	3	12	0	6	0	0	0	29
006	4	0	0	0	0	0	0	0	0	0	0	0	0	4
007	11	34	5	2	0	0	3	21	1	1	0	0	0	78
008	8	2	1	1	0	1	3	4	1	0	0	0	0	21
009	1	0	0	0	0	0	0	1	0	0	0	0	0	2
010	6	19	5	6	0	0	4	17	7	3	1	0	0	68
012	3	5	3	5	0	0	2	55	15	5	0	0	0	93
013	6	22	9	10	0	0	2	53	19	4	0	0	1	125
015	165	259	81	4	0	0	11	304	39	4	2	0	0	869
018	887	2407	981	102	21	7	115	2945	453	15	53	6	8	8000
020	5	84	15	1	0	0	2	64	6	3	1	0	2	183
021	1	15	5	2	0	0	0	6	2	0	0	0	0	31
022	3	8	4	0	0	0	0	2	0	0	0	0	0	17
023	0	11	1	0	0	0	0	3	0	0	0	0	0	15
025	174	50	26	8	1	0	0	1	0	0	0	0	1	261
026	10	10	5	1	0	0	0	0	0	0	0	0	0	26
027	4	32	7	1	0	0	1	5	1	0	0	0	0	51
028	37	11	7	3	0	0	0	0	0	0	0	0	0	58
030	0	0	0	1	0	0	0	0	0	0	0	0	0	1
031	2	4	0	0	0	0	3	9	3	1	0	1	0	23
<b>TOTAL</b>	<b>1462</b>	<b>3090</b>	<b>1192</b>	<b>172</b>	<b>22</b>	<b>9</b>	<b>183</b>	<b>3620</b>	<b>571</b>	<b>46</b>	<b>58</b>	<b>7</b>	<b>11</b>	<b>10443</b>
<b>%TAGE</b>	<b>14%</b>	<b>30%</b>	<b>11%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>2%</b>	<b>35%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT FOR THE AGING (125)**

JOB GRP	MALE						FEMALE							TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	OTHR	
001	0	0	1	0	0	0	2	0	0	0	0	0	0	3
002	7	3	1	0	0	0	16	4	2	4	0	0	0	37
003	12	11	8	9	0	0	33	28	12	15	0	0	0	128
004	4	1	1	5	0	0	3	2	0	4	0	0	0	20
005	0	0	0	0	0	0	1	11	1	3	0	1	0	17
006	1	0	0	0	0	0	0	1	0	0	0	0	0	2
007	1	0	0	0	0	0	2	0	1	0	0	1	0	5
008	1	0	0	0	0	0	2	0	0	0	0	0	0	3
010	1	1	0	0	0	0	0	0	0	1	0	0	0	5
012	2	4	0	2	0	0	4	22	5	3	0	0	0	40
013	2	4	1	0	0	0	6	17	7	1	0	0	0	37
022	0	0	0	0	0	0	0	0	1	0	0	0	0	1
031	32	73	51	67	2	2	114	421	175	73	5	3	7	1025
<b>TOTAL</b>	<b>63</b>	<b>97</b>	<b>62</b>	<b>83</b>	<b>2</b>	<b>2</b>	<b>183</b>	<b>506</b>	<b>204</b>	<b>104</b>	<b>5</b>	<b>4</b>	<b>7</b>	<b>1323</b>
<b>%TAGE</b>	<b>5%</b>	<b>7%</b>	<b>5%</b>	<b>6%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>14%</b>	<b>38%</b>	<b>15%</b>	<b>8%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

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**DEPARTMENT OF CULTURAL AFFAIRS (126)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	0	0	0	0	0	0	1	1	0	0	0	0	0	2
002	4	0	0	0	0	0	3	1	0	1	0	0	0	9
003	1	2	0	1	0	0	4	3	0	1	0	0	0	12
009	3	0	0	0	0	0	9	1	0	0	0	2	0	15
012	1	0	0	0	0	0	1	1	1	0	0	0	0	4
013	0	0	0	0	0	0	0	0	1	0	0	0	0	1
028	1	1	0	0	0	0	0	0	0	0	0	0	0	2
031	5	1	3	0	0	0	1	3	1	0	0	0	0	14
<b>TOTAL</b>	<b>15</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>10</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>59</b>
<b>%TAGE</b>	<b>25%</b>	<b>7%</b>	<b>5%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>32%</b>	<b>17%</b>	<b>5%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**FINANCIAL INFORMATION SERVICES (127)**

JOB GRP	MALE						FEMALE							TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	OTHR	
001	1	0	0	0	0	0	0	0	0	0	0	0	0	1
002	48	5	3	11	0	1	16	3	2	10	0	0	0	99
003	6	1	1	2	0	0	9	9	1	3	0	0	0	32
004	49	18	9	15	0	0	10	14	2	6	0	0	1	124
008	0	0	0	0	0	0	1	0	0	0	0	0	0	1
010	1	0	2	0	0	0	1	0	0	0	0	0	0	4
012	3	0	3	1	0	0	2	5	4	1	0	1	0	20
013	2	2	4	0	1	0	1	12	0	0	0	0	0	22
022	1	0	2	0	0	0	0	0	0	0	0	0	0	3
027	1	1	0	1	0	0	0	0	0	0	0	0	0	3
031	0	1	0	0	0	0	0	0	0	0	0	0	0	1
<b>TOTAL</b>	<b>112</b>	<b>28</b>	<b>24</b>	<b>24</b>	<b>1</b>	<b>1</b>	<b>40</b>	<b>43</b>	<b>9</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>310</b>
<b>%TAGE</b>	<b>36%</b>	<b>9%</b>	<b>8%</b>	<b>8%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>13%</b>	<b>14%</b>	<b>3%</b>	<b>6%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF JUVENILE JUSTICE (130)**

JOB GRP	MALE						FEMALE							TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	OTHR	
001	0	0	3	0	0	0	0	0	0	0	0	0	0	3
002	2	9	1	0	0	0	5	6	4	0	0	0	0	27
003	4	10	3	1	0	0	2	7	3	0	0	0	0	30
004	3	0	0	0	0	0	0	1	0	0	0	0	0	4
007	7	231	29	4	0	0	6	217	23	1	1	0	1	520
008	1	0	0	0	0	0	0	0	0	0	0	0	0	1
012	0	0	0	0	0	0	2	5	1	0	0	0	0	8
013	0	3	1	1	0	0	1	9	4	0	0	0	0	18
018	1	29	10	0	0	0	2	15	5	0	0	0	0	62
020	0	8	1	0	0	0	0	2	0	0	0	0	0	11
021	0	10	4	0	0	0	1	3	5	0	0	0	0	23
022	1	1	3	0	0	0	0	0	0	0	0	0	0	5
025	4	5	4	0	0	0	0	0	0	0	0	0	0	13
030	0	0	0	0	0	0	0	1	0	0	0	0	0	1
031	0	23	5	0	0	0	0	31	12	2	1	0	0	74
<b>TOTAL</b>	<b>23</b>	<b>329</b>	<b>64</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>18</b>	<b>297</b>	<b>57</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>800</b>
<b>%TAGE</b>	<b>3%</b>	<b>41%</b>	<b>8%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>2%</b>	<b>37%</b>	<b>7%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**OFFICE OF PAYROLL ADMINISTRATION (131)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	1	0	0	0	0	0	0	0	0	0	0	2
002	3	1	1	0	0	0	7	1	2	4	0	0	0	19
003	6	3	0	4	0	0	4	4	4	0	0	0	0	25
004	0	5	1	2	0	0	1	5	2	3	0	0	0	19
010	0	0	0	1	0	0	0	0	0	1	0	0	0	2
012	3	1	0	1	0	0	1	12	5	2	0	0	0	25
013	2	4	0	3	0	0	2	8	7	2	0	0	0	28
022	0	1	0	0	0	0	0	0	0	0	0	0	0	1
031	0	1	1	2	0	1	0	1	2	1	1	0	0	10
<b>TOTAL</b>	<b>15</b>	<b>16</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>31</b>	<b>22</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>131</b>
<b>%TAGE</b>	<b>11%</b>	<b>12%</b>	<b>3%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>11%</b>	<b>24%</b>	<b>17%</b>	<b>10%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

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**CITY CIVIL SERVICE COMMISSION (134)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	2	0	0	0	0	1	0	0	0	0	0	0	5
002	0	0	0	0	0	0	0	0	1	0	0	0	0	1
012	0	0	1	0	0	0	1	0	0	0	0	0	0	2
013	0	0	1	0	0	0	0	0	0	0	0	0	0	1
<b>TOTAL</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>
<b>%TAGE</b>	<b>22%</b>	<b>22%</b>	<b>22%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>22%</b>	<b>0%</b>	<b>11%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

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**LANDMARKS PRESERVATION COMMISSION (136)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	0	0	0	0	0	1	0	0	0	0	0	0	3
002	3	0	0	0	0	0	8	0	0	0	0	0	0	11
003	0	1	0	0	0	0	1	0	0	0	0	0	0	2
006	12	0	0	1	0	0	19	1	0	0	0	1	0	34
008	0	0	0	0	0	0	0	0	0	1	0	0	0	1
009	1	0	0	0	0	0	0	0	0	0	0	0	0	1
012	0	0	1	0	0	0	0	2	0	0	0	0	0	3
013	0	0	0	0	0	0	0	2	1	0	0	0	0	3
031	0	0	0	0	0	0	1	0	2	0	0	1	0	4
<b>TOTAL</b>	<b>18</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>62</b>
<b>%TAGE</b>	<b>29%</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>48%</b>	<b>8%</b>	<b>5%</b>	<b>2%</b>	<b>0%</b>	<b>3%</b>	<b>0%</b>	<b>100%</b>



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**TAXI & LIMOUSINE COMMISSION (156)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	3	0	0	0	0	0	0	0	0	0	0	0	0	3
002	10	4	2	0	0	0	5	4	2	0	0	0	0	27
003	6	2	0	2	0	0	3	0	0	1	0	0	0	14
004	1	4	0	0	0	0	1	1	0	0	0	0	0	7
008	39	4	2	2	0	0	34	7	1	1	0	0	0	90
009	0	0	0	0	0	0	1	0	0	0	0	0	0	1
010	2	1	1	0	0	0	0	0	0	0	0	0	0	4
012	4	0	0	1	0	0	5	9	1	1	0	0	0	21
013	10	11	4	7	0	1	12	35	21	6	0	0	0	107
018	42	48	55	9	0	0	1	11	9	0	1	0	0	176
025	0	0	0	0	0	0	0	0	0	0	0	0	1	1
031	4	4	4	0	0	0	5	11	4	2	0	0	0	34
<b>TOTAL</b>	<b>121</b>	<b>75</b>	<b>68</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>67</b>	<b>78</b>	<b>38</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>485</b>
<b>%TAGE</b>	<b>25%</b>	<b>15%</b>	<b>14%</b>	<b>4%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>14%</b>	<b>16%</b>	<b>8%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**OFFICE OF LABOR RELATIONS (214)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	1	0	1	0	0	0	0	3
002	5	0	1	1	0	0	16	3	0	0	0	0	0	26
003	4	1	1	3	0	0	5	2	4	2	0	0	0	22
004	2	0	0	0	0	0	1	0	0	0	0	0	0	3
008	4	0	0	1	0	0	2	2	0	1	0	0	0	10
010	0	0	1	0	0	0	0	1	0	0	0	0	0	2
012	0	1	0	0	0	0	5	6	3	1	0	0	0	16
013	0	2	2	1	0	0	3	14	3	2	1	0	0	28
031	0	4	1	1	0	0	3	6	0	0	0	0	0	15
<b>TOTAL</b>	<b>16</b>	<b>8</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>34</b>	<b>11</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>125</b>
<b>%TAGE</b>	<b>13%</b>	<b>6%</b>	<b>5%</b>	<b>6%</b>	<b>0%</b>	<b>0%</b>	<b>29%</b>	<b>27%</b>	<b>9%</b>	<b>5%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**COMMISSION ON HUMAN RIGHTS (226)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	0	0	0	0	0	1	1	0	0	0	0	0	4
002	1	0	0	0	0	0	2	0	0	0	0	0	0	3
003	0	0	0	0	0	0	1	0	0	0	0	0	0	1
004	0	0	0	0	0	0	1	0	0	0	0	0	0	1
007	9	12	7	1	0	0	3	8	2	0	0	0	0	42
008	5	2	0	0	0	0	1	2	1	2	0	0	0	13
009	0	0	0	0	0	0	0	0	0	0	0	1	0	1
010	0	0	0	0	0	0	0	0	1	0	0	0	0	1
012	0	0	0	0	0	0	1	4	3	0	0	0	0	8
013	0	0	0	0	0	0	0	4	0	0	0	0	0	4
031	3	0	0	0	0	0	1	3	2	0	0	0	0	9
<b>TOTAL</b>	<b>20</b>	<b>14</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>22</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>87</b>
<b>%TAGE</b>	<b>23%</b>	<b>16%</b>	<b>8%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>13%</b>	<b>25%</b>	<b>10%</b>	<b>2%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF YOUTH & COMMUNITY DEVELOPMENT (261)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	0	0	0	0	0	0	0	2	0	0	0	0	0	2
002	19	9	7	3	0	1	17	17	7	2	0	1	0	83
003	12	25	15	5	0	0	9	40	25	2	0	0	0	133
004	8	0	1	2	0	0	5	0	0	1	0	0	0	17
007	0	0	1	0	0	0	0	1	0	0	0	0	0	2
008	0	0	0	1	0	0	0	0	1	0	0	0	0	2
012	0	4	2	1	0	0	8	27	13	1	0	1	0	57
013	1	2	1	2	0	0	2	20	5	1	0	0	0	34
027	1	1	0	1	0	0	0	0	0	0	0	0	0	3
031	5	12	6	1	0	0	2	25	10	3	1	0	0	65
<b>TOTAL</b>	<b>46</b>	<b>53</b>	<b>33</b>	<b>16</b>	<b>0</b>	<b>1</b>	<b>43</b>	<b>132</b>	<b>61</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>398</b>
<b>%TAGE</b>	<b>12%</b>	<b>13%</b>	<b>8%</b>	<b>4%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>11%</b>	<b>33%</b>	<b>15%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

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**CONFLICT OF INTEREST BOARD (312)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	0	0	0	0	0	0	0	1
002	2	0	0	1	0	0	2	0	1	0	0	1	0	7
003	0	0	0	0	0	0	2	0	0	1	0	0	0	3
008	0	0	0	1	0	0	2	1	0	0	0	1	0	5
012	1	0	0	0	0	0	0	0	1	0	0	0	0	2
013	0	0	0	0	0	0	0	0	1	0	1	0	0	2
<b>TOTAL</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>20</b>
<b>%TAGE</b>	<b>20%</b>	<b>0%</b>	<b>0%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>30%</b>	<b>5%</b>	<b>15%</b>	<b>5%</b>	<b>5%</b>	<b>10%</b>	<b>0%</b>	<b>100%</b>

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**DEPARTMENT OF PROBATION (781)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
002	16	7	1	0	0	0	17	16	6	0	0	0	0	63
003	9	2	1	0	0	0	5	11	1	0	0	0	0	29
004	1	1	2	1	0	0	5	0	3	0	0	0	0	13
006	0	1	0	0	0	0	0	0	0	0	0	0	0	1
007	78	150	33	8	1	4	54	380	57	3	2	3	0	773
008	3	0	0	1	0	0	4	3	1	0	0	0	0	12
009	30	0	0	0	0	0	0	0	4	0	0	0	0	4
010	1	0	1	0	0	0	0	0	1	0	0	0	0	3
012	0	2	2	0	0	0	6	30	7	0	0	0	0	47
013	3	8	1	3	0	0	20	139	29	8	2	3	0	216
022	2	0	2	0	0	0	0	1	0	0	0	0	0	5
028	1	6	1	0	0	0	0	5	1	0	0	0	0	14
031	1	10	4	2	0	0	1	15	6	0	0	0	0	39
<b>TOTAL</b>	<b>115</b>	<b>187</b>	<b>48</b>	<b>15</b>	<b>1</b>	<b>4</b>	<b>112</b>	<b>600</b>	<b>116</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>1219</b>
<b>%TAGE</b>	<b>9%</b>	<b>15%</b>	<b>4%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>9%</b>	<b>49%</b>	<b>10%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
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**DEPARTMENT OF SMALL BUSINESS SERVICES (801)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	6	0	0	0	0	0	0	0	0	1	0	0	0	7
002	13	9	2	3	0	0	18	9	2	5	0	0	0	61
003	13	24	7	3	0	0	17	24	8	7	0	0	0	103
004	2	0	0	0	0	0	0	0	0	0	0	0	0	2
008	1	1	1	0	0	0	0	0	0	0	0	0	0	3
009	1	0	0	0	0	0	0	0	0	0	0	0	0	1
010	1	0	1	0	0	0	0	0	0	0	0	0	0	2
012	3	1	2	3	0	0	6	22	6	4	0	1	0	48
013	2	1	2	0	0	0	1	7	2	1	0	0	0	16
031	4	3	2	2	0	1	3	1	4	4	0	0	0	20
<b>TOTAL</b>	<b>46</b>	<b>39</b>	<b>17</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>63</b>	<b>22</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>263</b>
<b>%TAGE</b>	<b>17%</b>	<b>15%</b>	<b>6%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>17%</b>	<b>24%</b>	<b>8%</b>	<b>7%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
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REPORT: PBTNO31

**DEPARTMENT OF HOUSING PRESERVATION AND DEVELOPMENT (806)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	0	0	0	0	0	0	1	0	0	0	0	0	6
002	137	105	37	48	1	0	57	17	11	2	0	0	0	415
003	185	264	117	56	1	2	55	129	36	22	0	0	0	867
004	21	11	7	9	0	1	9	14	2	5	0	0	0	79
006	33	24	13	4	1	0	29	44	11	5	0	0	0	164
007	0	0	0	0	0	0	0	1	0	1	0	0	0	2
008	17	6	6	5	0	0	15	8	1	4	0	0	0	62
009	1	2	1	0	0	0	1	0	0	0	0	0	0	4
010	2	4	1	5	0	0	2	5	1	0	0	0	0	20
012	12	18	8	3	0	0	15	159	35	12	0	0	0	262
013	9	22	11	5	0	0	22	207	61	13	1	0	0	351
025	22	26	20	7	0	1	1	0	0	1	0	0	1	79
027	1	1	0	1	0	0	0	1	0	0	0	0	0	4
028	0	3	3	0	0	0	1	8	4	0	0	0	0	19
031	11	49	20	3	0	0	21	161	71	12	1	1	0	350
<b>TOTAL</b>	<b>456</b>	<b>535</b>	<b>244</b>	<b>146</b>	<b>3</b>	<b>4</b>	<b>228</b>	<b>755</b>	<b>233</b>	<b>77</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2685</b>
<b>%TAGE</b>	<b>17%</b>	<b>20%</b>	<b>9%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>8%</b>	<b>28%</b>	<b>9%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>



NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
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**DEPARTMENT OF BUILDINGS (810)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	2	0	0	0	0	0	0	3
002	64	13	3	17	0	1	29	9	3	3	0	0	0	142
003	210	85	36	58	1	0	17	24	15	5	0	0	0	451
004	13	7	4	4	0	0	5	0	2	3	0	0	0	38
006	1	0	1	1	0	0	0	0	0	0	0	0	0	3
008	8	2	0	1	0	0	7	4	5	1	0	0	0	28
010	0	0	0	0	0	0	0	0	0	1	0	0	0	1
012	7	13	5	7	0	0	30	94	28	4	0	0	0	188
013	4	4	1	3	0	0	6	29	7	2	0	0	0	56
031	8	33	14	1	0	0	13	93	39	9	1	0	0	209
<b>TOTAL</b>	<b>316</b>	<b>157</b>	<b>64</b>	<b>92</b>	<b>1</b>	<b>1</b>	<b>109</b>	<b>253</b>	<b>99</b>	<b>26</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1119</b>
<b>%TAGE</b>	<b>28%</b>	<b>14%</b>	<b>6%</b>	<b>8%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>10%</b>	<b>23%</b>	<b>9%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
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**DEPARTMENT OF HEALTH & MENTAL HYGIENE (816)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	6	0	1	0	0	0	2	1	1	0	0	0	0	11
002	100	28	9	14	0	0	104	70	22	17	0	0	0	364
003	105	165	49	42	0	0	167	453	158	64	1	1	2	1207
004	131	54	34	78	0	1	218	105	45	96	0	0	0	762
005	72	33	5	30	0	0	364	401	57	118	2	0	6	1088
006	7	3	4	0	0	0	11	13	2	0	0	0	0	40
007	0	9	0	0	0	0	2	33	3	0	1	0	0	48
008	12	1	1	2	0	0	27	6	0	0	0	0	0	49
009	3	0	0	0	0	0	3	2	0	2	0	0	0	10
010	45	164	45	44	1	0	25	151	41	23	1	0	2	542
012	3	19	10	3	0	0	31	202	53	14	1	0	0	336
013	27	77	26	9	1	0	46	296	102	19	2	2	1	608
015	1	0	0	0	0	0	0	0	0	0	0	0	0	1
018	3	20	11	1	0	0	0	11	4	0	0	0	0	50
019	5	11	6	3	0	0	1	11	1	0	1	0	0	39
021	0	13	1	2	0	0	36	125	35	5	0	1	5	223
022	14	91	55	1	1	0	4	26	11	0	0	0	0	203
025	26	6	8	2	0	0	0	0	0	0	0	0	0	42
026	3	1	2	2	0	0	0	0	0	0	0	0	0	8
027	12	40	23	3	0	0	2	7	1	0	0	0	0	88
028	6	15	6	2	0	0	0	3	2	0	0	0	0	34
030	5	11	5	2	0	0	11	73	18	7	0	0	0	132
031	29	58	20	10	0	0	64	126	54	18	4	0	5	388
<b>TOTAL</b>	<b>615</b>	<b>819</b>	<b>321</b>	<b>250</b>	<b>3</b>	<b>1</b>	<b>1118</b>	<b>2115</b>	<b>610</b>	<b>383</b>	<b>13</b>	<b>4</b>	<b>21</b>	<b>6273</b>
<b>%TAGE</b>	<b>10%</b>	<b>13%</b>	<b>5%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>18%</b>	<b>34%</b>	<b>10%</b>	<b>6%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF ENVIRONMENTAL PROTECTION (826)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	5	0	0	0	0	0	3	0	0	0	0	0	0	8
002	195	22	13	41	0	2	38	13	2	3	0	0	0	329
003	289	102	45	77	1	0	98	56	30	29	1	0	1	729
004	396	96	47	212	3	2	126	27	14	54	0	0	0	977
005	0	0	0	0	0	0	1	0	0	0	0	0	0	1
006	16	4	1	3	0	0	12	1	0	0	0	0	0	36
008	75	8	0	7	0	1	95	15	2	3	0	0	0	206
009	1	0	0	0	0	0	0	0	0	0	0	0	0	1
010	69	41	13	31	0	1	17	9	4	3	0	0	0	188
012	34	28	9	13	0	0	104	161	55	20	2	1	0	427
013	26	48	42	14	1	0	63	179	62	30	1	0	0	466
018	112	21	18	1	0	0	10	3	4	0	0	0	0	169
022	1	3	2	0	0	0	0	1	0	0	0	0	0	7
023	0	1	0	0	0	0	0	0	0	0	0	0	0	1
025	1344	223	151	135	5	0	11	5	1	0	0	0	1	1876
026	1	0	0	0	0	0	0	0	0	0	0	0	0	1
027	5	4	2	0	0	0	0	0	0	0	0	0	0	11
028	269	129	85	12	0	0	2	13	5	3	0	0	1	519
031	21	29	20	12	2	0	41	73	55	25	1	0	0	279
<b>TOTAL</b>	<b>2859</b>	<b>759</b>	<b>447</b>	<b>558</b>	<b>12</b>	<b>6</b>	<b>621</b>	<b>556</b>	<b>234</b>	<b>170</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>6231</b>
<b>%TAGE</b>	<b>46%</b>	<b>12%</b>	<b>7%</b>	<b>9%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>10%</b>	<b>9%</b>	<b>4%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
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**DEPARTMENT OF SANITATION (827)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	4	0	0	0	0	0	0	0	0	0	0	0	0	4
002	244	23	20	17	0	1	15	9	1	2	0	0	0	324
003	51	85	31	20	0	0	27	85	29	9	2	0	0	339
004	23	19	4	19	0	0	17	14	7	4	0	0	0	107
005	2	2	0	0	0	0	3	2	1	0	0	0	0	10
006	0	1	0	1	0	0	0	1	0	1	0	0	0	4
007	3	1	0	0	0	0	0	0	0	0	0	0	0	4
008	3	1	0	0	0	0	9	0	0	0	0	0	0	13
009	1	1	1	1	0	0	0	0	0	0	0	0	0	4
010	3	5	1	3	0	0	4	3	3	2	0	0	0	24
012	10	1	1	2	0	0	17	15	6	1	0	0	0	53
013	37	52	16	10	0	0	59	151	37	15	0	0	3	380
019	3	0	1	0	0	0	0	0	0	0	0	0	0	4
022	0	1	0	0	0	0	0	0	0	0	0	0	0	1
023	9	10	8	0	0	0	1	2	1	0	0	0	0	31
025	648	79	63	29	1	2	3	2	2	0	0	0	0	829
026	21	20	1	0	0	0	0	0	0	0	0	0	0	42
027	4	3	1	0	0	0	0	1	0	0	0	0	0	9
028	23	5	9	1	0	0	0	0	0	0	0	0	2	40
029	4144	1655	1277	90	15	5	29	119	38	0	3	0	2	7377
030	0	0	0	0	0	0	1	0	0	0	0	0	0	1
031	9	20	18	2	0	0	7	23	10	4	1	0	1	95
<b>TOTAL</b>	<b>5242</b>	<b>1984</b>	<b>1444</b>	<b>195</b>	<b>16</b>	<b>8</b>	<b>192</b>	<b>427</b>	<b>135</b>	<b>38</b>	<b>6</b>	<b>0</b>	<b>8</b>	<b>9695</b>
<b>%TAGE</b>	<b>54%</b>	<b>20%</b>	<b>15%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>2%</b>	<b>4%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**BUSINESS INTEGRITY COMMISSION (831)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	0	0	0	0	0	0	0	0	0	0	0	0	2
002	2	0	1	1	0	0	6	0	0	3	0	0	0	13
003	2	9	6	3	0	0	1	4	1	1	0	0	0	27
004	1	0	0	0	0	0	0	1	0	0	0	0	0	2
006	1	0	0	0	0	0	0	0	0	0	0	0	0	1
010	0	0	1	0	0	1	0	0	1	0	0	0	0	2
012	0	0	0	0	0	0	1	4	1	0	0	0	0	6
013	0	1	0	0	0	0	0	4	0	0	0	0	0	6
018	1	0	0	0	0	0	0	0	0	0	0	0	0	1
031	1	0	1	0	0	0	0	0	0	0	0	0	0	2
<b>TOTAL</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>13</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>62</b>
<b>%TAGE</b>	<b>16%</b>	<b>16%</b>	<b>15%</b>	<b>6%</b>	<b>0%</b>	<b>2%</b>	<b>13%</b>	<b>21%</b>	<b>5%</b>	<b>6%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF FINANCE (836)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	2	0	0	0	0	2	1	0	0	0	0	0	6
002	52	18	5	8	0	0	27	23	3	5	0	0	0	141
003	186	104	22	56	0	1	65	95	17	44	0	0	0	590
004	71	22	14	21	0	0	17	20	4	17	0	0	0	186
006	1	0	0	0	0	0	0	0	0	0	0	0	0	1
008	17	2	1	0	0	0	14	1	2	0	0	0	0	37
009	1	0	0	0	0	0	1	0	0	0	0	0	0	2
010	8	16	2	1	0	0	2	8	3	0	0	0	0	40
012	15	33	18	13	0	0	51	203	28	17	1	0	0	379
013	30	71	28	13	0	0	46	278	67	19	1	0	0	553
015	2	0	1	0	0	0	0	0	0	0	0	0	0	3
018	39	38	31	3	0	0	3	8	6	0	0	0	0	128
022	0	0	2	0	0	0	0	0	0	0	0	0	0	2
025	0	1	0	0	0	0	0	0	0	0	0	0	0	1
026	0	3	0	0	0	0	0	0	0	0	0	0	0	3
031	6	6	2	2	1	0	2	16	1	1	1	0	0	38
<b>TOTAL</b>	<b>429</b>	<b>316</b>	<b>126</b>	<b>117</b>	<b>1</b>	<b>1</b>	<b>230</b>	<b>653</b>	<b>131</b>	<b>103</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2110</b>
<b>%TAGE</b>	<b>20%</b>	<b>15%</b>	<b>6%</b>	<b>6%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>11%</b>	<b>31%</b>	<b>6%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
 PERSONNEL REPORTING AND INFORMATION SYSTEM FOR EMPLOYEES (PRISE)  
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**DEPARTMENT OF TRANSPORTATION (841)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	3	0	0	0	0	0	2	0	0	0	0	0	0	5
002	111	20	8	42	0	3	31	11	5	2	0	0	0	233
003	177	136	42	47	1	3	95	105	23	15	1	3	0	648
004	200	42	19	130	1	1	46	24	7	15	0	1	0	486
006	18	1	0	6	0	0	10	4	3	2	0	0	0	44
008	4	0	0	0	0	0	0	4	2	0	0	1	0	11
009	1	1	1	1	0	0	1	1	0	0	0	0	0	6
010	13	5	4	5	0	1	4	10	1	1	1	0	0	45
012	11	16	13	3	0	1	29	136	16	4	2	3	0	234
013	29	38	9	5	1	1	30	134	29	9	6	1	0	292
022	0	4	1	0	0	0	0	0	0	0	0	0	0	5
023	0	10	0	0	0	0	3	7	8	0	0	1	0	27
024	5	0	1	0	0	0	0	0	0	0	0	0	0	6
025	1123	399	228	88	7	31	23	45	21	3	0	1	1	1970
026	5	2	2	1	0	2	1	2	0	0	0	0	0	15
027	0	2	0	0	0	0	0	0	0	0	0	0	0	2
028	72	43	31	2	0	2	4	5	6	0	0	0	0	165
029	3	7	1	0	0	1	1	1	0	0	0	0	0	14
031	14	18	6	10	1	0	14	32	10	5	1	0	0	111
<b>TOTAL</b>	<b>1789</b>	<b>744</b>	<b>366</b>	<b>340</b>	<b>11</b>	<b>46</b>	<b>294</b>	<b>521</b>	<b>129</b>	<b>56</b>	<b>11</b>	<b>11</b>	<b>1</b>	<b>4319</b>
<b>%TAGE</b>	<b>41%</b>	<b>17%</b>	<b>8%</b>	<b>8%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>7%</b>	<b>12%</b>	<b>3%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF PARKS & RECREATION (846)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	4	1	0	0	0	0	1	0	0	0	0	0	0	6
002	119	38	20	17	0	1	49	13	4	6	1	2	0	270
003	32	20	7	8	0	1	18	10	6	8	0	0	0	110
004	74	8	4	13	0	2	29	9	3	3	0	1	0	146
006	5	1	0	1	0	0	7	0	0	1	0	0	0	15
007	32	70	16	4	0	0	37	66	23	1	1	0	0	250
008	1	0	0	0	0	0	3	3	1	1	0	0	0	9
009	1	1	1	0	0	0	6	0	0	1	0	0	0	10
010	20	11	4	2	0	0	19	7	2	4	1	0	0	70
012	42	18	9	10	0	0	55	56	29	6	1	1	0	227
013	24	23	4	0	0	0	26	84	44	6	1	1	0	213
018	52	68	42	5	1	1	33	52	37	3	0	0	0	294
019	12	6	21	1	0	5	1	0	3	0	0	0	0	49
022	0	1	0	0	0	0	0	0	0	0	0	0	0	1
023	7	40	22	2	0	0	9	38	24	0	0	0	0	142
024	502	412	298	26	6	2	101	114	56	6	1	0	0	1524
025	186	28	30	8	0	0	0	1	0	0	0	0	0	253
026	3	0	0	0	0	0	0	0	0	0	0	0	0	3
028	41	528	145	14	5	4	54	1654	497	29	16	7	2	2996
031	29	26	20	9	0	0	54	37	30	6	0	1	0	212
<b>TOTAL</b>	<b>1186</b>	<b>1300</b>	<b>643</b>	<b>120</b>	<b>12</b>	<b>16</b>	<b>502</b>	<b>2144</b>	<b>759</b>	<b>81</b>	<b>22</b>	<b>13</b>	<b>2</b>	<b>6800</b>
<b>%TAGE</b>	<b>17%</b>	<b>19%</b>	<b>9%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>7%</b>	<b>32%</b>	<b>11%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>



NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF DESIGN & CONSTRUCTION (850)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	2	0	0	0	0	0	0	0	0	0	0	0	0	2
002	145	34	19	74	1	1	30	14	5	3	0	0	0	326
003	62	44	11	59	1	1	24	40	15	20	1	1	0	279
004	87	48	13	79	0	1	38	18	8	12	0	0	0	304
006	3	1	0	0	0	0	0	0	1	0	0	0	0	5
008	1	0	0	0	0	0	2	1	1	1	0	0	0	6
009	1	0	2	1	0	0	0	0	0	2	0	0	0	6
010	10	17	4	11	0	0	6	3	1	2	0	0	0	54
012	3	4	1	1	0	0	5	30	8	2	1	0	0	55
013	4	8	2	0	0	0	10	29	11	3	0	0	0	67
025	1	1	0	6	0	0	0	0	0	0	0	0	0	8
027	0	2	2	0	0	0	0	0	0	0	0	0	0	4
031	3	10	1	6	0	0	2	3	1	0	0	0	0	26
<b>TOTAL</b>	<b>322</b>	<b>169</b>	<b>55</b>	<b>237</b>	<b>2</b>	<b>3</b>	<b>117</b>	<b>138</b>	<b>51</b>	<b>45</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1142</b>
<b>%TAGE</b>	<b>28%</b>	<b>15%</b>	<b>5%</b>	<b>21%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>10%</b>	<b>12%</b>	<b>4%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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**DEPARTMENT OF INFORMATION TECHNOLOGIES & TELECOMMUNICATIONS (858)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	0	0	0	0	0	0	0	1
002	109	20	13	33	0	3	44	9	3	13	0	0	0	247
003	22	7	2	2	0	0	17	14	2	2	0	0	0	68
004	71	34	11	21	1	2	12	14	4	10	0	0	0	180
008	0	0	0	0	0	0	1	0	0	0	0	0	0	1
009	11	2	2	1	0	0	2	1	0	3	0	0	0	22
010	21	12	8	7	0	1	2	1	2	1	0	0	0	55
012	13	18	9	3	0	0	10	32	26	5	0	0	0	116
013	16	45	16	2	4	1	26	149	53	2	7	7	0	328
025	1	0	0	0	0	0	0	0	0	0	0	0	0	1
031	9	5	2	2	0	0	6	16	11	4	0	0	0	55
<b>TOTAL</b>	<b>274</b>	<b>143</b>	<b>63</b>	<b>71</b>	<b>5</b>	<b>7</b>	<b>120</b>	<b>236</b>	<b>101</b>	<b>40</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>1074</b>
<b>%TAGE</b>	<b>26%</b>	<b>13%</b>	<b>6%</b>	<b>7%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>11%</b>	<b>22%</b>	<b>9%</b>	<b>4%</b>	<b>1%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
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 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBTNO31

**DEPARTMENT OF RECORDS & INFORMATION SERVICES (860)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	1	0	0	0	0	0	0	2
002	4	1	0	0	0	0	1	1	1	0	0	0	0	8
003	6	0	2	0	0	0	6	0	0	1	0	0	0	15
004	0	0	0	0	0	0	2	2	0	0	0	0	0	4
009	1	0	0	0	0	0	0	0	0	0	0	0	0	1
012	1	0	0	1	0	0	2	0	0	0	0	0	0	4
013	2	2	4	1	0	0	2	1	0	3	0	0	0	15
027	0	1	0	0	0	0	0	0	0	0	0	0	0	1
028	0	0	0	0	0	0	1	0	0	0	0	0	0	1
031	0	2	1	0	0	0	1	1	0	2	0	0	0	7
<b>TOTAL</b>	<b>15</b>	<b>6</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>58</b>
<b>%TAGE</b>	<b>26%</b>	<b>10%</b>	<b>12%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>28%</b>	<b>9%</b>	<b>2%</b>	<b>10%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
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REPORT: PBUTNO31

**DEPARTMENT OF CONSUMER AFFAIRS (866)**

JOB GRP	MALE						FEMALE						OTHER	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	1	0	0	0	0	0	1	0	0	0	0	0	0	2
002	3	1	0	0	0	0	7	3	1	0	0	0	0	15
003	32	18	11	5	1	0	6	6	2	1	0	0	0	82
004	2	1	1	1	0	0	1	2	0	0	0	0	0	8
008	9	0	0	0	0	0	6	0	2	1	0	0	0	18
010	2	0	0	0	0	0	0	1	0	0	0	0	0	3
012	1	0	2	0	0	0	1	8	5	0	0	1	0	18
013	0	1	1	1	0	0	8	20	8	2	0	0	0	41
031	9	12	6	6	0	0	10	16	20	4	0	1	0	84
<b>TOTAL</b>	<b>59</b>	<b>33</b>	<b>21</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>40</b>	<b>56</b>	<b>38</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>271</b>
<b>%TAGE</b>	<b>22%</b>	<b>12%</b>	<b>8%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>15%</b>	<b>21%</b>	<b>14%</b>	<b>3%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>100%</b>

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
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REPORT: PBTNO31

**DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES (868)**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
001	3	0	0	1	0	0	1	2	0	1	0	0	0	8
002	74	7	5	7	1	1	30	10	4	2	0	0	0	141
003	88	18	21	24	2	0	37	28	11	14	0	1	0	244
004	52	13	14	24	0	0	14	9	2	4	0	0	0	132
006	6	0	0	0	0	0	1	0	0	0	0	0	0	7
008	12	0	2	2	0	0	11	2	1	0	0	0	0	30
010	6	2	2	0	0	0	5	3	5	2	0	0	0	25
012	14	7	4	3	1	0	22	63	32	11	0	0	0	157
013	14	18	7	3	1	0	15	97	25	5	1	0	0	186
018	3	4	2	0	0	0	0	1	1	0	0	0	0	11
019	2	5	2	0	0	0	0	1	0	0	0	0	0	10
022	29	180	99	10	2	0	14	110	107	6	0	0	0	557
025	168	27	37	13	0	3	1	2	0	0	0	0	0	251
026	28	7	5	1	0	0	0	0	0	0	0	0	0	41
027	14	7	8	2	0	0	0	0	0	0	0	0	0	31
028	10	7	5	0	0	0	0	1	0	0	0	0	0	23
031	22	18	9	0	7	0	8	34	12	3	0	0	0	106
<b>ALL</b>	<b>545</b>	<b>320</b>	<b>222</b>	<b>90</b>	<b>7</b>	<b>4</b>	<b>159</b>	<b>363</b>	<b>200</b>	<b>48</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1960</b>
<b>%TAGE</b>	<b>28%</b>	<b>16%</b>	<b>11%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>8%</b>	<b>19%</b>	<b>10%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

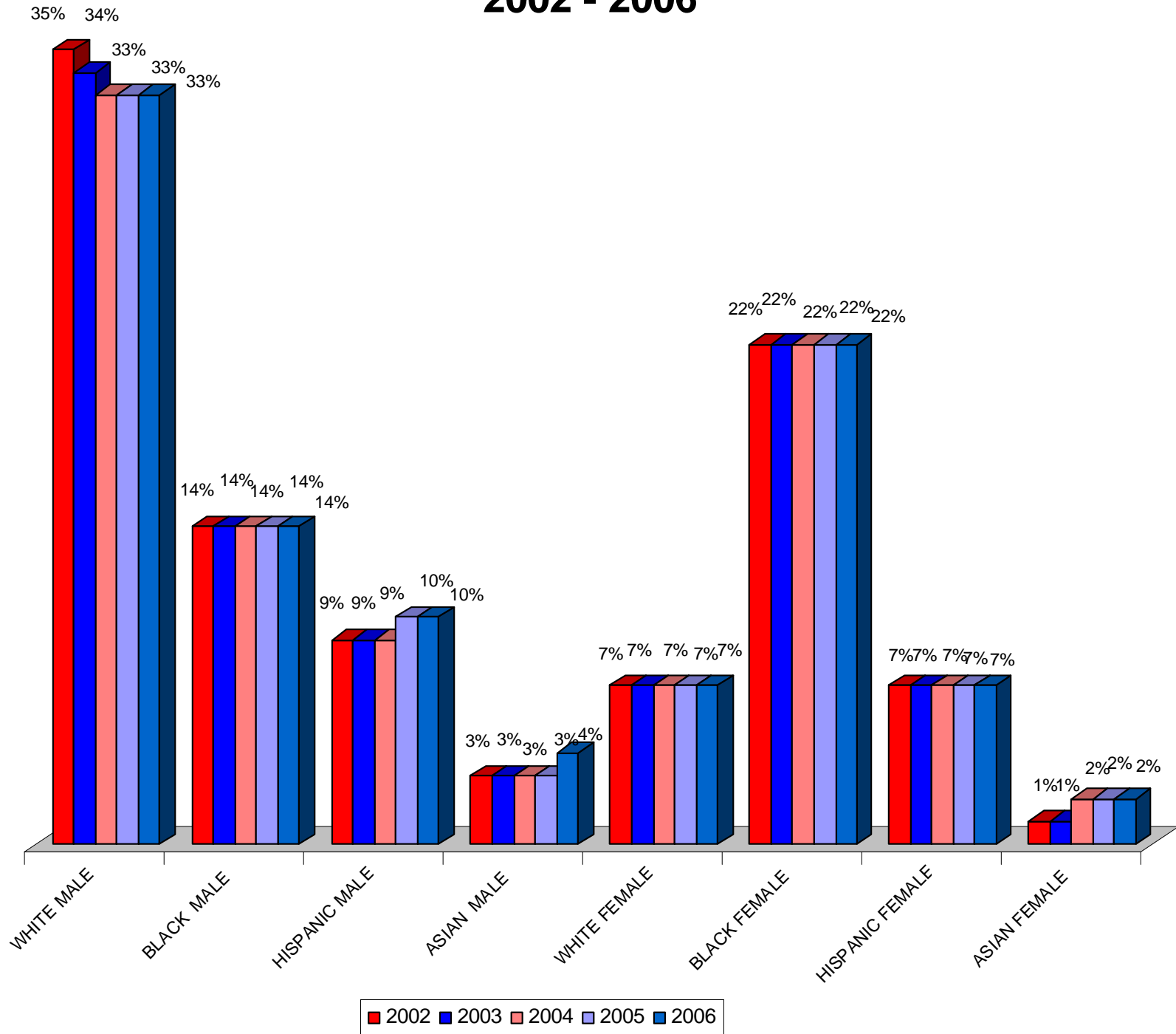
NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES  
 OMIS CITYWIDE PERSONNEL PRODUCTION SYSTEMS  
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 WORKFORCE SUMMARY AS OF DECEMBER 31, 2006

REPORT: PBUTNO31

**GRAND TOTAL OF CITY AGENCIES**

JOB GRP	MALE						FEMALE						OTHR	TOTAL
	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN	WHITE	BLACK	HSPN	ASIAN	NATIVE AMER	UKWN		
GRAND TOTAL	<b>49604</b>	<b>22012</b>	<b>15558</b>	<b>5548</b>	<b>276</b>	<b>398</b>	<b>11279</b>	<b>34130</b>	<b>11339</b>	<b>2619</b>	<b>438</b>	<b>387</b>	<b>116</b>	<b>153704</b>
%TAGE	<b>32%</b>	<b>14%</b>	<b>10%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>7%</b>	<b>22%</b>	<b>7%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

# Total City Workforce 2002 - 2006



# **APPENDIX E**



# New York City Job Groups by Race and Gender

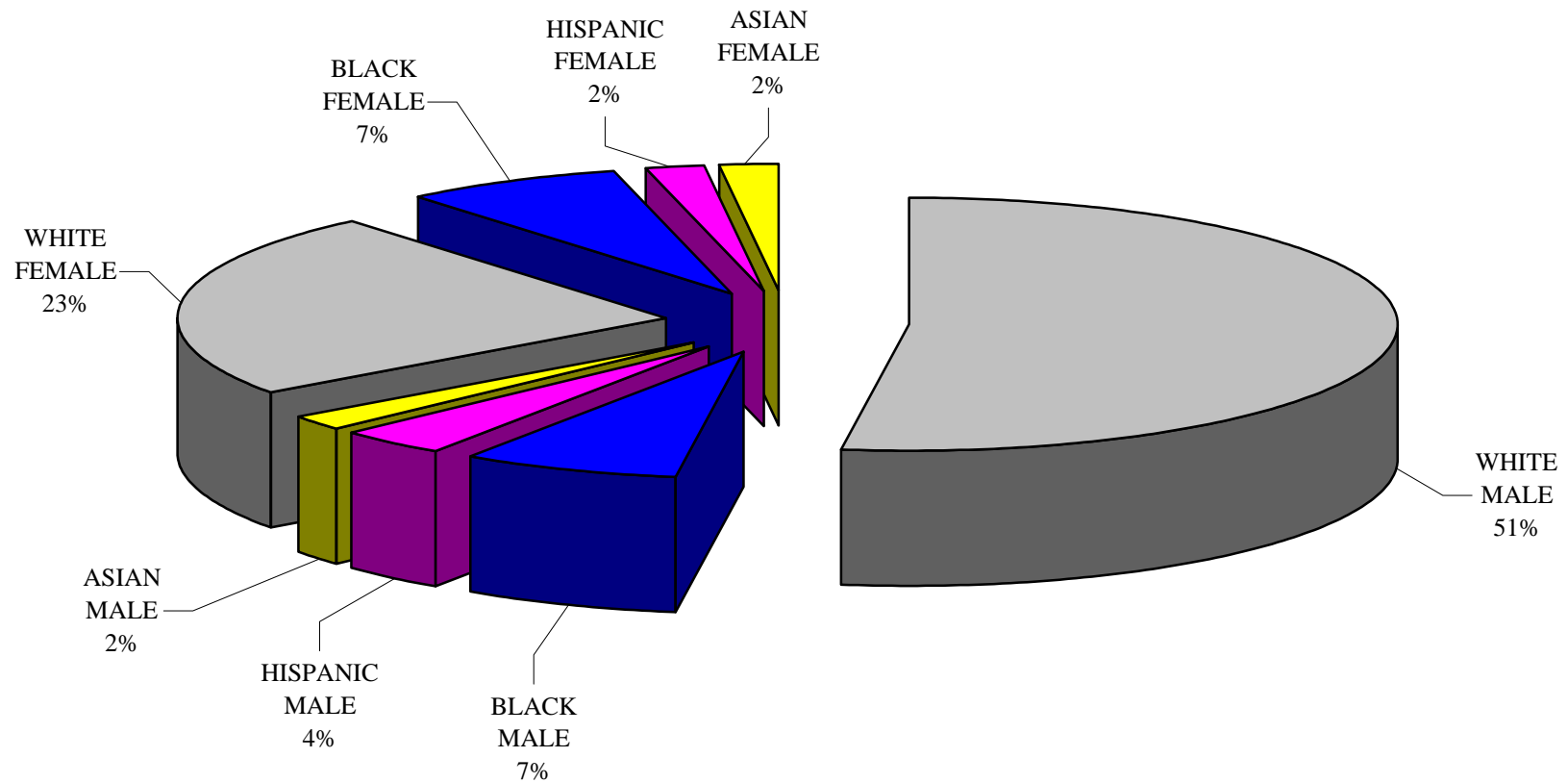
## CALENDAR YEAR 2006

### ADMINISTRATORS (JOB GROUP 001)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	109	15	8	4	0	0	50	15	4	4	0	0	0	213
PERCENTAGE	51%	7%	4%	2%	0%	0%	23%	7%	2%	2%	0%	0%	0%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

ADMINISTRATORS (001)



# New York City Job Groups by Race and Gender

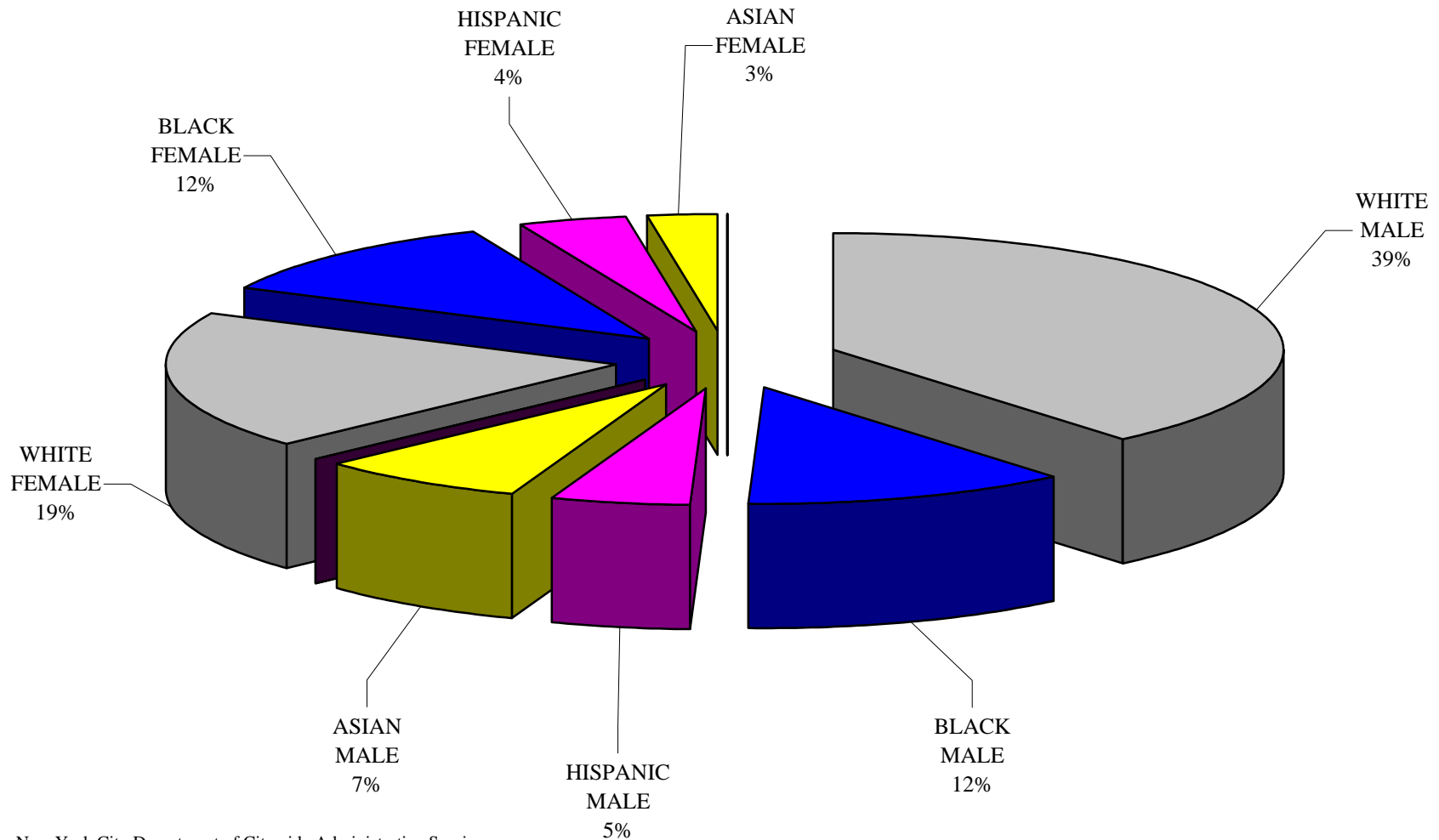
## CALENDAR YEAR 2006

### MANAGERS (JOB GROUP 002)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	<b>2149</b>	<b>643</b>	<b>277</b>	<b>410</b>	<b>6</b>	<b>19</b>	<b>1053</b>	<b>641</b>	<b>206</b>	<b>141</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>5557</b>
PERCENTAGE	<b>39%</b>	<b>12%</b>	<b>5%</b>	<b>7%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>19%</b>	<b>12%</b>	<b>4%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

MANAGERS (002)



Source: New York City Department of Citywide Administrative Services  
Percentages have been rounded to the nearest whole number

# New York City Job Groups by Race and Gender

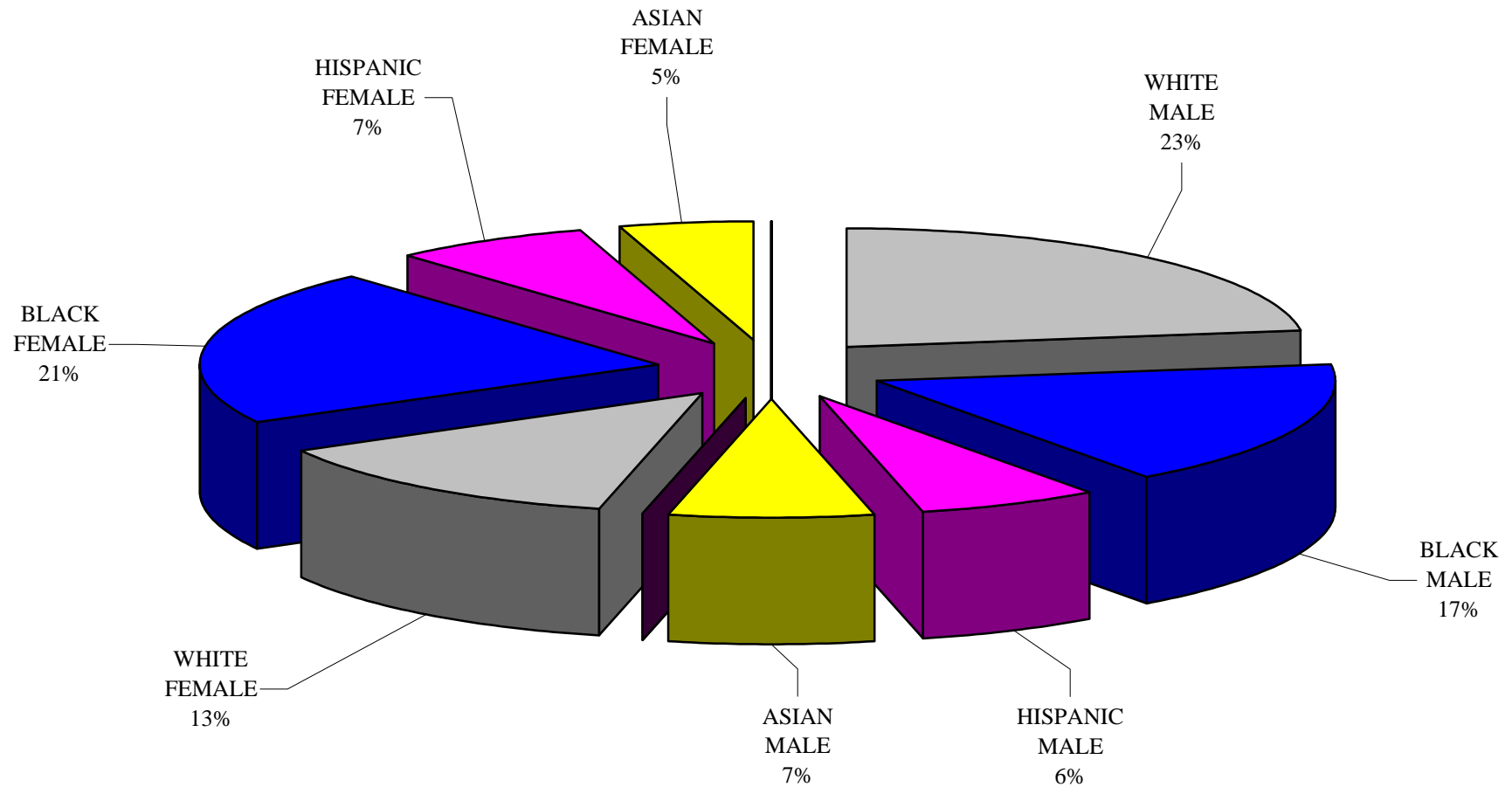
## CALENDAR YEAR 2006

### MANAGEMENT SPECIALISTS (JOB GROUP 003)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>1941</b>	<b>1464</b>	<b>547</b>	<b>616</b>	<b>11</b>	<b>12</b>	<b>1130</b>	<b>1823</b>	<b>589</b>	<b>394</b>	<b>9</b>	<b>6</b>	<b>5</b>	<b>8547</b>
<b>PERCENTAGE</b>	<b>23%</b>	<b>17%</b>	<b>6%</b>	<b>7%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>13%</b>	<b>21%</b>	<b>7%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

MANAGEMENT SPECIALISTS (003)



# New York City Job Groups by Race and Gender

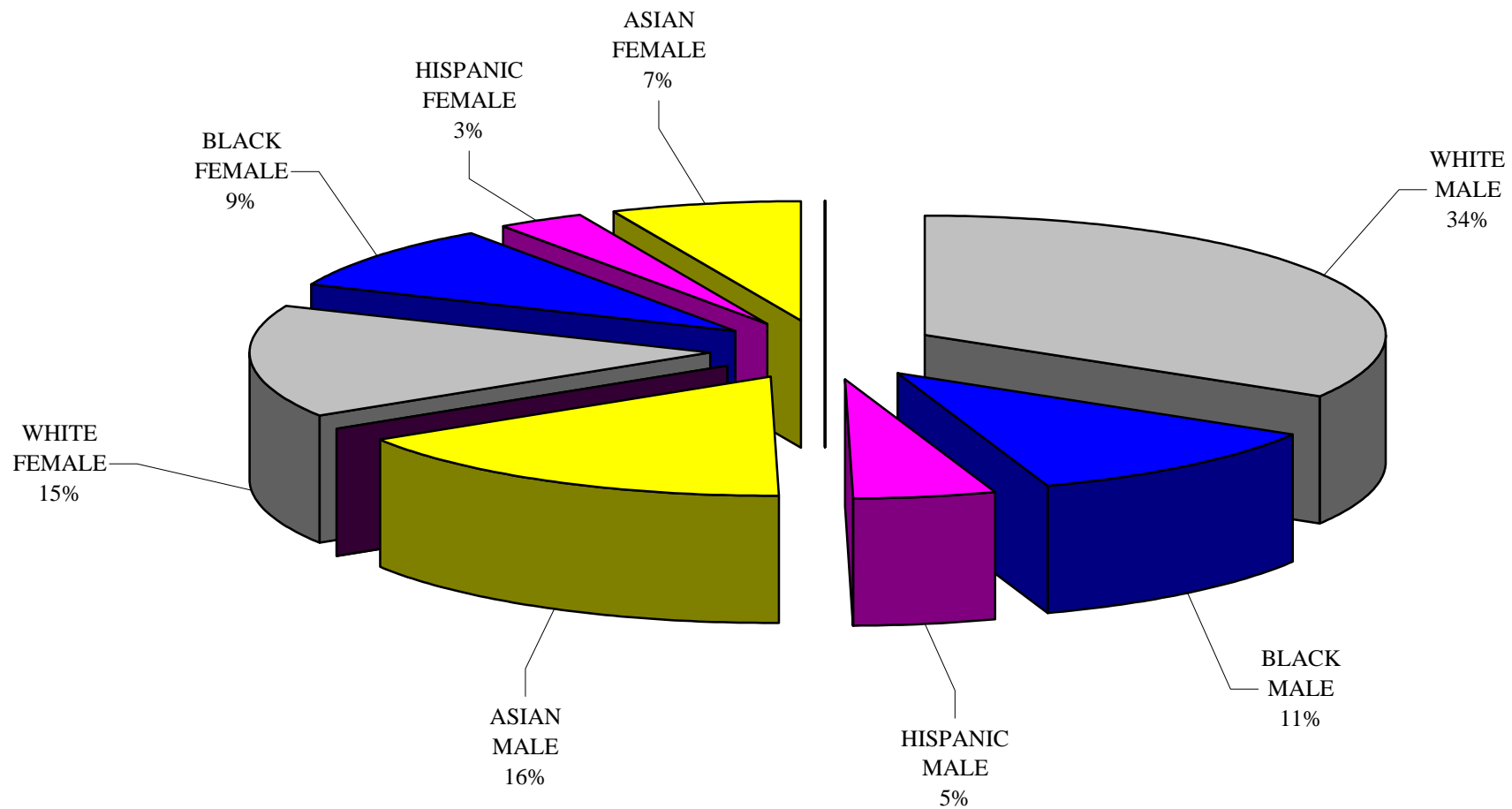
## CALENDAR YEAR 2006

### SCIENCE PROFESSIONALS (JOB GROUP 004)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	<b>1634</b>	<b>537</b>	<b>245</b>	<b>795</b>	<b>8</b>	<b>10</b>	<b>738</b>	<b>433</b>	<b>144</b>	<b>323</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>4874</b>
PERCENTAGE	<b>34%</b>	<b>11%</b>	<b>5%</b>	<b>16%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>15%</b>	<b>9%</b>	<b>3%</b>	<b>7%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

SCIENCE PROFESSIONALS (004)



Source: New York City Department of Citywide Administrative Services  
Percentages have been rounded to the nearest whole number



# New York City Job Groups by Race and Gender

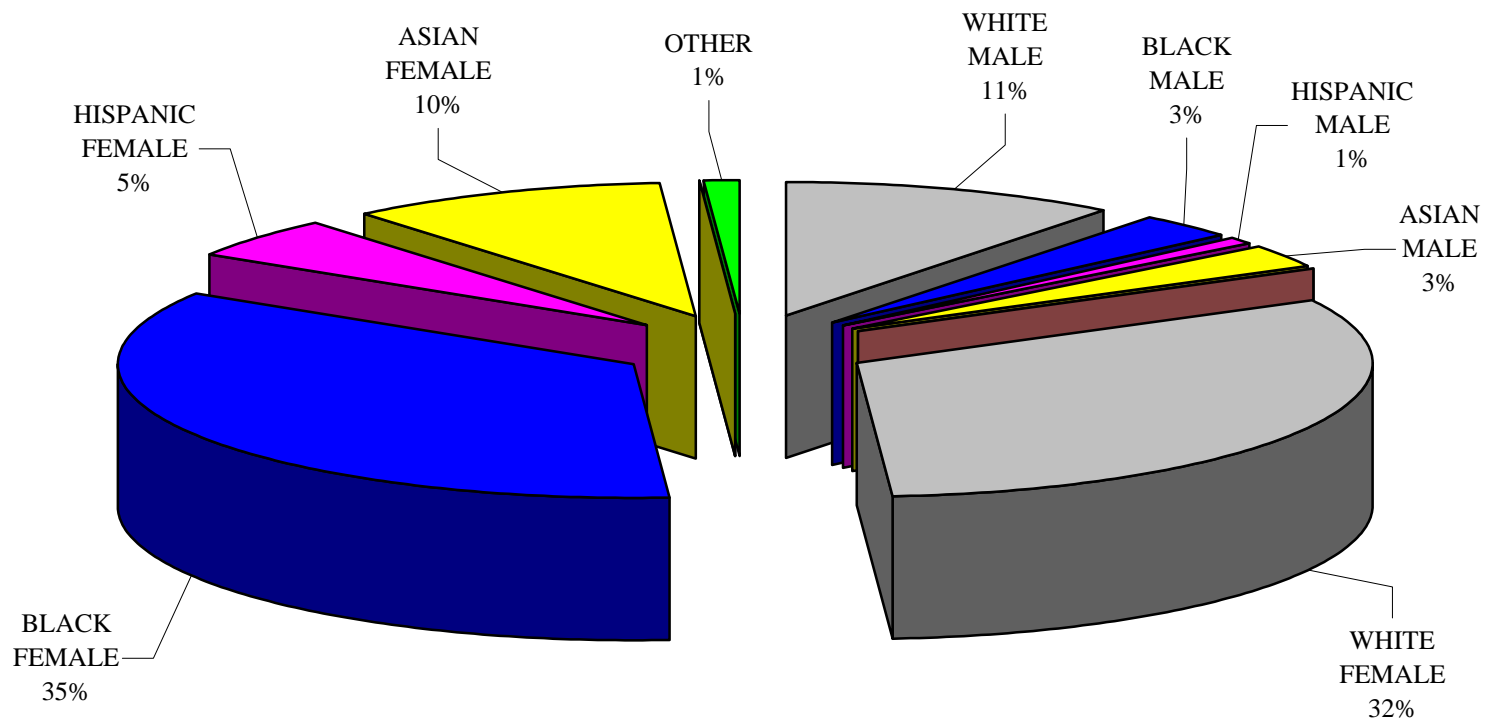
## CALENDAR YEAR 2006

### HEALTH PROFESSIONALS (JOB GROUP 005)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>138</b>	<b>41</b>	<b>10</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>414</b>	<b>459</b>	<b>66</b>	<b>132</b>	<b>2</b>	<b>1</b>	<b>14</b>	<b>1313</b>
<b>PERCENTAGE</b>	<b>11%</b>	<b>3%</b>	<b>1%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>32%</b>	<b>35%</b>	<b>5%</b>	<b>10%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

HEALTH PROFESSIONALS (005)



# New York City Job Groups by Race and Gender

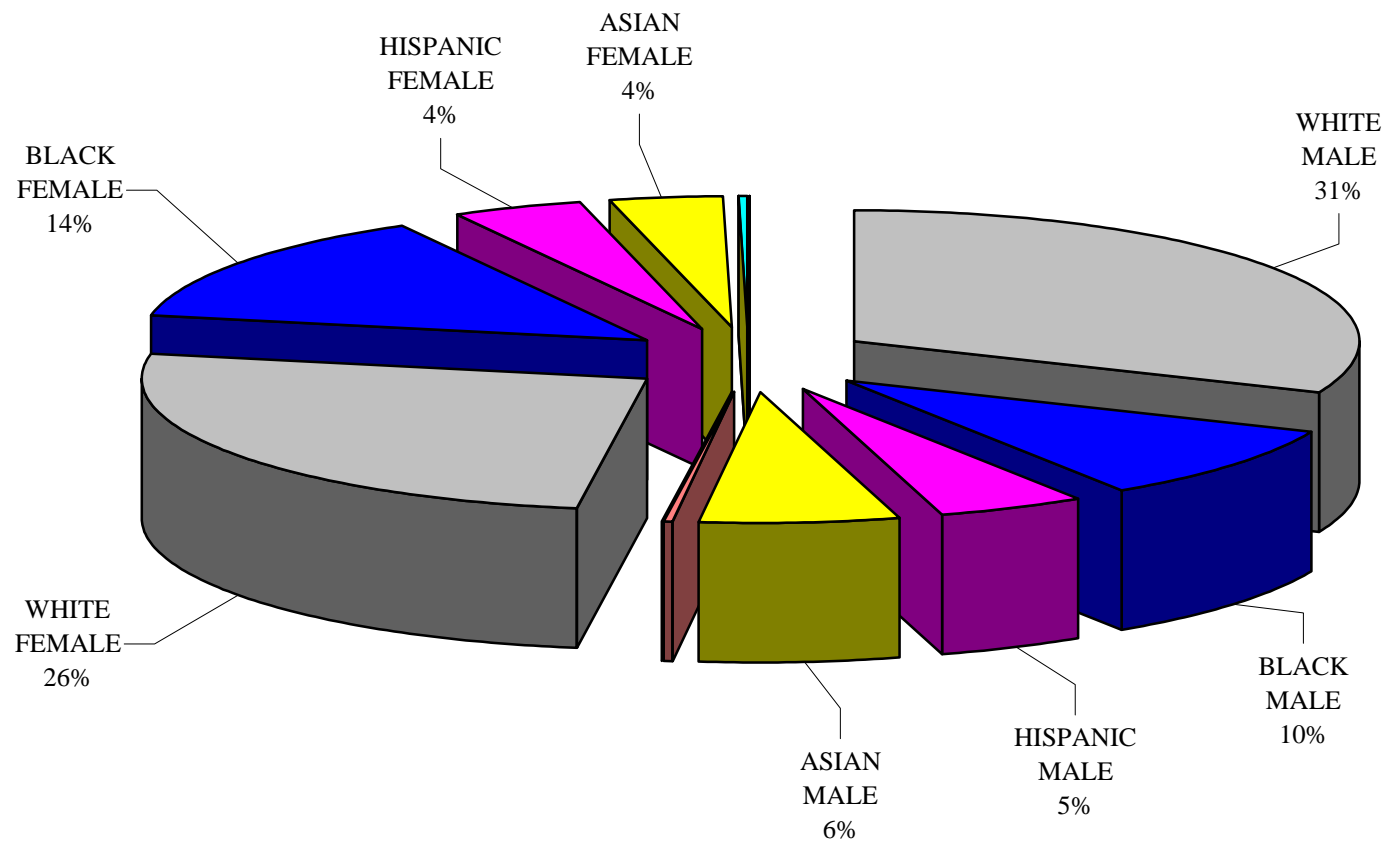
## CALENDAR YEAR 2006

### SOCIAL SCIENTISTS (JOB GROUP 006)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	172	53	25	35	2	0	143	76	22	20	0	2	1	550
PERCENTAGE	31%	10%	5%	6%	0%	0%	26%	14%	4%	4%	<1%	0%	<1%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

SOCIAL SCIENTISTS (006)



# New York City Job Groups by Race and Gender

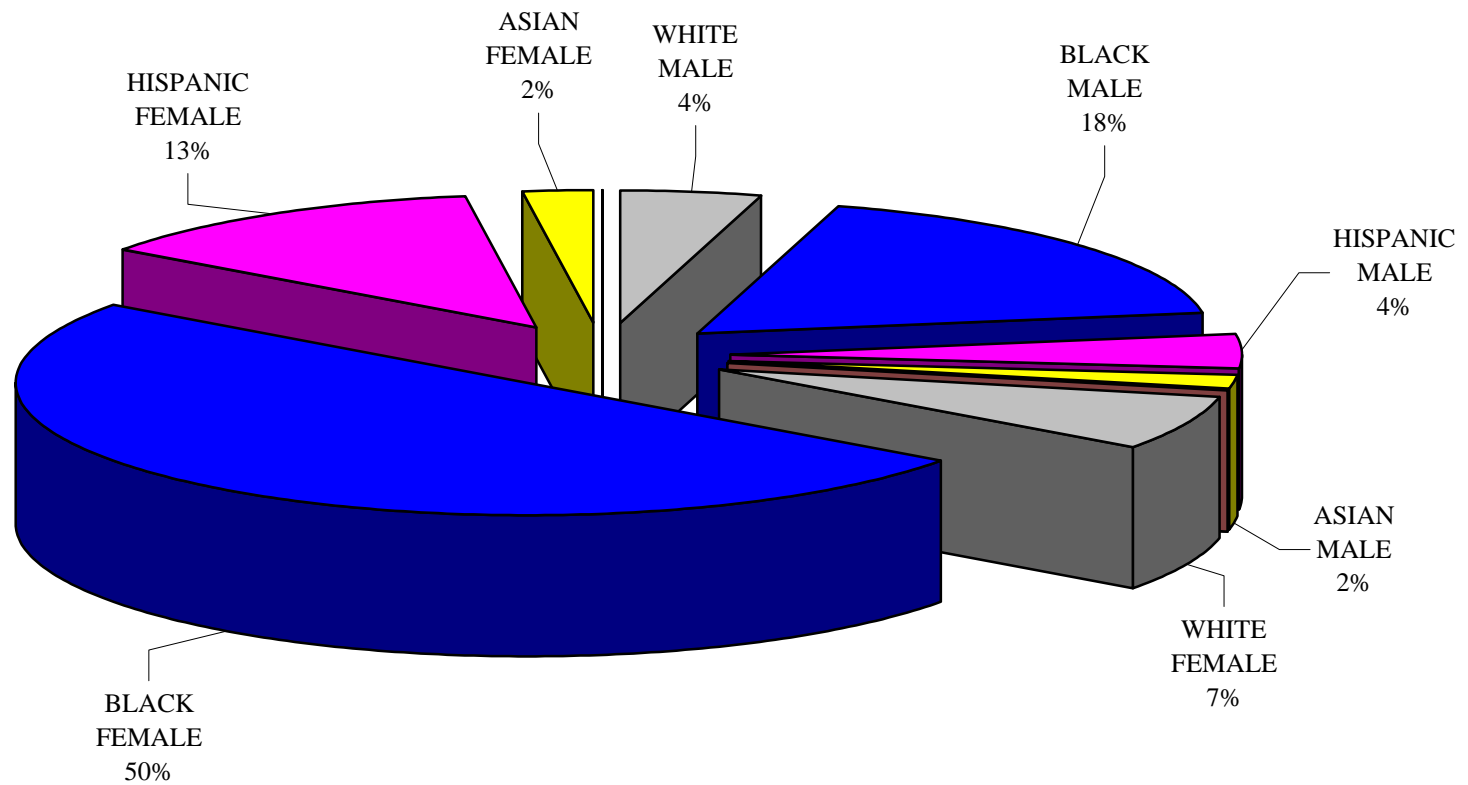
## CALENDAR YEAR 2006

### SOCIAL WORKERS (JOB GROUP 007)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>571</b>	<b>2371</b>	<b>555</b>	<b>235</b>	<b>7</b>	<b>5</b>	<b>880</b>	<b>6535</b>	<b>1702</b>	<b>279</b>	<b>23</b>	<b>6</b>	<b>2</b>	<b>13171</b>
<b>PERCENTAGE</b>	<b>4%</b>	<b>18%</b>	<b>4%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>7%</b>	<b>50%</b>	<b>13%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

SOCIAL WORKERS (007)



# New York City Job Groups by Race and Gender

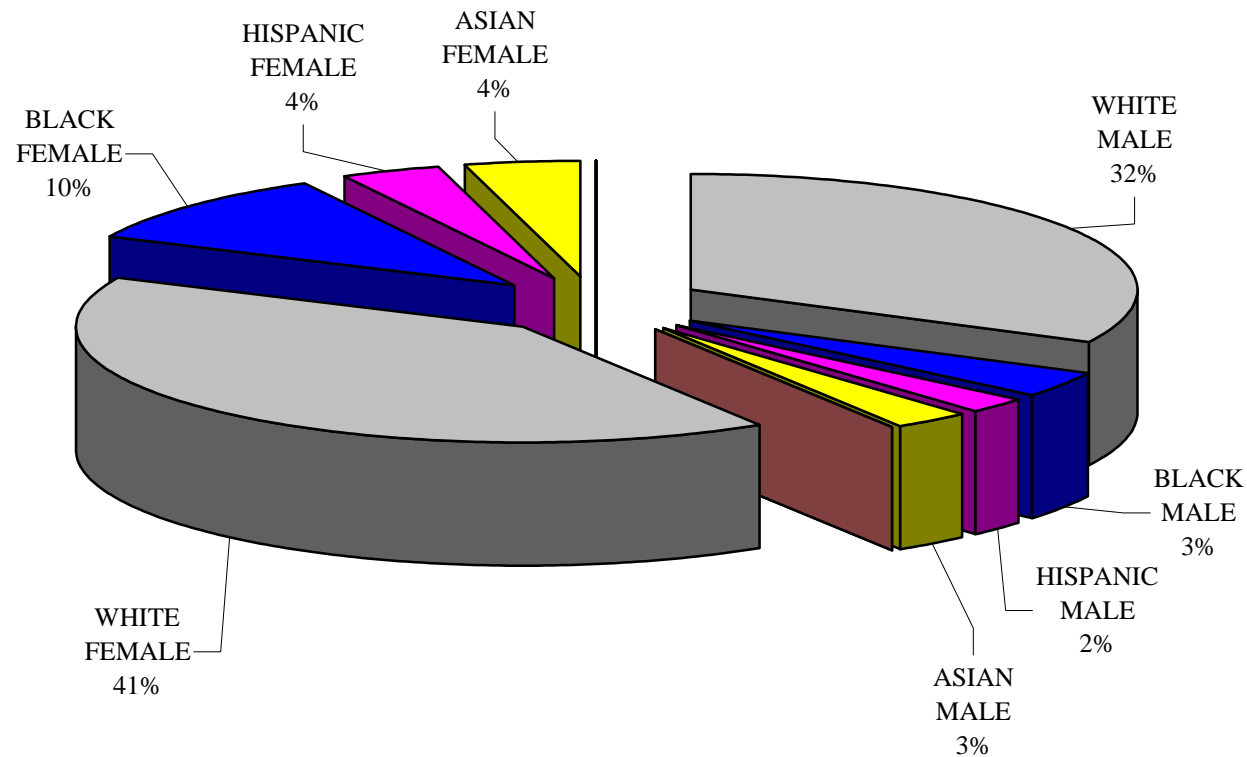
## CALENDAR YEAR 2006

### LAWYERS (JOB GROUP 008)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>539</b>	<b>57</b>	<b>38</b>	<b>44</b>	<b>0</b>	<b>3</b>	<b>674</b>	<b>170</b>	<b>63</b>	<b>67</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1660</b>
<b>PERCENTAGE</b>	<b>32%</b>	<b>3%</b>	<b>2%</b>	<b>3%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>41%</b>	<b>10%</b>	<b>4%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

LAWYERS (008)





# New York City Job Groups by Race and Gender

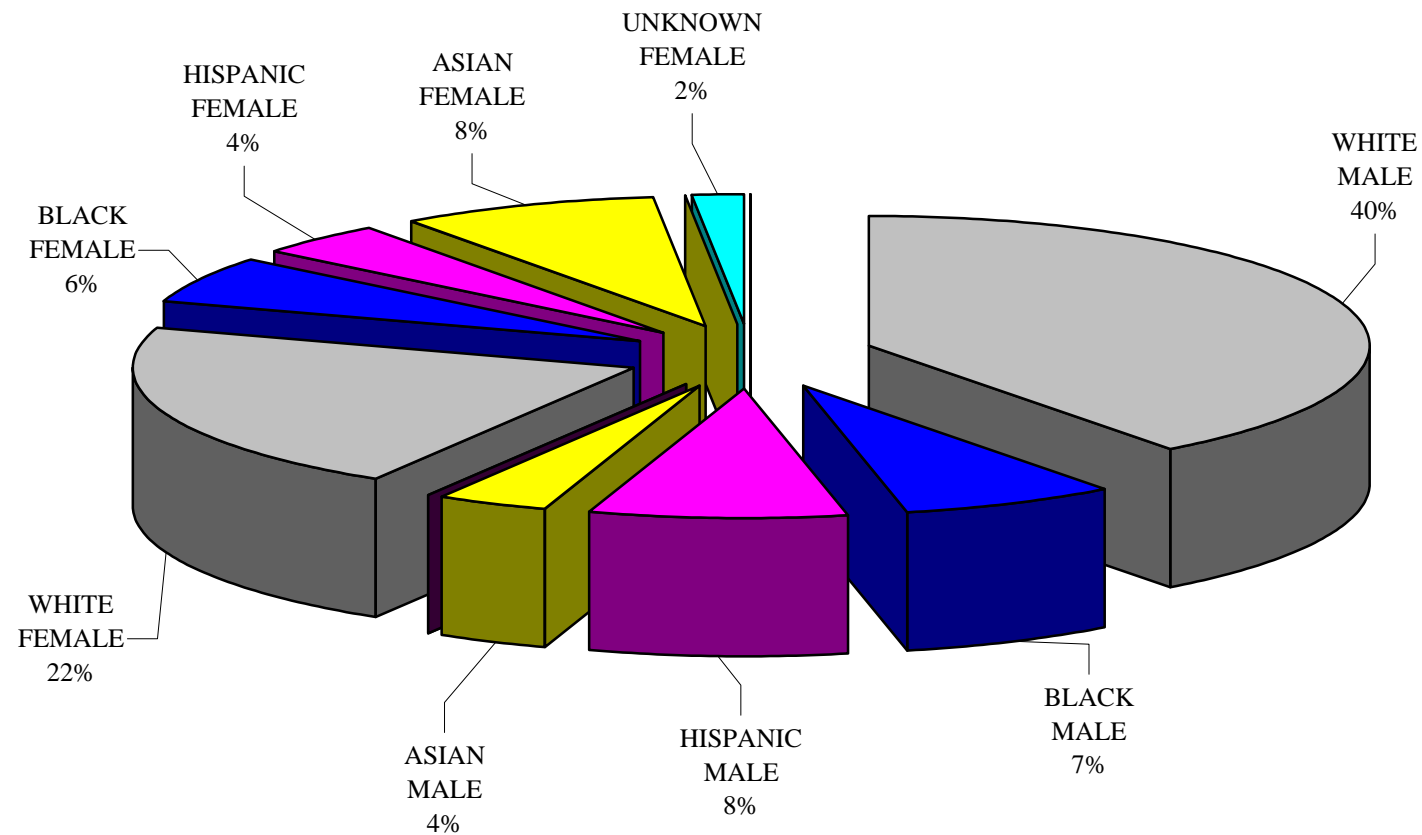
## CALENDAR YEAR 2006

### PUBLIC RELATIONS (JOB GROUP 009)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>68</b>	<b>12</b>	<b>14</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>37</b>	<b>10</b>	<b>7</b>	<b>14</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>171</b>
<b>PERCENTAGE</b>	<b>40%</b>	<b>7%</b>	<b>8%</b>	<b>4%</b>	<b>0%</b>	<b>0%</b>	<b>22%</b>	<b>6%</b>	<b>4%</b>	<b>8%</b>	<b>0%</b>	<b>2%</b>	<b>0%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

PUBLIC RELATIONS (009)



# New York City Job Groups by Race and Gender

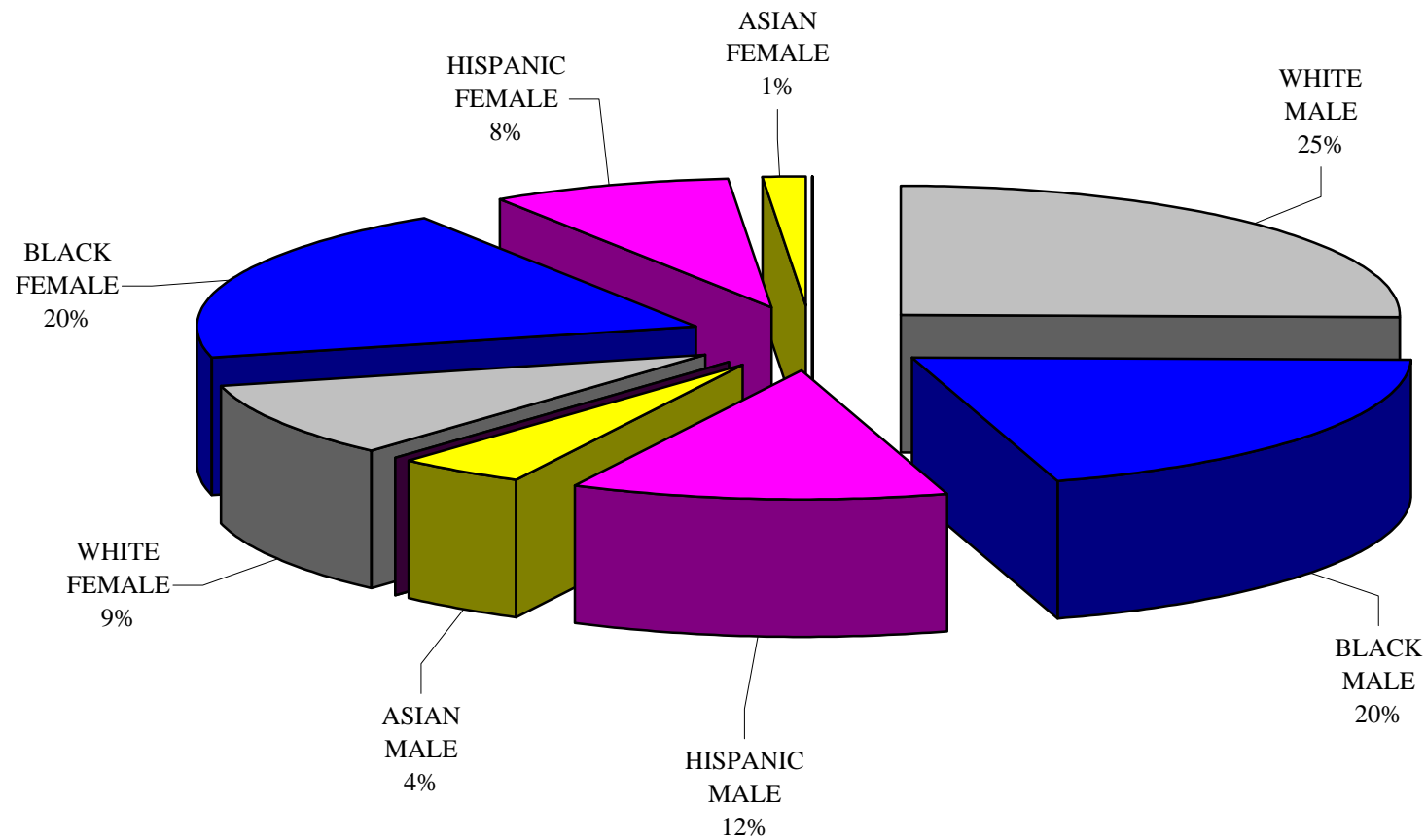
## CALENDAR YEAR 2006

### TECHNICIANS (JOB GROUP 010)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>1562</b>	<b>1231</b>	<b>758</b>	<b>271</b>	<b>6</b>	<b>9</b>	<b>574</b>	<b>1222</b>	<b>474</b>	<b>93</b>	<b>15</b>	<b>3</b>	<b>8</b>	<b>6225</b>
<b>PERCENTAGE</b>	<b>25%</b>	<b>20%</b>	<b>12%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>9%</b>	<b>20%</b>	<b>8%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

TECHNICIANS (010)



Source: New York City Department of Citywide Administrative Services  
Percentages have been rounded to the nearest whole number

# New York City Job Groups by Race and Gender

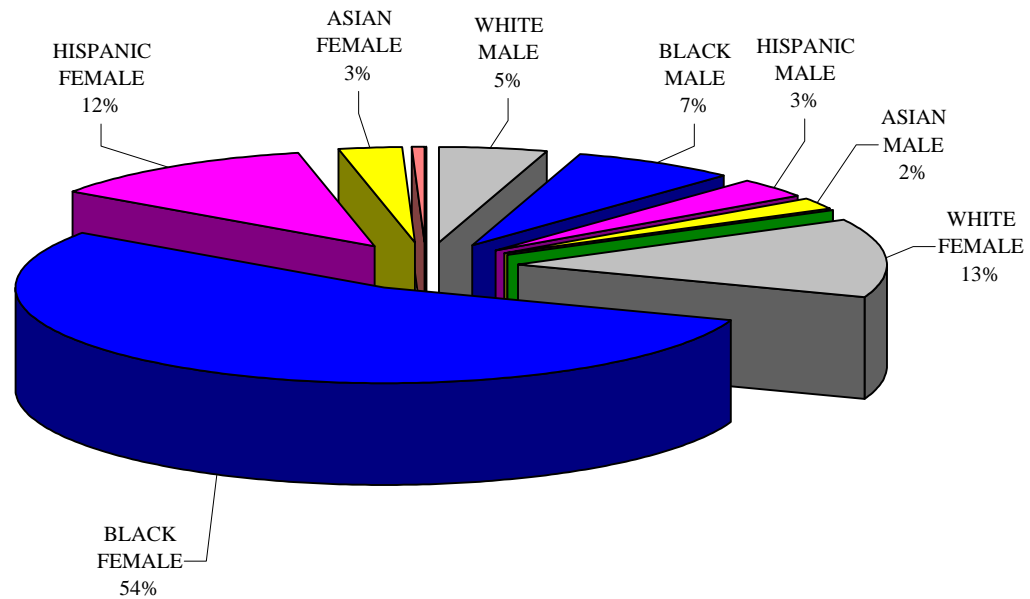
## CALENDAR YEAR 2006

### CLERICAL SUPERVISORS (JOB GROUP 012)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>290</b>	<b>452</b>	<b>189</b>	<b>121</b>	<b>2</b>	<b>1</b>	<b>829</b>	<b>3317</b>	<b>742</b>	<b>175</b>	<b>29</b>	<b>12</b>	<b>2</b>	<b>6171</b>
<b>PERCENTAGE</b>	<b>5%</b>	<b>7%</b>	<b>3%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>13%</b>	<b>54%</b>	<b>12%</b>	<b>3%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

CLERICAL SUPERVISORS (012)



# New York City Job Groups by Race and Gender

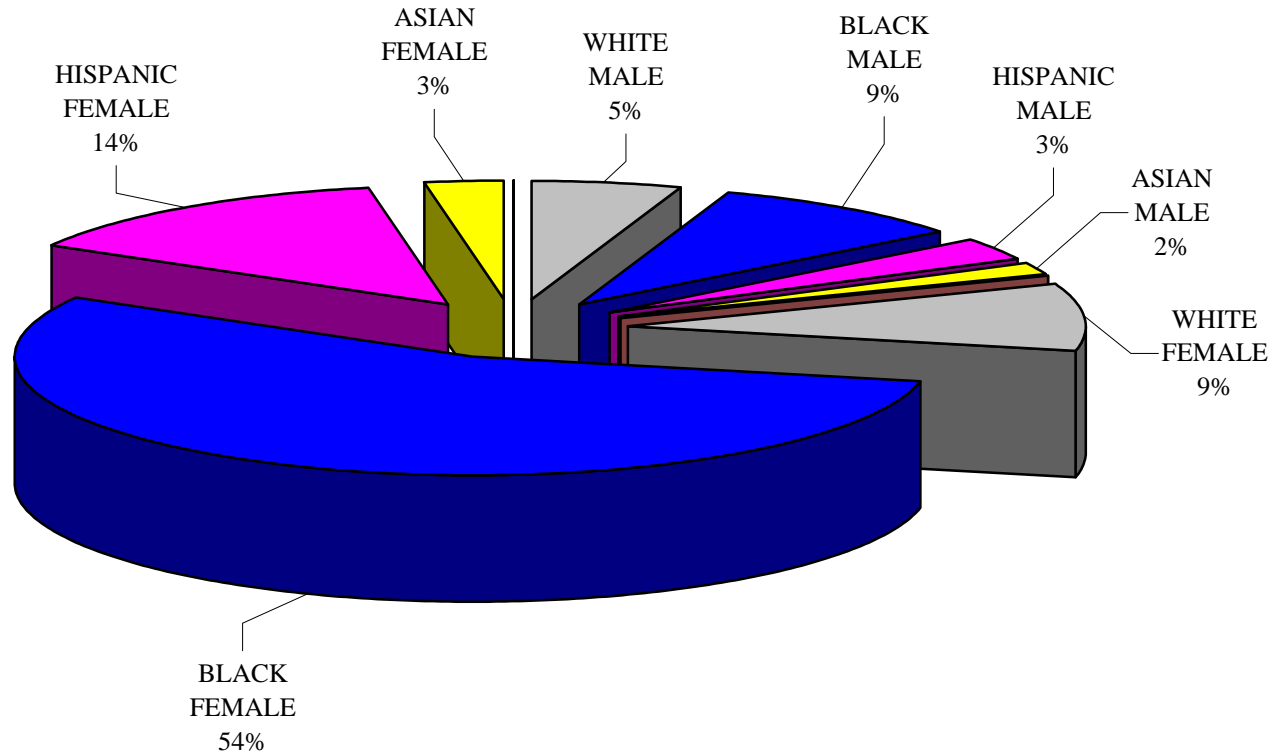
## CALENDAR YEAR 2006

### CLERICAL (JOB GROUP 013)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	575	1020	351	186	10	5	1009	6090	1544	304	48	22	27	11177
PERCENTAGE	5%	9%	3%	2%	<1%	<1%	9%	54%	14%	3%	<1%	<1%	<1%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

CLERICAL (013)





# New York City Job Groups by Race and Gender

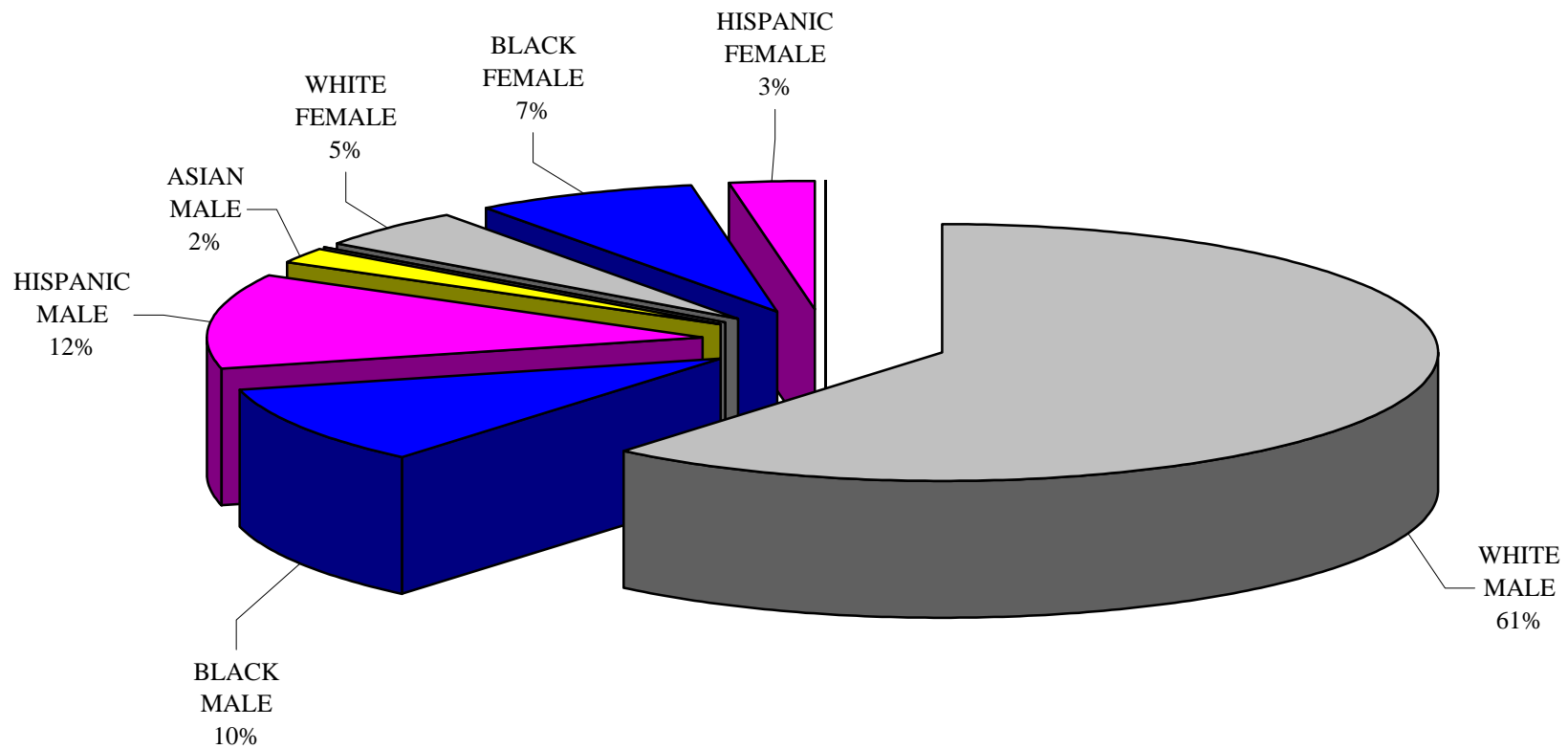
## CALENDAR YEAR 2006

### POLICE SUPERVISORS (JOB GROUP 015)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>4816</b>	<b>793</b>	<b>938</b>	<b>169</b>	<b>13</b>	<b>11</b>	<b>386</b>	<b>566</b>	<b>223</b>	<b>22</b>	<b>13</b>	<b>6</b>	<b>4</b>	<b>7960</b>
<b>PERCENTAGE</b>	<b>61%</b>	<b>10%</b>	<b>12%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>5%</b>	<b>7%</b>	<b>3%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

POLICE SUPERVISORS (015)



# New York City Job Groups by Race and Gender

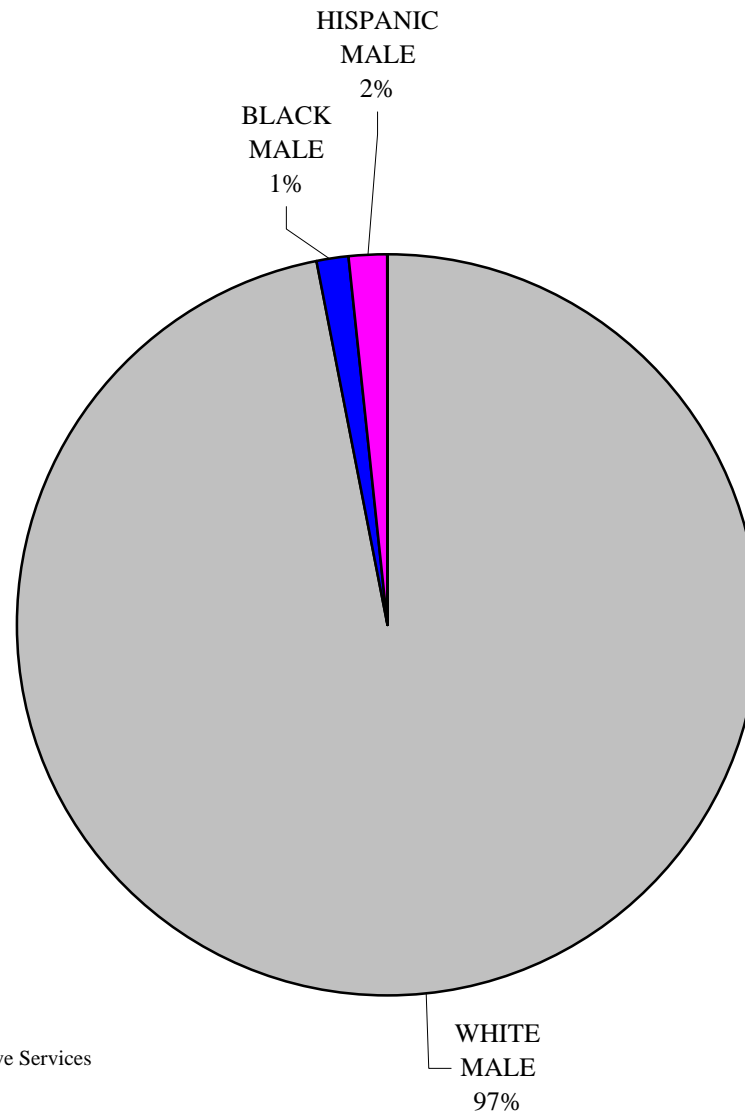
## CALENDAR YEAR 2006

### FIRE SUPERVISORS (JOB GROUP 016)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>2333</b>	<b>31</b>	<b>40</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2415</b>
<b>PERCENTAGE</b>	<b>97%</b>	<b>1%</b>	<b>2%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

FIRE SUPERVISORS (016)



Source: New York City Department of Citywide Administrative Services  
Percentages have been rounded to the nearest whole number

# New York City Job Groups by Race and Gender

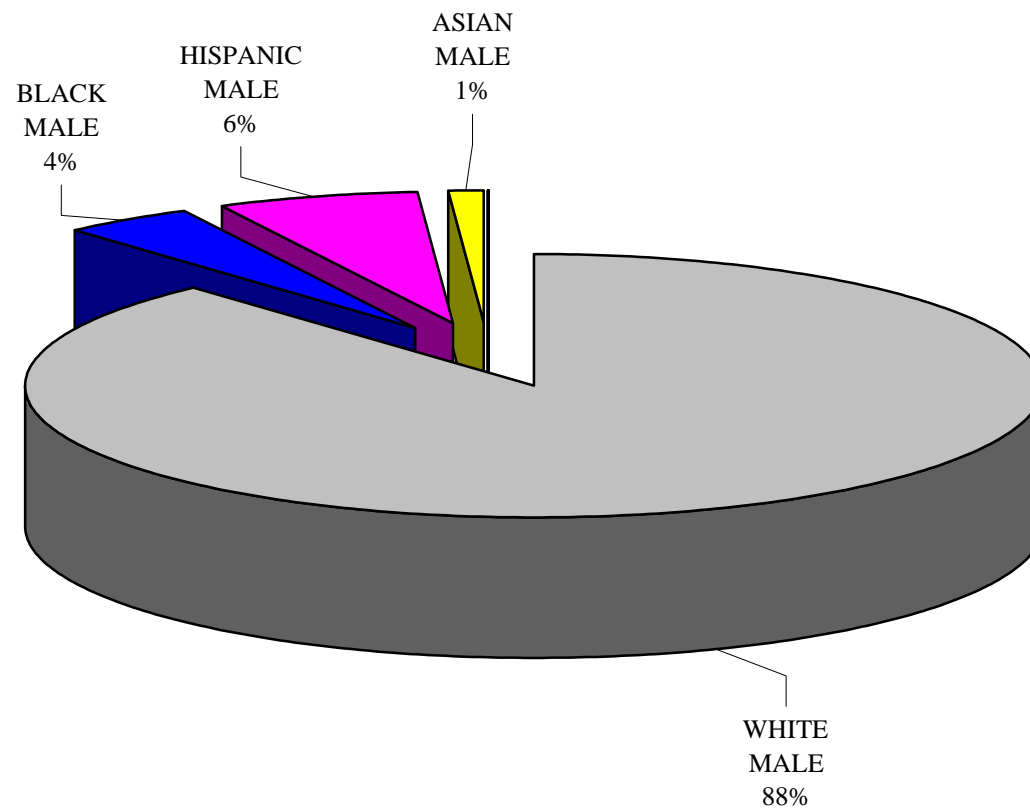
## CALENDAR YEAR 2006

### FIREFIGHTERS (JOB GROUP 017)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	8045	369	588	98	10	5	16	5	5	3	1	0	1	9146
PERCENTAGE	88%	4%	6%	1%	<1%	<1%	<1%	<1%	<1%	<1%	<1%	0%	<1%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

FIREFIGHTERS (017)



# New York City Job Groups by Race and Gender

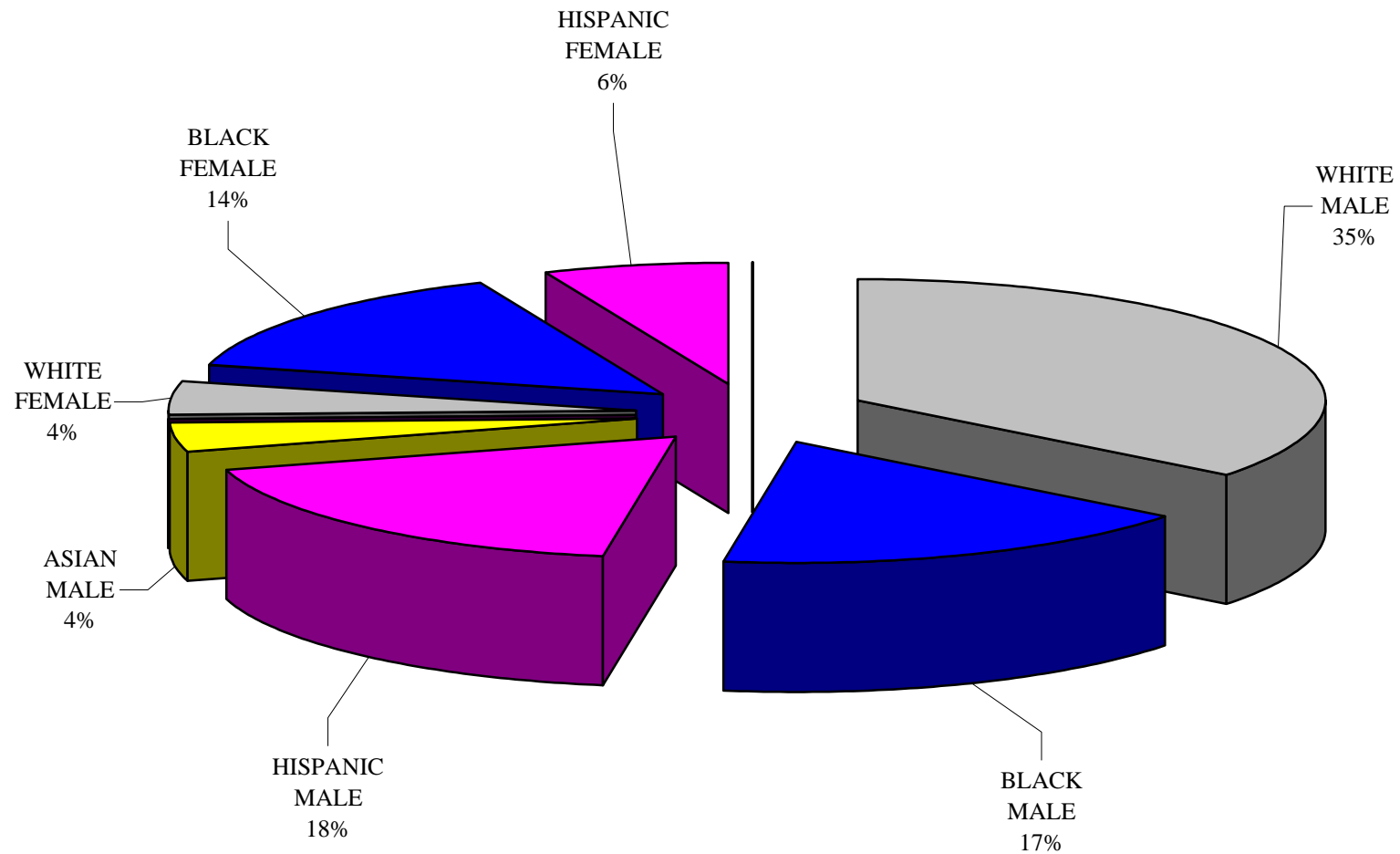
## CALENDAR YEAR 2006

### POLICE AND DETECTIVES (JOB GROUP 018)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>14471</b>	<b>6831</b>	<b>7292</b>	<b>1642</b>	<b>61</b>	<b>39</b>	<b>1815</b>	<b>5872</b>	<b>2643</b>	<b>157</b>	<b>99</b>	<b>19</b>	<b>16</b>	<b>40957</b>
<b>PERCENTAGE</b>	<b>35%</b>	<b>17%</b>	<b>18%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>4%</b>	<b>14%</b>	<b>6%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

POLICE AND DETECTIVES (018)





# New York City Job Groups by Race and Gender

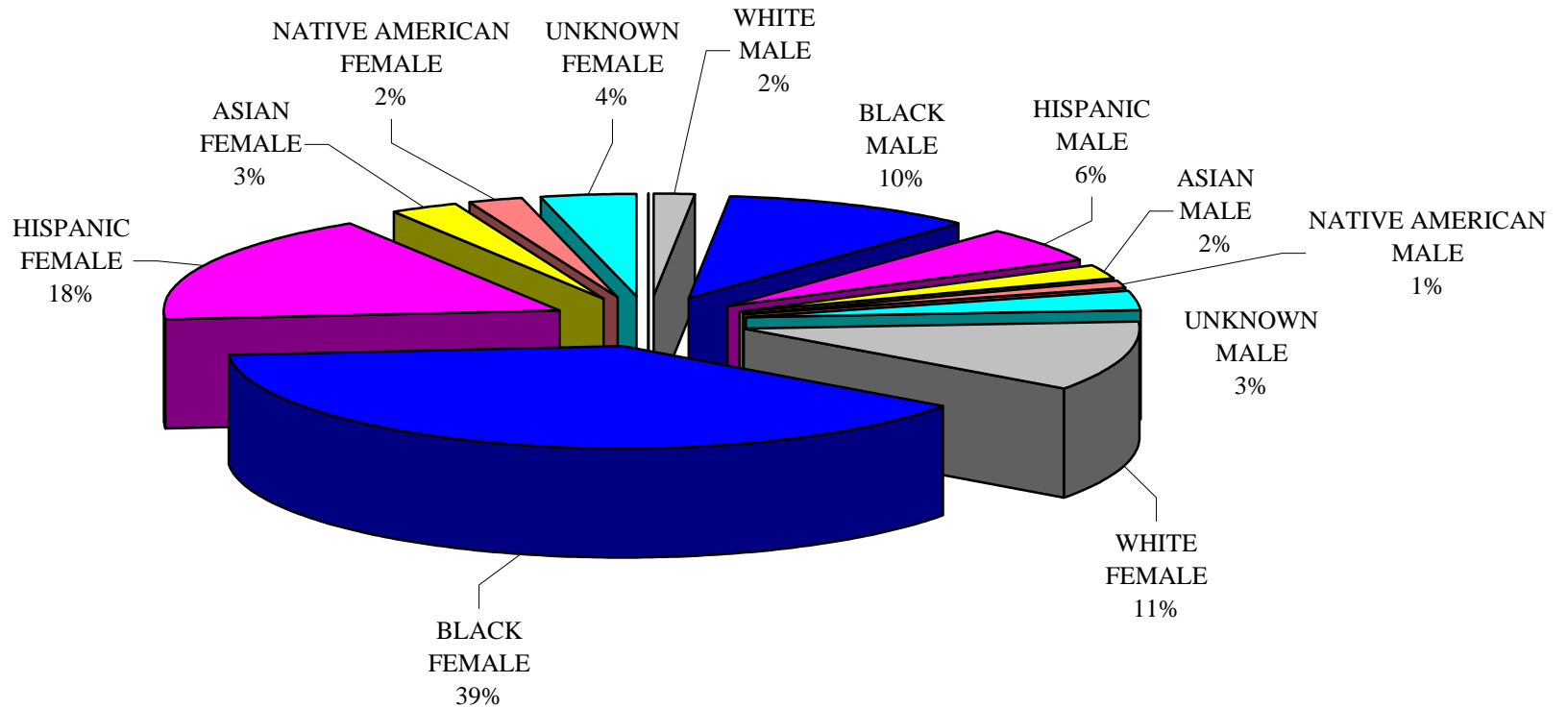
## CALENDAR YEAR 2006

### GUARDS (JOB GROUP 019)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>127</b>	<b>724</b>	<b>407</b>	<b>155</b>	<b>80</b>	<b>217</b>	<b>795</b>	<b>2773</b>	<b>1256</b>	<b>206</b>	<b>163</b>	<b>270</b>	<b>3</b>	<b>7177</b>
<b>PERCENTAGE</b>	<b>2%</b>	<b>10%</b>	<b>6%</b>	<b>2%</b>	<b>1%</b>	<b>3%</b>	<b>11%</b>	<b>39%</b>	<b>18%</b>	<b>3%</b>	<b>2%</b>	<b>4%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

GUARDS (019)



# New York City Job Groups by Race and Gender

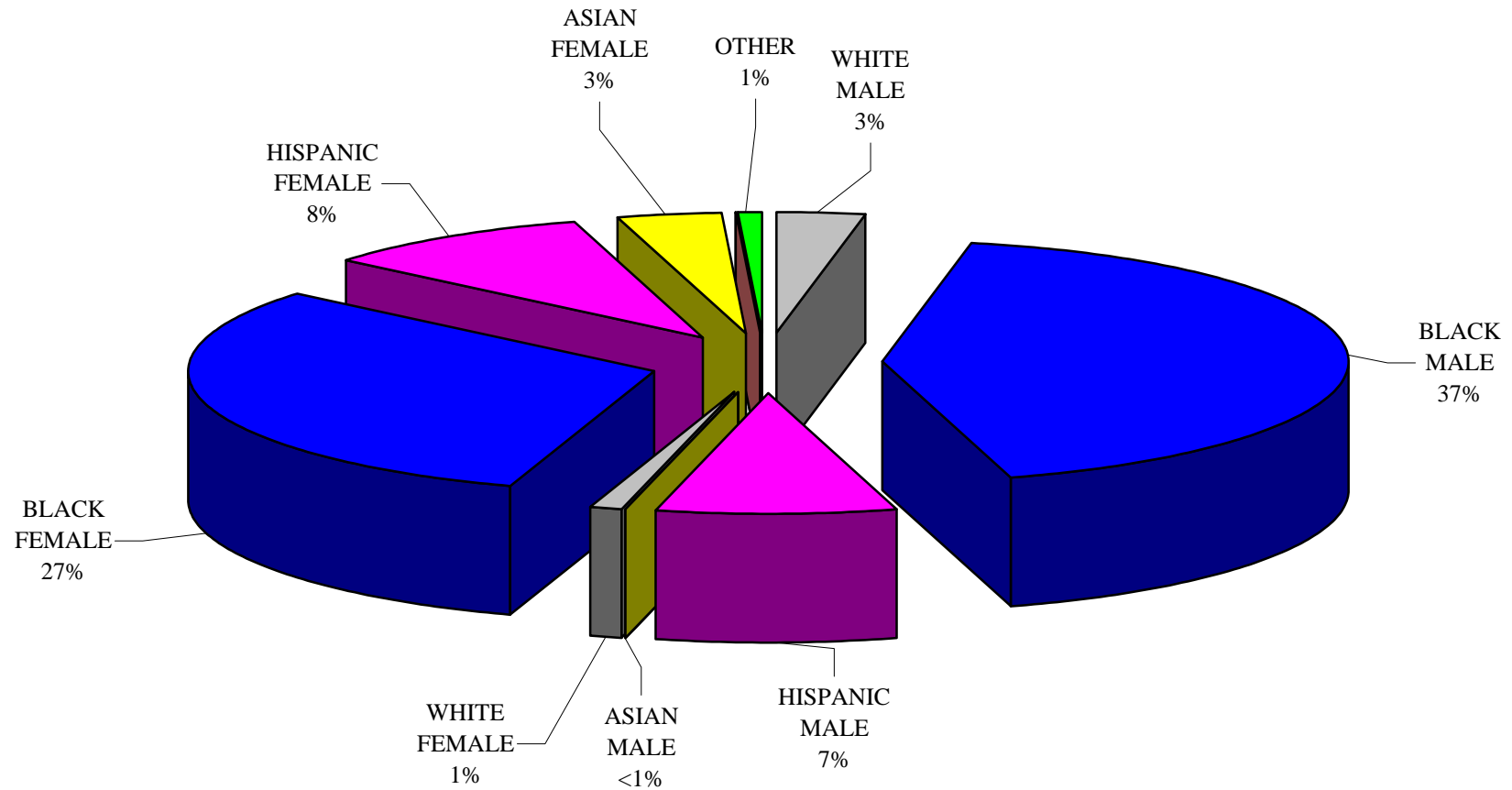
## CALENDAR YEAR 2006

### FOOD PREPARATION (JOB GROUP 020)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	7	95	19	1	0	0	2	70	21	8	1	0	2	257
PERCENTAGE	3%	37%	7%	<1%	0%	0%	1%	27%	8%	3%	<1%	0%	1%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

FOOD PREPARATION (020)



# New York City Job Groups by Race and Gender

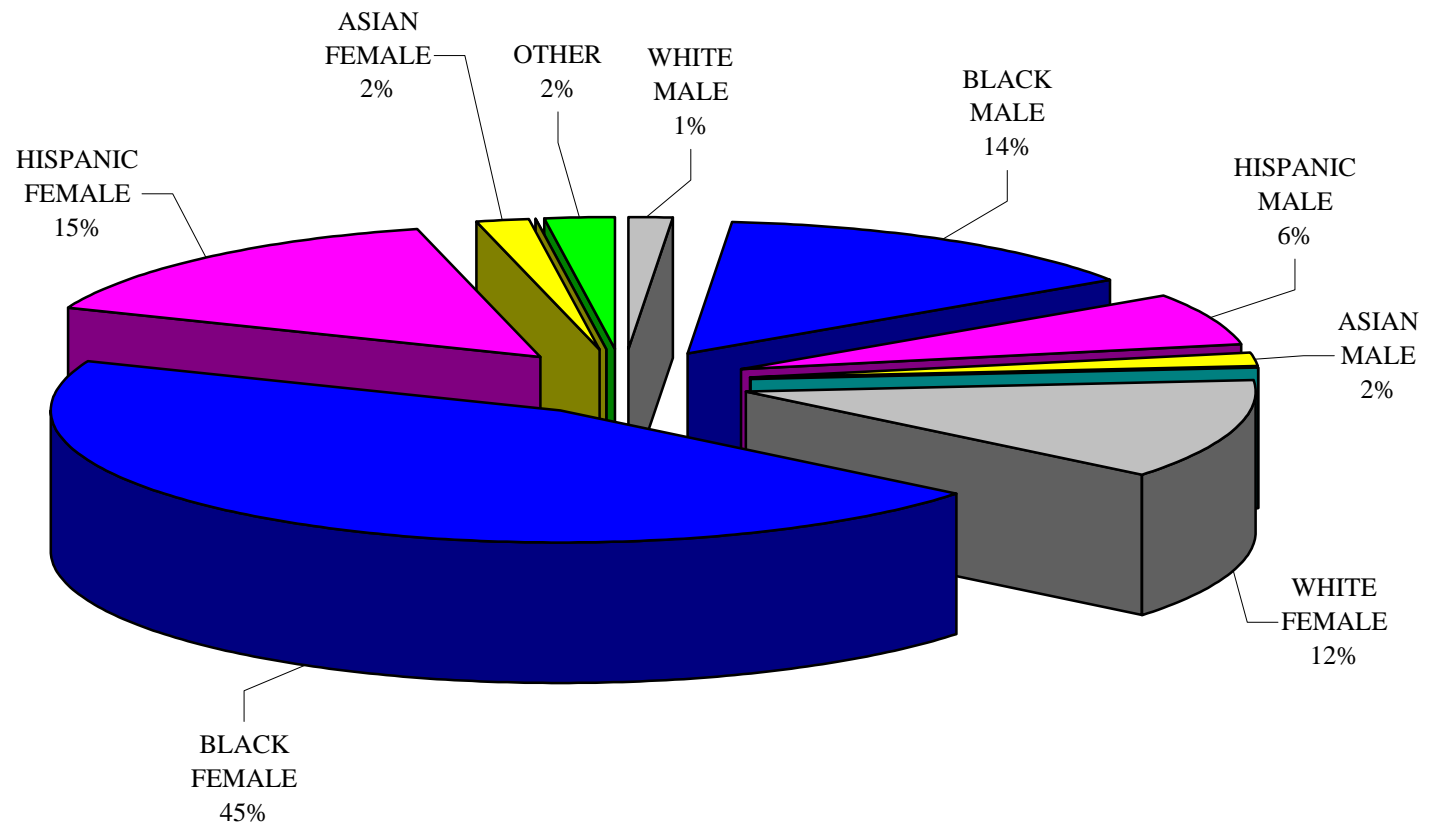
## CALENDAR YEAR 2006

### HEALTH SERVICES (JOB GROUP 021)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>4</b>	<b>42</b>	<b>19</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>37</b>	<b>135</b>	<b>44</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>300</b>
<b>PERCENTAGE</b>	<b>1%</b>	<b>14%</b>	<b>6%</b>	<b>2%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>12%</b>	<b>45%</b>	<b>15%</b>	<b>2%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>2%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

HEALTH SERVICES (021)



# New York City Job Groups by Race and Gender

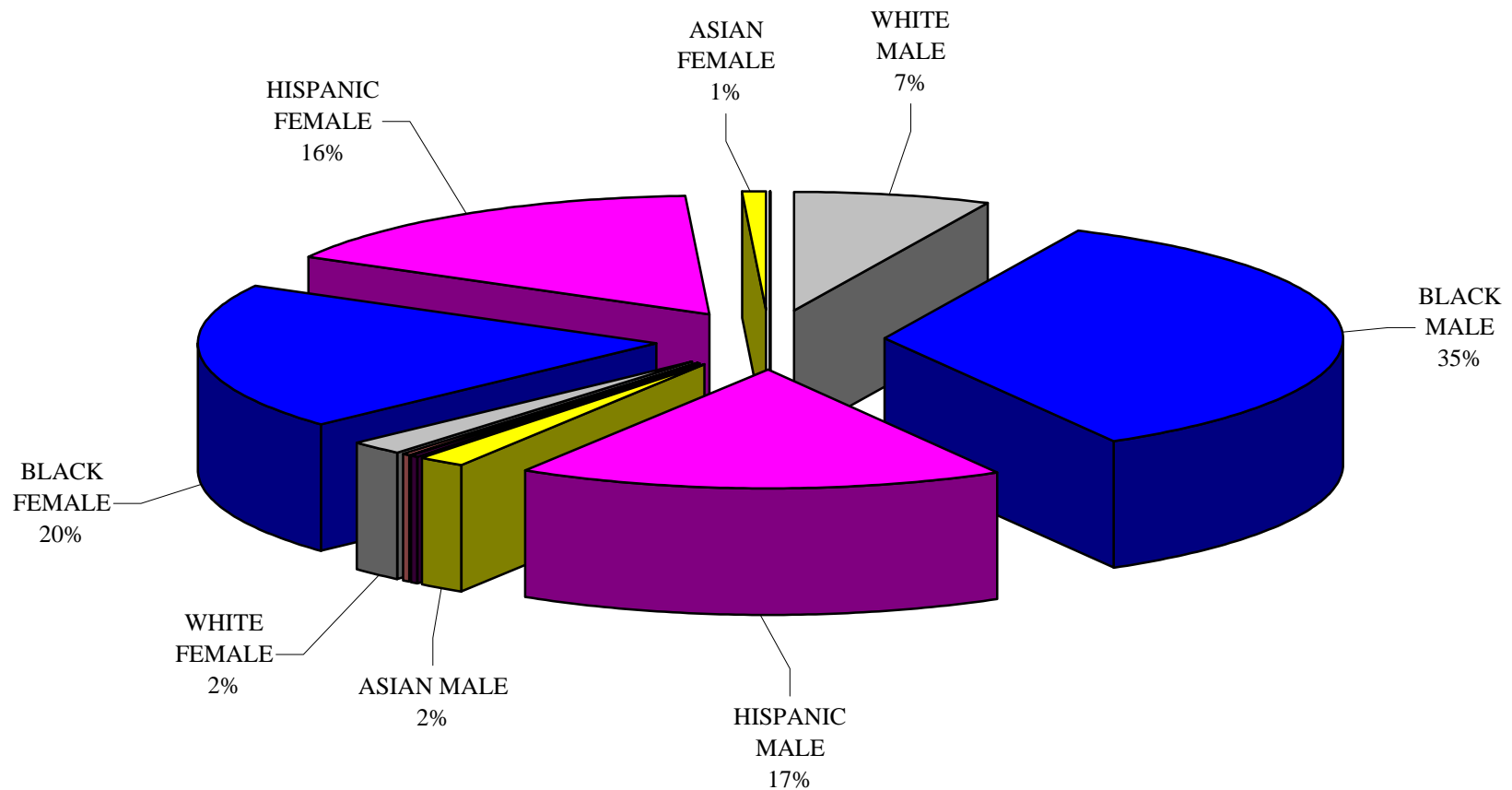
## CALENDAR YEAR 2006

### BUILDING SERVICES (JOB GROUP 022)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	91	464	229	22	4	1	28	267	213	11	0	0	0	1330
PERCENTAGE	7%	35%	17%	2%	0%	0%	2%	20%	16%	1%	0%	0%	0%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

BUILDING SERVICES (022)



Source: New York City Department of Citywide Administrative Services  
Percentages have been rounded to the nearest whole number



# New York City Job Groups by Race and Gender

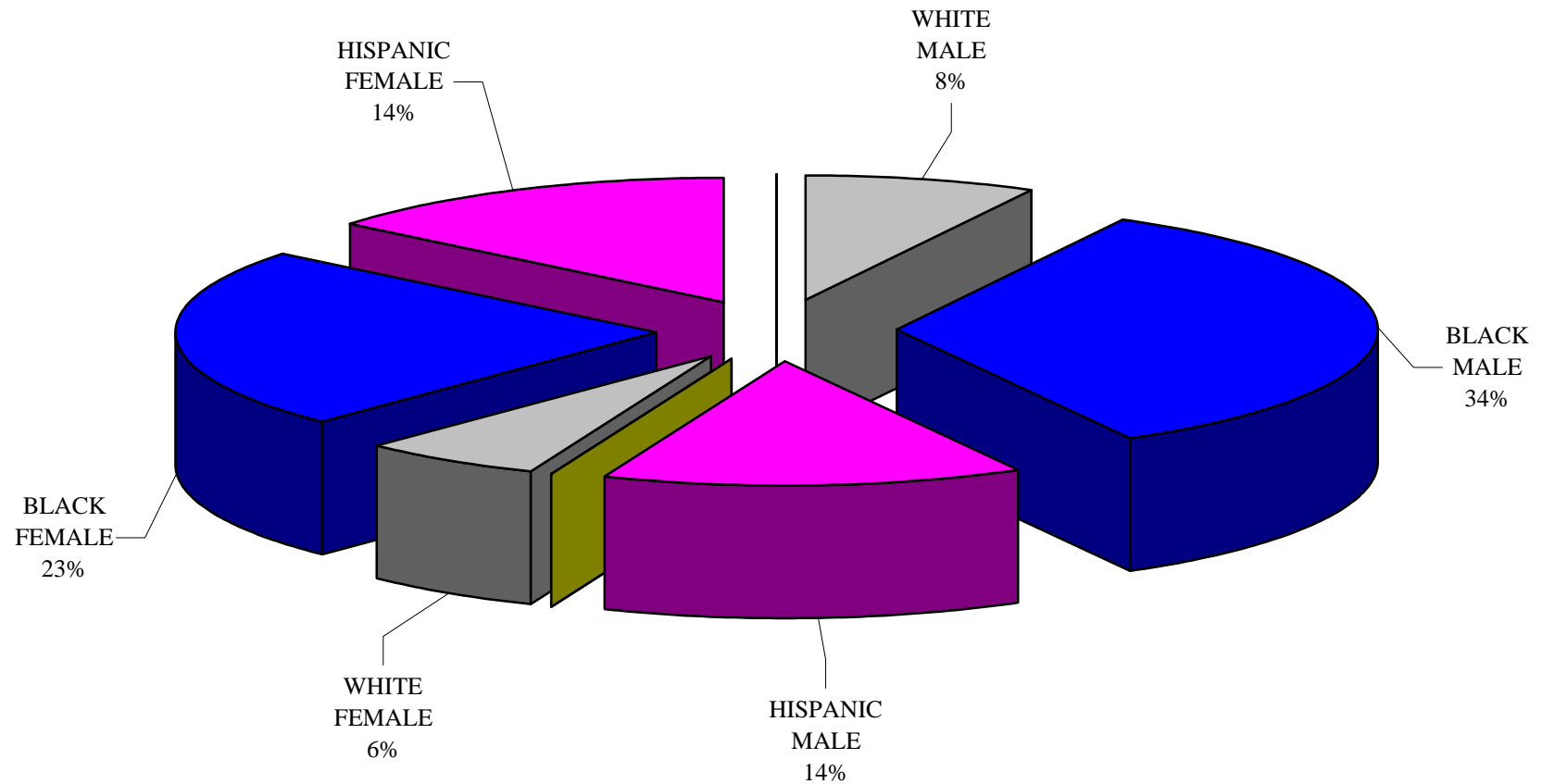
## CALENDAR YEAR 2006

### PERSONAL SERVICES (JOB GROUP 023)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	17	75	31	2	0	0	13	52	31	0	0	1	0	222
PERCENTAGE	8%	34%	14%	<1%	0%	0%	6%	23%	14%	<1%	0%	<1%	0%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

PERSONAL SERVICES (023)



Source: New York City Department of Citywide Administrative Services  
Percentages have been rounded to the nearest whole number

# New York City Job Groups by Race and Gender

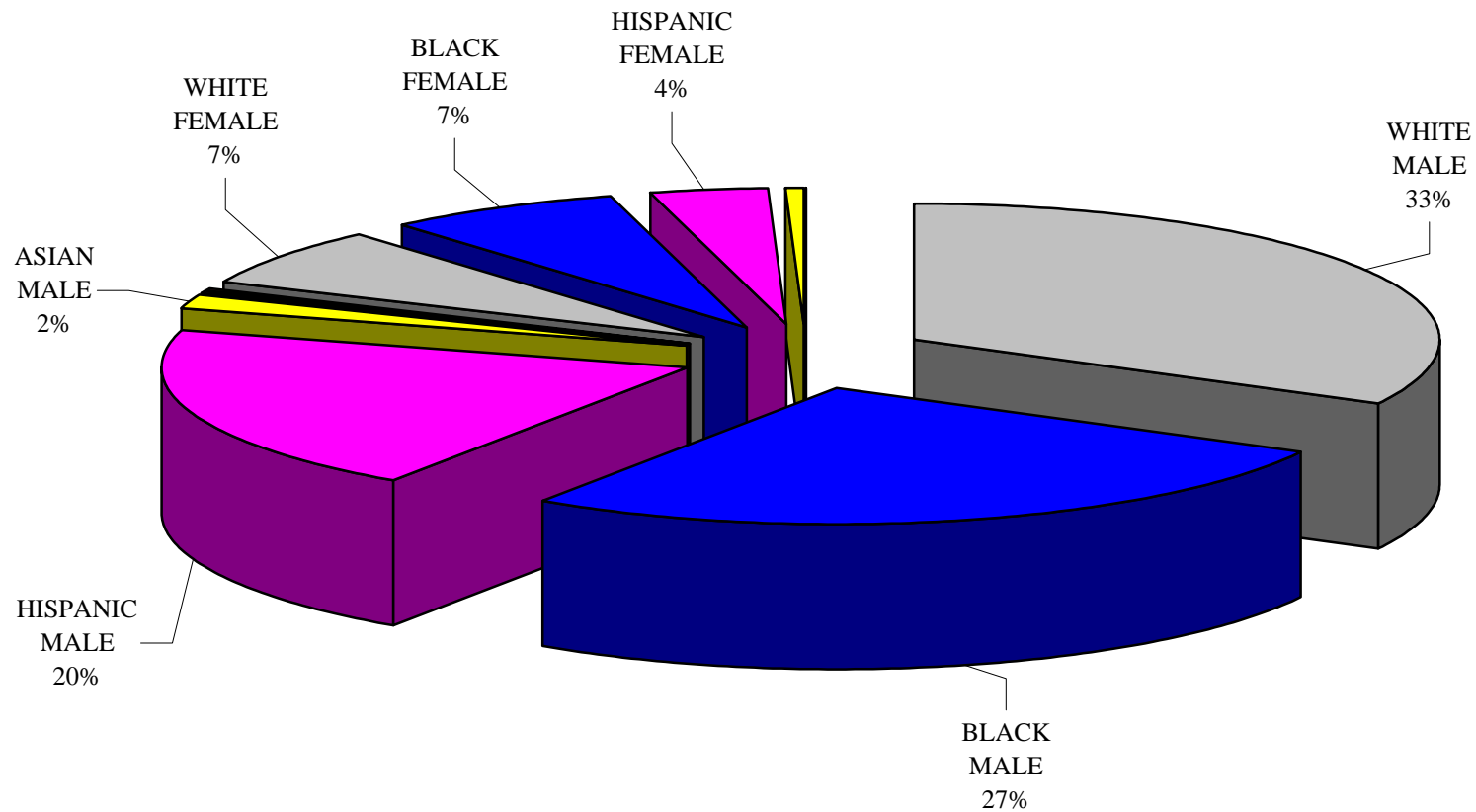
## CALENDAR YEAR 2006

### FARMING (JOB GROUP 024)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	514	416	311	26	6	2	107	115	58	6	1	0	0	1562
PERCENTAGE	33%	27%	20%	2%	0%	0%	7%	7%	4%	0%	0%	0%	0%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

FARMING (024)



# New York City Job Groups by Race and Gender

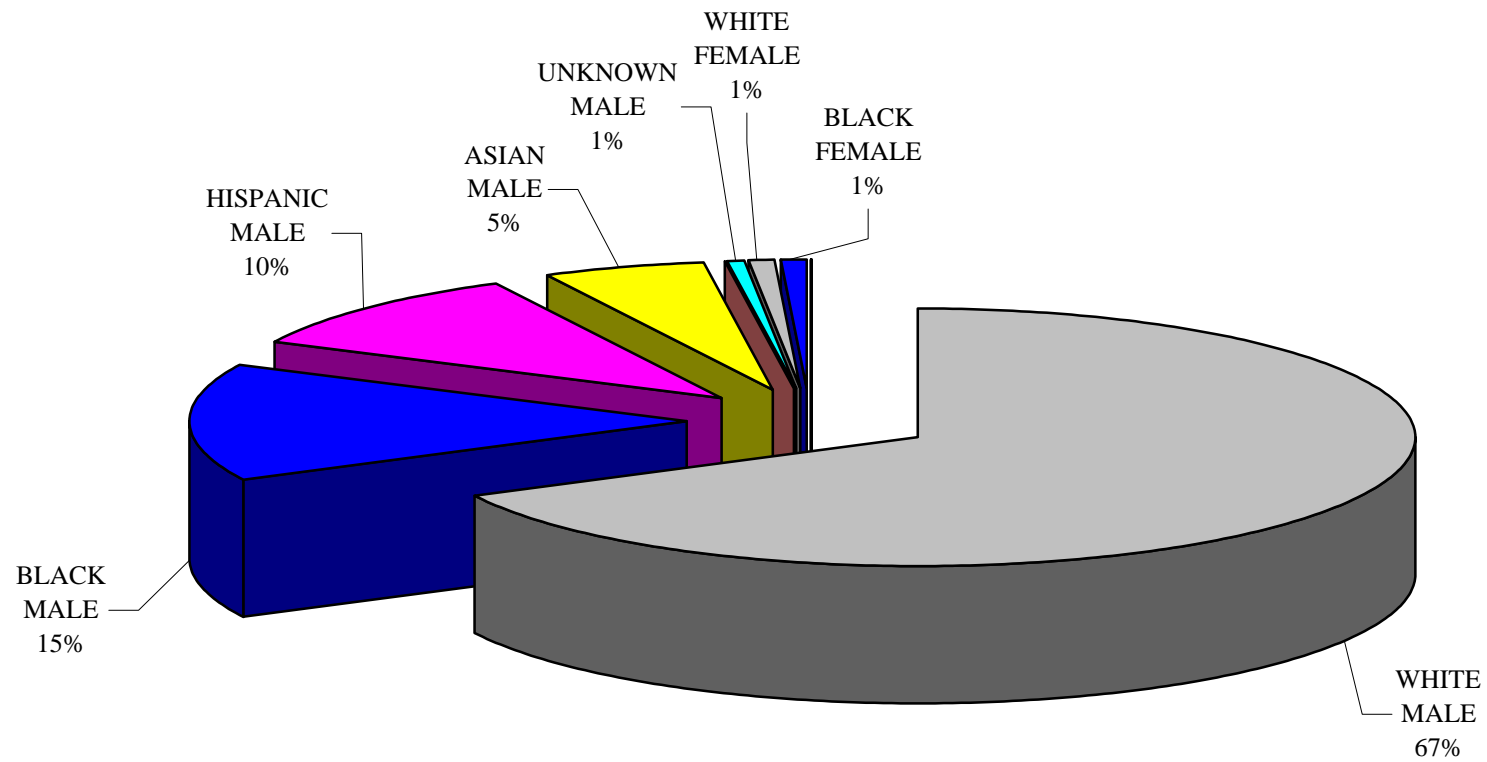
## CALENDAR YEAR 2006

### CRAFT (JOB GROUP 025)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>4450</b>	<b>979</b>	<b>679</b>	<b>358</b>	<b>16</b>	<b>39</b>	<b>41</b>	<b>60</b>	<b>24</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>6659</b>
<b>PERCENTAGE</b>	<b>67%</b>	<b>15%</b>	<b>10%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

CRAFT (025)



# New York City Job Groups by Race and Gender

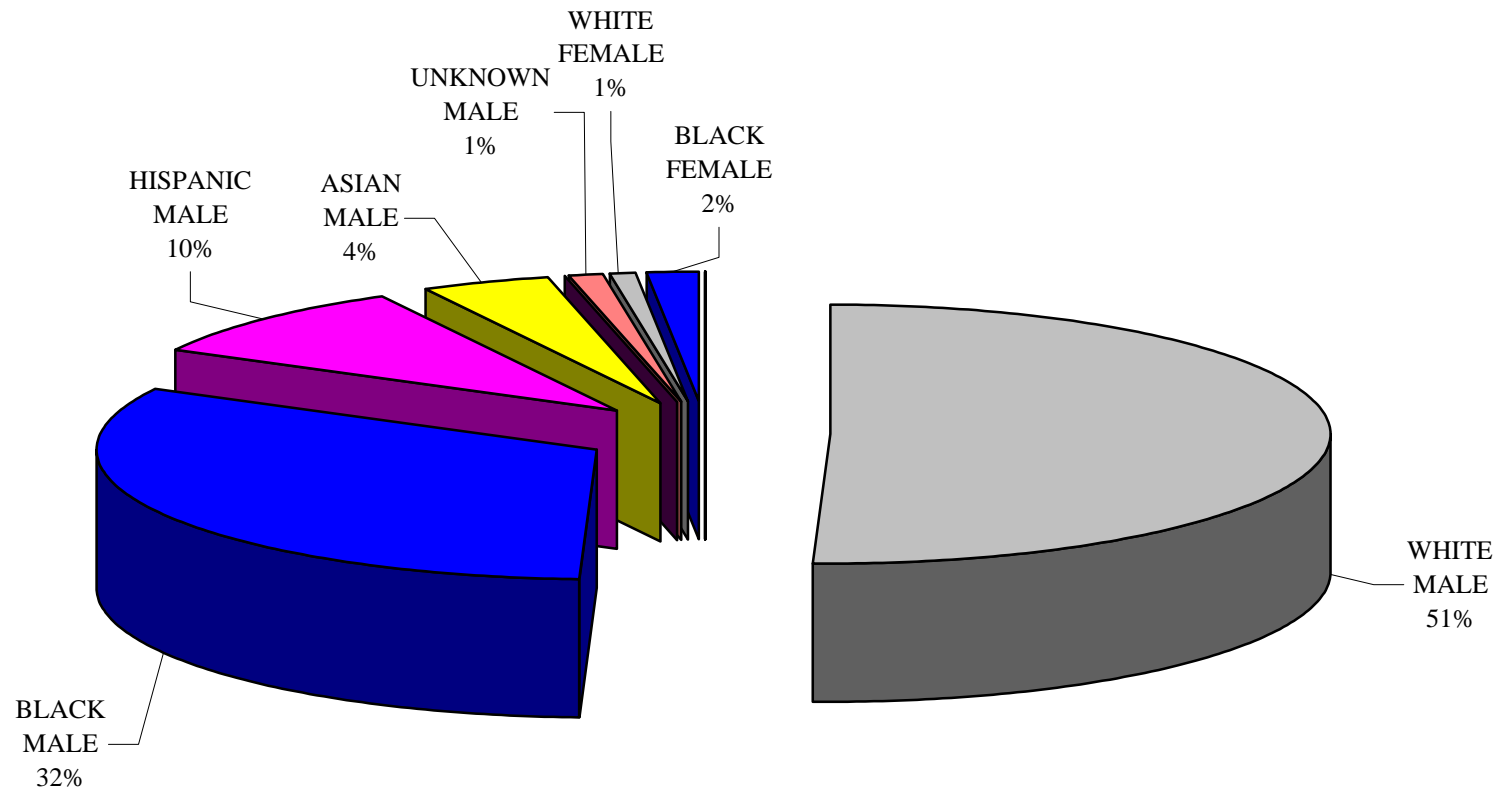
## CALENDAR YEAR 2006

### OPERATORS (JOB GROUP 026)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
<b>TOTAL</b>	<b>85</b>	<b>54</b>	<b>16</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>168</b>
<b>PERCENTAGE</b>	<b>51%</b>	<b>32%</b>	<b>10%</b>	<b>4%</b>	<b>0%</b>	<b>1%</b>	<b>1%</b>	<b>2%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

OPERATORS (026)





# New York City Job Groups by Race and Gender

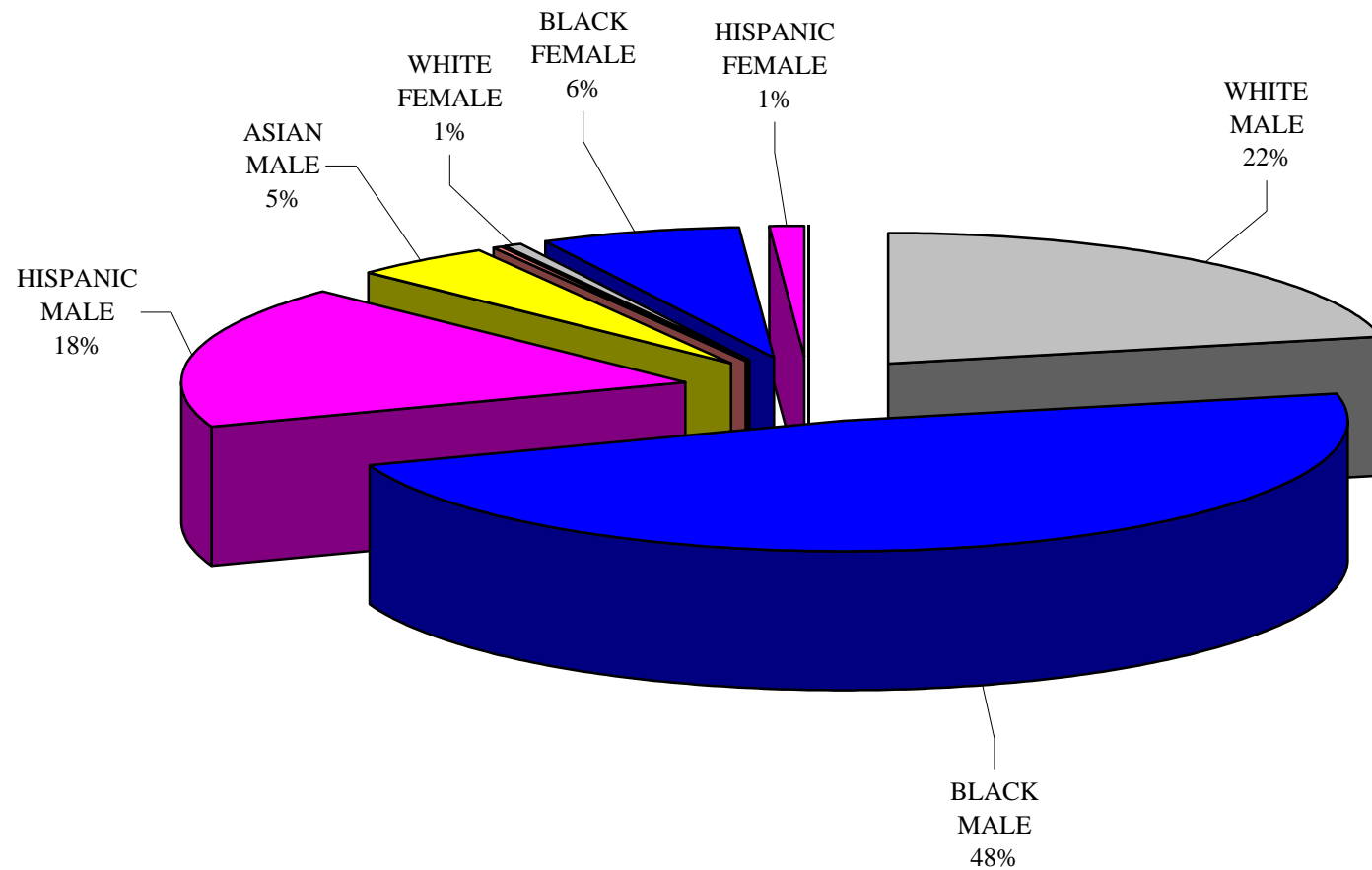
## CALENDAR YEAR 2006

### TRANSPORTATION (JOB GROUP 027)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	91	201	74	19	1	0	3	26	5	0	0	0	0	420
PERCENTAGE	22%	48%	18%	5%	0%	0%	1%	6%	1%	0%	0%	0%	0%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

TRANSPORTATION (027)



# New York City Job Groups by Race and Gender

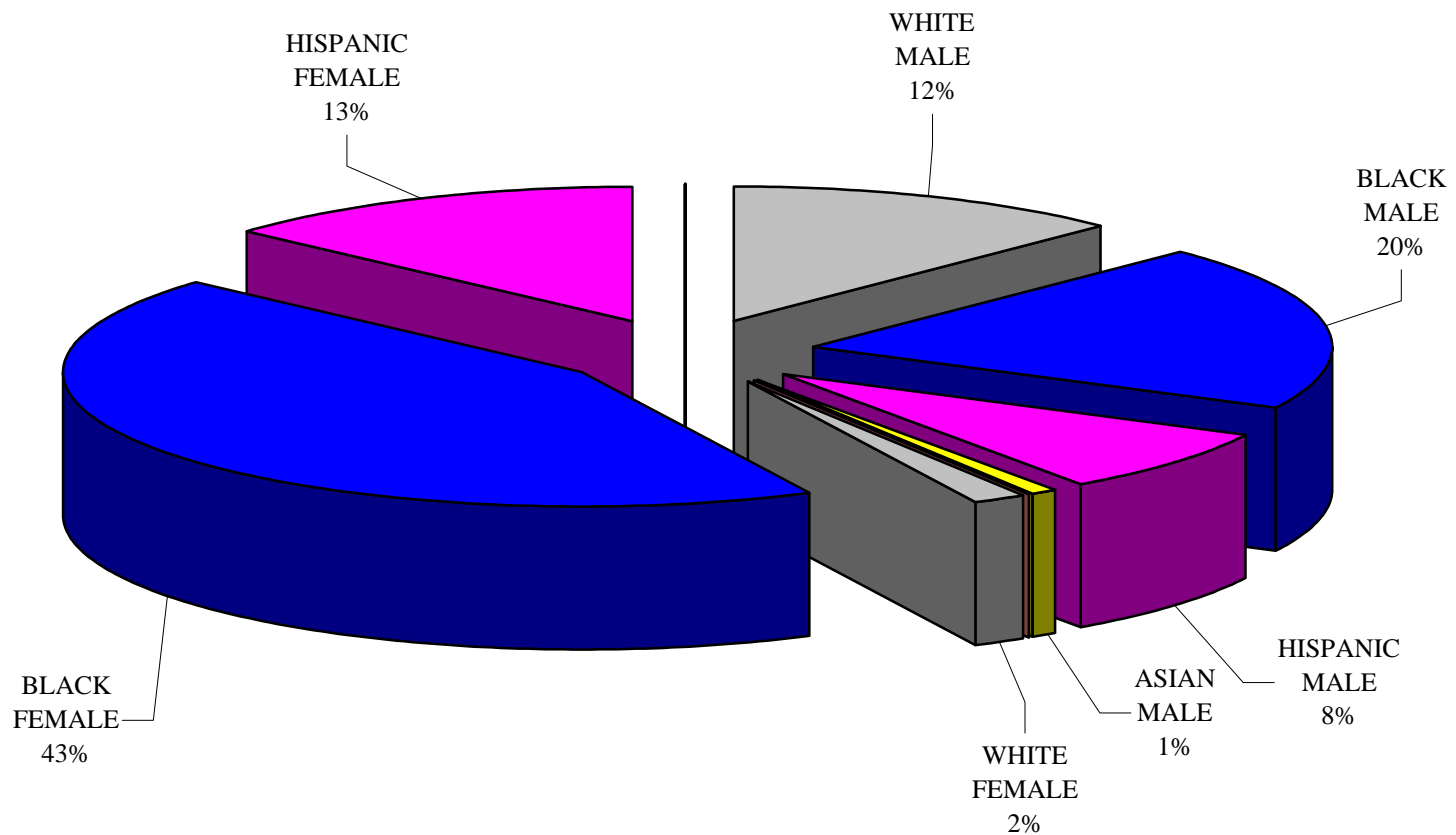
## CALENDAR YEAR 2006

### LABORERS (JOB GROUP 028)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	<b>482</b>	<b>770</b>	<b>297</b>	<b>37</b>	<b>5</b>	<b>7</b>	<b>64</b>	<b>1689</b>	<b>515</b>	<b>32</b>	<b>16</b>	<b>7</b>	<b>5</b>	<b>3926</b>
PERCENTAGE	<b>12%</b>	<b>20%</b>	<b>8%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>2%</b>	<b>43%</b>	<b>13%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

LABORERS (028)



# New York City Job Groups by Race and Gender

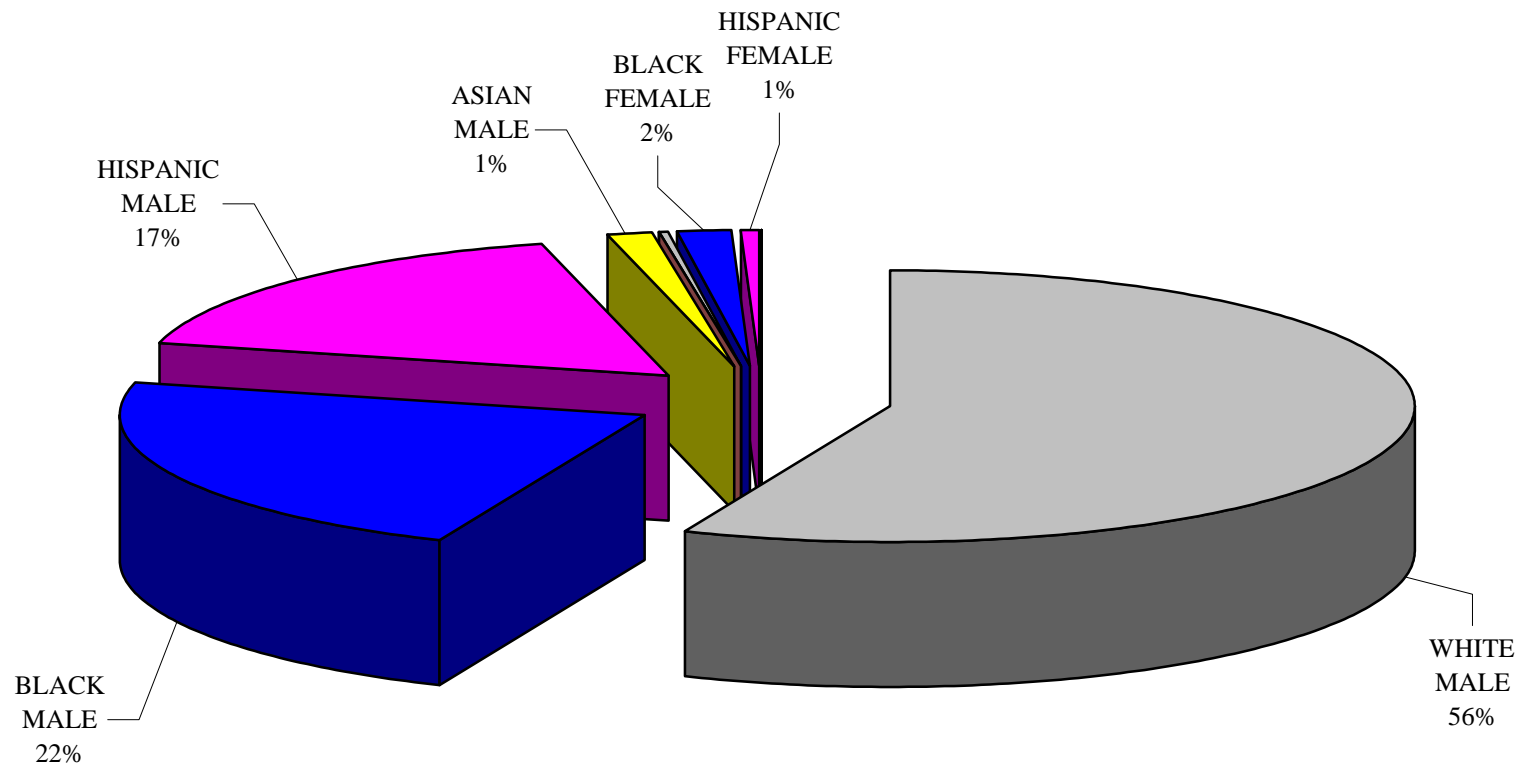
## CALENDAR YEAR 2006

### SANITATION WORKERS (JOB GROUP 029)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	<b>4147</b>	<b>1662</b>	<b>1278</b>	<b>90</b>	<b>15</b>	<b>6</b>	<b>30</b>	<b>120</b>	<b>38</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>7391</b>
PERCENTAGE	<b>56%</b>	<b>22%</b>	<b>17%</b>	<b>1%</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>2%</b>	<b>1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>0%</b>	<b>&lt;1%</b>	<b>100%</b>

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

SANITATION WORKERS (029)



# New York City Job Groups by Race and Gender

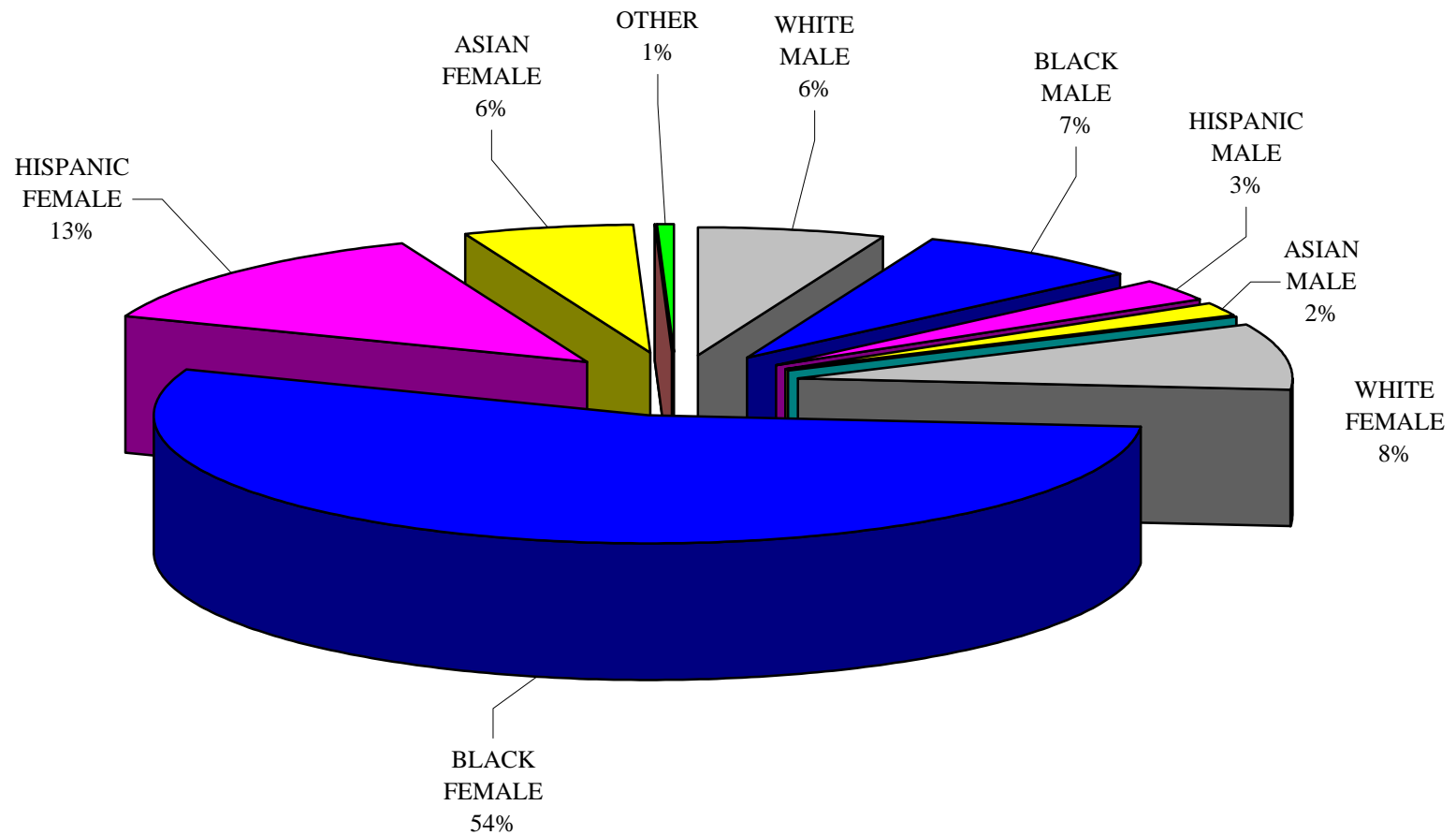
## CALENDAR YEAR 2006

### TEACHERS (JOB GROUP 030)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	11	13	5	3	0	0	15	97	23	10	0	0	1	178
PERCENTAGE	6%	7%	3%	2%	0%	0%	8%	54%	13%	6%	0%	0%	1%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

TEACHERS (030)





# New York City Job Groups by Race and Gender

## CALENDAR YEAR 2006

### PARAPROFESSIONALS (JOB GROUP 031)

	WHITE MALE	BLACK MALE	HISPANIC MALE	ASIAN MALE	NATIVE AMERICAN MALE	UNKNOWN MALE	WHITE FEMALE	BLACK FEMALE	HISPANIC FEMALE	ASIAN FEMALE	NATIVE AMERICAN FEMALE	UNKNOWN FEMALE	OTHER	TOTAL
TOTAL	285	641	315	167	9	5	450	1510	670	199	21	14	20	4294
PERCENTAGE	7%	15%	7%	4%	<1%	<1%	10%	35%	16%	5%	<1%	<1%	<1%	100%

New York City Job Groups by Race and Gender  
CALENDAR YEAR 2006

PARAPROFESSIONALS (031)

