

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #11/10-945: Preliminary Determination Pursuant to the Audit of the Public Administrator, Richmond County (RCPA) Equal Employment Opportunity Program from January 1, 2008 to December 31, 2010.

Whereas, pursuant to Chapter 36, Section 831(d)(2) of the New York City Charter, the Equal Employment Practices Commission (EEPC) is authorized to audit and evaluate the employment practices, programs, policies and procedures of city agencies and their efforts to insure fair and effective equal employment opportunity for minority group members and women and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 35, Section 814(a) (12) of the New York City Charter, the City established the Citywide Equal Employment Opportunity Policy (EEOP), a set of uniform standards and procedures designed to ensure the equality of opportunity for municipal government employees and job applicants, and, consistent with federal, state and local laws, identified other groups for protection from discrimination in employment; and

Whereas, the Equal Employment Practices Commission audited the RCPA Equal Employment Opportunity Program; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC may make a preliminary determination pursuant to Section 831(d) that any plan, program, procedure, approach, measure or standard adopted or utilized by any city agency does not provide equal employment opportunity. Now, Therefore,

Be It Resolved, that pursuant to the audit of the RCPA compliance with its Equal Employment Opportunity Policy, as well as Commission policies and EEO standards expressed in City guidelines, the Equal Employment Practices Commission hereby affirms and adopts the following preliminary findings:

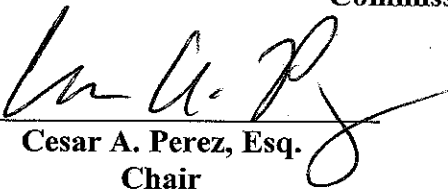
1. The agency did not designate an EEO professional of each gender for complaint intake and investigation.
2. The agency's organization chart did not include the EEO Officer's title or reporting relationship.

Be It Finally Resolved, that the Commission authorizes the Chair, Cesar A. Perez, Esq., to forward a letter to Public Administrator, Gary D. Gotlin formally informing him of the findings with appropriate explanations and recommendations and requesting, pursuant to Chapter 36 of the City Charter, a response to these findings within thirty days of receipt of the letter indicating what corrective actions the RCPA will take to bring it into compliance with the aforementioned policies and standards on equal employment opportunity.

Approved unanimously on September 9, 2011.

Angela Cabrera
Commissioner

Malini Cadambi Daniel
Commissioner



Cesar A. Perez, Esq.
Chair

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

RESOLUTION #12/26-945C: Determination of implementation by the Richmond County Public Administrator's Office of the recommended corrective actions made by the Equal Employment Practices Commission pursuant to its audit of the Richmond County Public Administrator's Office's compliance with its Equal Employment Opportunity Program from January 1, 2008 to December 31, 2010.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to the Administrative Code of the City of New York, Title 8, as amended, the City established the New York City Human Rights Law, which identified other groups for protection from discrimination in employment; and

Whereas, pursuant to its audit of the Richmond County Public Administrator's Office's (RCPA) Equal Employment Opportunity Program, the Equal Employment Practices Commission (EEPC) issued a preliminary determination letter, dated September 9, 2011, setting forth its findings and recommended corrective actions; and

Whereas, the RCPA submitted its response to the EEPC's preliminary determination letter, on October 3, 2011; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued a letter in lieu of a final determination on October 11, 2011, confirming the RCPA's agreement with all audit recommendations; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC was required to monitor the RCPA for a period not to exceed six months, from May 2012 through October 2012, to determine whether it implemented the aforementioned recommended corrective actions; and

Whereas, the Richmond County Public Administrator's Office submitted its Final Compliance Report on November 28, 2012; and

Whereas, all of the aforementioned recommended corrective actions are required by, or are consistent with, the Richmond County Public Administrator's Equal Employment Opportunity Policy; and

Whereas, the members of this Commission have reviewed a Compliance Summary Report prepared by EEPC staff, affirming that the aforementioned recommendations have been implemented to the Commission's satisfaction. Now Therefore,

Be It Resolved,

that the Richmond County Public Administrator's Office has implemented the recommended corrective actions deemed necessary to ensure compliance with equal employment opportunity pursuant to the requirements of Chapters 35 and 36 of the City Charter.

Be It Finally Resolved,

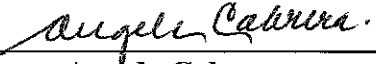
that the Commission authorizes the Chair, Cesar A. Perez, to forward a letter to the Richmond County Public Administrator, Gary D. Gotlin, formally informing him that the RCPA has implemented the recommended corrective actions to the Commission's satisfaction.

Approved unanimously on December 13, 2012.

Malini Cadambi Daniel
Commissioner

Elaine S. Reiss, Esq.
Commissioner

Arva R. Rice
Commissioner



Angela Cabrera
Commissioner

PUBLIC ADMINISTRATOR



RICHMOND COUNTY

130 STUYVESANT PLACE, SUITE 402
STATEN ISLAND, NEW YORK 10301-2486
718-876-7228
FAX: 718-876-8377

GARY D. GOTLIN
COMMISSIONER
PUBLIC ADMINISTRATOR

MICHAEL J. FUSCO
DEPUTY PUBLIC ADMINISTRATOR

ARTHUR W. DECKER, ESQ.
CO-COUNSEL

RICHARD A. LAROSA, ESQ.
CO-COUNSEL

**EQUAL EMPLOYMENT PRACTICES COMMISSION (EEPC)
AUDIT OF COMPLIANCE FROM JANUARY 1, 2008 TO DECEMBER 31, 2010
RCPA EEO POLICY COMPLIANCE**

DATE: DECEMBER 26, 2012

MEMORANDUM TO ALL:

RICHMOND COUNTY PUBLIC ADMINISTRATOR EMPLOYEES

FROM: GARY D. GOTLIN, PUBLIC ADMINISTRATOR *DGG*

The Equal Employment Practices Commission (EEPC) recently completed its Audit of Compliance by the Richmond County Public Administrator (RCPA) with its Equal Employment Opportunity Policy (EEO) for the above referenced period. The Commission has determined that the RCPA has implemented the recommended corrective actions and is now in compliance with the requirements of our EEO as stated in a NYC EEPC letter dated December 12, 2012 (copy enclosed).

Recommendation #1 - EEO Professional of Each Gender

We have entered into an Agreement (copy enclosed) with the Richmond County District Attorney's Office to designate and provide a female EEO Counselor, Ms. Camille Gatlins, to address any discrimination complaint from the RCPA female employees.

Recommendation #2 -

We have updated our Organizational Chart to reflect that the EEO Officer, Michael Fusco, reports directly to the agency head.

Please note that this office is completely committed to all of the policies of the City of New York with respect to Equal Employment Opportunities.