

New York City Council
Hon. Julie Menin, Speaker of the Council
Hon. Linda Lee, Chair, Finance Committee
Hon. Sandy Nurse, Chair, Civil and Human Rights Committee

**Report on the Fiscal 2027 Preliminary Plan,
 the Fiscal 2027 Preliminary Capital Commitment Plan, and the Fiscal 2026
 Preliminary Mayor’s Management Report for the Committee on Civil and
 Human Rights**

Richard Lee, Director Jonathan Rosenberg, Managing Deputy Director Eisha Wright, Deputy Director Chima Obichere, Deputy Director Paul Scimone, Deputy Director Elizabeth Hoffman, Deputy Director	Prepared By: Allie Stofer, Financial Analyst Florentine Kabore, Assistant Director
--	--

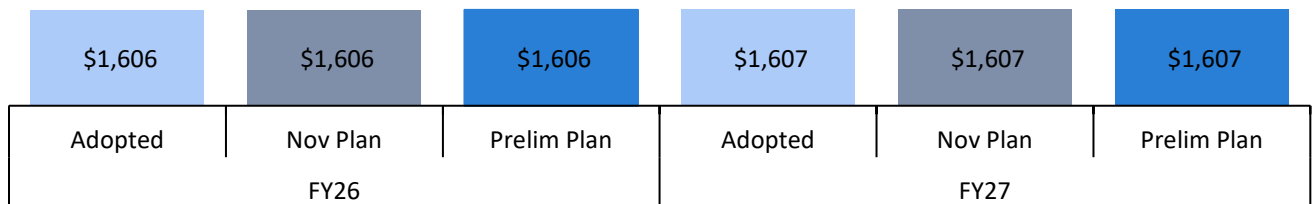
Fiscal 2027 Preliminary Plan

Equal Employment Practices Commission Budget Overview

The Equal Employment Practices Commission (EEPC or the Commission) is responsible for auditing, reviewing and monitoring the equal employment practices and procedures of over 145 City agencies. The Commission has seen no changes to its budget since the release of the Fiscal 2026 Adopted Plan in June 2025.

The Preliminary Financial Plan for Fiscal 2026-2030 (Preliminary Plan), includes a proposed Fiscal 2027 budget of \$1.6 million for EEPC. The Commission’s Fiscal 2026 budget in the Preliminary Plan is unchanged from its \$1.6 million Fiscal 2026 budget in the November Plan, and the Fiscal 2027 budget in the Preliminary Plan is unchanged from its \$1.6 million Fiscal 2027 budget in the November Plan. The current Fiscal 2027 budget is \$1,198 more than the \$1.6 million Fiscal 2026 budget at adoption.

Comparison of the Last Three Financial Plans



Dollars in Thousands
 Source: New York City Office of Management and Budget

EEPC Financial Summary

<i>Dollars in Thousands</i>	FY24	FY25	FY26	Preliminary Plan		*Difference
	Actual	Actual	Adopted	FY26	FY27	FY27 - FY26
Budget by Program Area						
Personal Services	\$1,023	\$1,120	\$1,519	\$1,519	\$1,521	\$1
Other Than Personal Services	83	85	87	87	87	0
TOTAL	\$1,106	\$1,205	\$1,606	\$1,606	\$1,607	\$1
Funding						
City Funds			\$1,606	\$1,606	\$1,607	\$1
TOTAL	\$1,106	\$1,205	\$1,606	\$1,606	\$1,607	\$1
Budgeted Headcount						
Full-Time Positions - Civilian	12	13	15	15	15	0
TOTAL	12	13	15	15	15	0

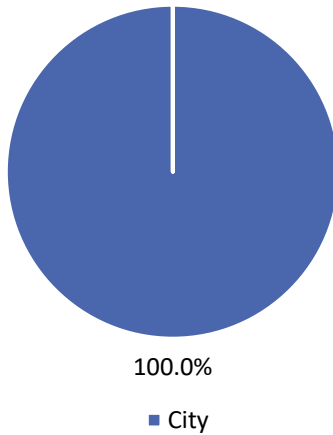
**The difference of Fiscal 2027 Preliminary Budget compared to Fiscal 2026 Adopted Budget.*

Source: New York City Office of Management and Budget

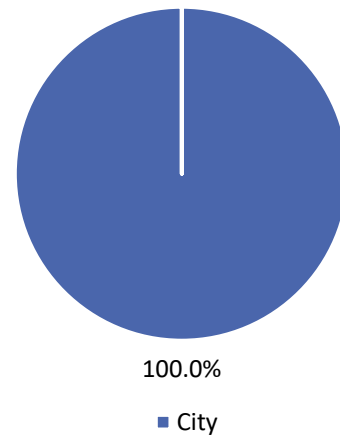
Budget by Funding Source

Fiscal 2027 City Funds: 100.0 percent

Fiscal 2026

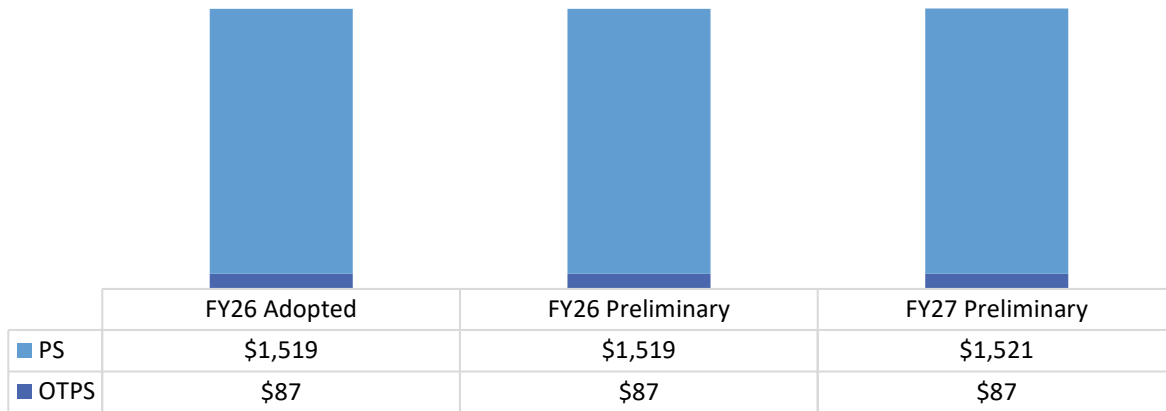


Fiscal 2027



Source: New York City Office of Management and Budget

Personal Services (PS) and Other Than Personal Services (OTPS)



Dollars in Thousands

Source: New York City Office of Management and Budget

Headcount

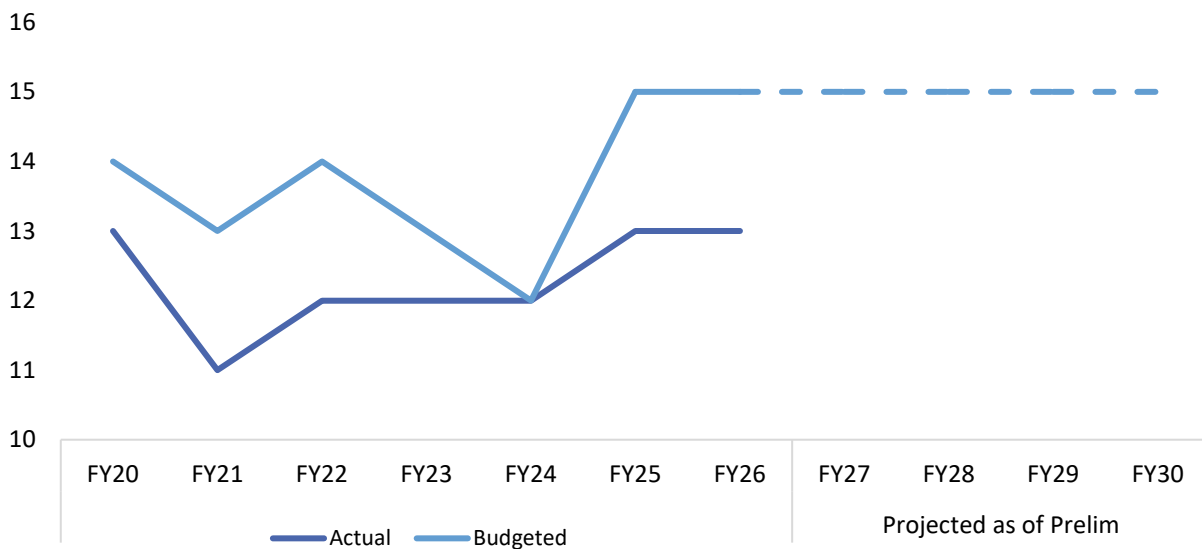
FY26 Budgeted Full-Time Positions: 15

Actual Headcount as of January 2026: 13

FY27 Budgeted Full-Time Positions: 15

Vacancy Rate as of January 2026: 13.3 percent

Budgeted and Actual Headcount FY20-FY30



Source: New York City Office of Management and Budget

Note: Budgeted and actual headcounts are as of the end of the fiscal year, except for Fiscal 2026 where budgeted headcount is as of the Preliminary Plan and actual headcount is as of January 2026.

EEPC Contract Budget

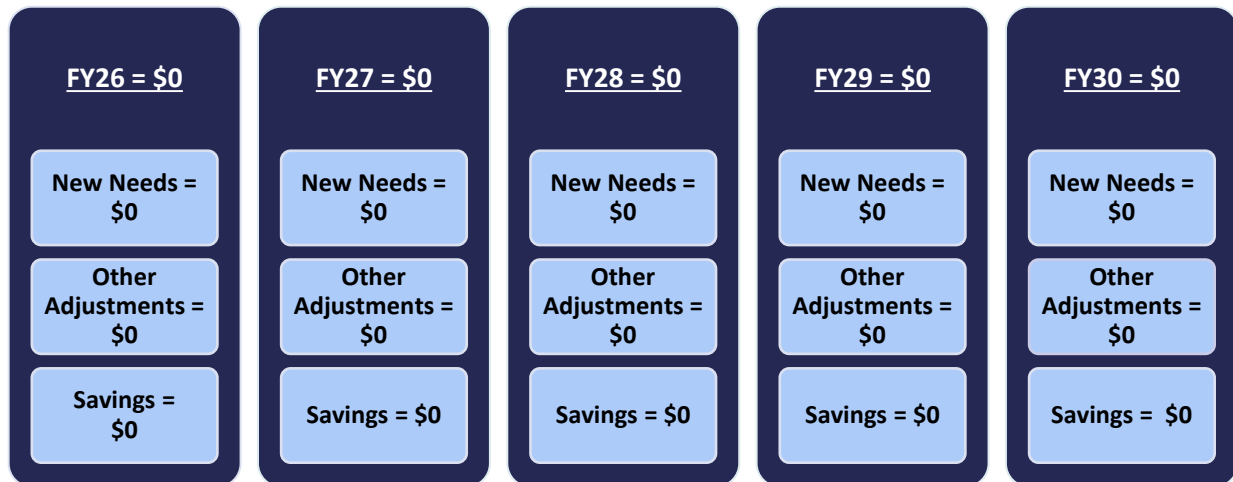
Fiscal 2027 Contract Budget: \$10,492

Number of Contracts in Fiscal 2027: 2

Category	FY26 Adopted	Number of Contracts	FY27 Preliminary	Number of Contracts
Office Equipment Maintenance	\$6,400	1	\$492	1
Training Program for City Employees	1,000	1	10,000	1
TOTAL	\$7,400	2	\$10,492	2

Source: New York City Office of Management and Budget

Preliminary Plan Changes



Dollars in Thousands

Savings in this chart are the sum of all expense savings, from all revenue sources, including but not limited to, City, State, and federal savings.

Budget Issues and Concerns

- **Additional Staffing.** In the Fiscal 2025 Adopted Plan, \$285,000 was baselined for an additional three positions. The Council's Fiscal 2026 Preliminary Budget Response called for an additional \$265,000 baselined in Fiscal 2026 for three more staff members; however, EEPC has not been granted any additional staffing. The Commission needs to hire one Human Resources Generalist and one Computer Associate to support the current staff member and one Communications Director to allow them to better inform the public of their audits and research.
- **Staff Training and Software Upgrades.** EEPC's Fiscal 2026 budget of \$1.6 million consists of \$87,000 for Other Than Personal Services (OTPS) expenses. An additional \$85,000 for OTPS funding would allow the Commission to invest in more trainings for staff and software upgrade to adequately fulfill their charter mandates.

Supporting Budget Charts

Budget Actions in the November and Preliminary Plans

<i>Dollars in Thousands</i>	FY26			FY27		
	City	Non-City	Total	City	Non-City	Total
EEPC Budget as of the Adopted FY26 Plan	\$1,606	\$0	\$1,606	\$1,607	\$0	\$1,607
Changes Introduced in the November 2025 Plan						
TOTAL, All Changes in November 2025 Plan	\$0	\$0	\$0	\$0	\$0	\$0
EEPC Budget as of the November 2025 Plan	\$1,606	\$0	\$1,606	\$1,607	\$0	\$1,607
Changes Introduced in the FY27 Preliminary Plan						
TOTAL, All Changes in the FY27 Preliminary Plan	\$0	\$0	\$0	\$0	\$0	\$0
EEPC Budget as of the FY27 Preliminary Plan	\$1,606	\$0	\$1,606	\$1,607	\$0	\$1,607

Source: New York City Office of Management and Budget

Budget by Unit of Appropriation

PS/OTPS						
<i>Dollars in Thousands</i>						
	FY24	FY25	FY26	Preliminary Plan		*Difference
	Actual	Actual	Adopted	FY26	FY27	FY27-FY26
Spending						
Personal Services						
Full-Time Salaried - Civilian	\$1,001	\$1,102	\$1,497	\$1,497	\$1,498	\$1
Additional Gross Pay	10	1	0	0	0	0
Additional Gross Pay - Labor Reserve	12	0	0	0	0	0
Amounts to be Scheduled	0	0	1	1	1	0
Unsalaries	0	16	22	22	22	0
Subtotal	\$1,023	\$1,120	\$1,519	\$1,519	\$1,521	\$1
Other Than Personal Services						
Contractual Services	\$18	\$4	\$7	\$19	\$10	\$3
Fixed & Misc. Charges	4	2	1	4	1	0
Other Services & Charges	30	26	71	48	59	(11)
Property & Equipment	29	41	4	10	10	7
Supplies & Materials	3	13	4	5	5	1
Subtotal	\$83	\$85	\$87	\$87	\$87	\$0
TOTAL	\$1,106	\$1,205	\$1,606	\$1,606	\$1,607	\$1
Funding						
City Funds			\$1,606	\$1,606	\$1,607	\$1
TOTAL	\$1,106	\$1,205	\$1,606	\$1,606	\$1,607	\$1
Budgeted Headcount						
Full-Time Positions - Civilian	12	13	15	15	15	0
TOTAL	12	13	15	15	15	0

**The difference of Fiscal 2027 Preliminary Budget compared to Fiscal 2026 Adopted Budget.*

Source: New York City Office of Management and Budget