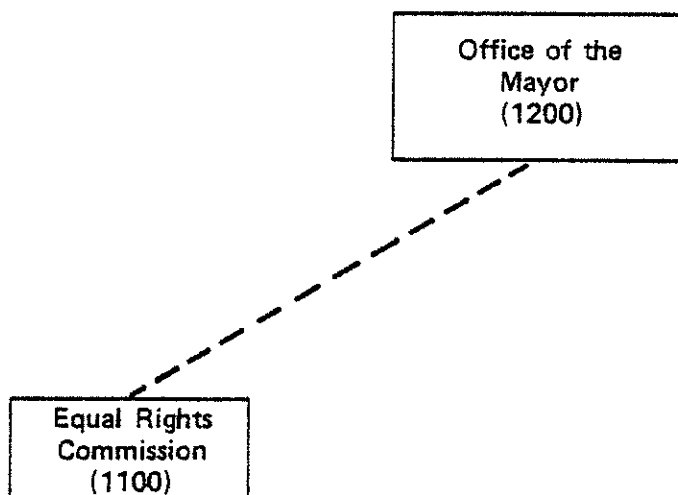


ORGANIZATION CHART  
EQUAL RIGHTS COMMISSION



## EQUAL RIGHTS COMMISSION

The Anchorage Equal Rights Commission, under Title 5 of the Anchorage Municipal Code, is responsible for preventing and eliminating illegal discrimination because of race, color, religion, sex, age, national origin, marital status, and physical handicap within the Municipality of Anchorage in employment, housing, public accommodations, education, financing practices, and services provided by the Municipality. The Equal Rights Commission staff provides executive management and staff support to the Equal Rights Commission; investigation, fact finding, and conciliation in all claims brought by individuals and groups to the Anchorage Equal Rights Commission; and a public education program to inform the public of the requirements of Title 5 and related laws.

DEPARTMENT		1979	1980	1981		
ACCOUNT NUMBER	DIVISIONS/SECTIONS	ACTUAL	REVISED	REQUESTED	RECOMMENDED	APPROVED
1100	Equal Rights Commission	312,650	322,340	356,640	356,640	356,640
	Direct Organizational Cost	312,650	322,340	356,640	356,640	356,640
	Add Intragovernmental Charges	49,550	77,660	56,840	75,220	76,260
	Total Department Cost	362,200	400,000	413,480	431,860	432,900
	Less Intragovernmental Charges	-0-	-0-	-0-	-0-	-0-
	Function Cost	362,200	400,000	413,480	431,860	432,900
	Less Revenues	-0-	-0-	-0-	124,690	124,690
	Local Tax Cost	362,200	400,000	413,480	307,170	308,210

COMMENTARY

DEPT. Equal Rights Commission	UNIT NO. 1100	DIV.	UNIT NO.	SEC.	UNIT NO.
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## MISSION

To prevent and eliminate illegal discrimination within the boundaries of the Municipality of Anchorage.

## SUMMARY DESCRIPTION OF 1981 LEVEL OF SERVICE

The Executive Director and seven staff provide services to the public as mandated under Title 5 of the Anchorage Municipal Code. This includes providing public seminars and hearings, investigation and settlement of formal complaints, and resolution of informal inquiries. The staff also researches and provides information to the community on services available, serves as staff assistance and provides information for each regular and special meeting of nine-member Commission.

WORKLOAD	WORK ACTIVITIES	SERVICE PRODUCTS/OUTCOME
48 seminars and meetings identifying citizens responsibility as well as human relations problems 160 formal complaints and investigations	48 information and education meetings and seminars scheduled, research and preparation 160 formal complaint intakes recorded and reviewed 119 fact finding conferences scheduled	48 information and education seminars held  41 resolved prior to fact finding 50 resolved at fact finding, 69 requiring further investigation
370 informal complaints and inquiries 10 public hearings	370 informal complaints received and processed 10 public hearings scheduled and prepared	370 informal complaints processed 10 public hearings held
Two community surveys	Two community-wide surveys planned and prepared	Two community-wide surveys conducted, results to indicate extent and need for commissions services

## CHANGES FROM CURRENT LEVEL

The work sharing agreement with Alaska State Commission on Human Rights to defer complaints to the Anchorage Equal Rights Commission will double our case load but should expedite the investigations of complaints by local citizens deferred to us as opposed to being scheduled into the 300 plus caseload of the Alaska State Commission on Human Rights. The agreement will also eliminate duplication of our efforts with complainants and respondents.

## PERFORMANCE MEASURES FOR THIS LEVEL OF SERVICE

DESCRIPTION	1979 ACTUAL	1980 BUDGETED	1981 PLANNED
Formal complaints processed	90	150	160
Informal complaints processed	132	168	370
Public hearings held	2	5	10
Public information seminars/meetings held	14	24	48
Community-wide surveys	1	0	2

DEPT.	Unit No.	DIV.	Unit No.	SEC.	Unit No.	
Equal Rights Commission	1100					
FINANCIAL RESOURCES		1979	1980	1981		
		ACTUAL	REVISED	REQUESTED	RECOMMENDED	APPROVED
1000	Personal Services	270,910	291,260	325,860	325,860	325,860
2000	Supplies	3,450	3,180	4,000	4,000	4,000
3000	Other Services & Charges	36,970	26,910	25,800	25,800	25,800
4000	Debt Service	-0-	-0-	-0-	-0-	-0-
5000	Capital Outlay	1,320	990	980	980	980
<b>DIRECT ORGANIZATIONAL COST</b>		312,650	322,340	356,640	356,640	356,640
6000	Intragovernmental Charges	49,550	77,660	56,840	75,220	76,260
<b>BUDGET UNIT COST</b>		362,200	400,000	413,480	431,860	432,900
7000	Intragovernmental Revenue	-0-	-0-	-0-	-0-	-0-
<b>FUNCTION COST</b>		362,200	400,000	413,480	431,860	432,900
Local Revenue:						
	Taxes Other Than Property	-0-	-0-	-0-	-0-	-0-
	Licenses and Permits	-0-	-0-	-0-	-0-	-0-
	Fines and Forfeitures	-0-	-0-	-0-	-0-	-0-
	Charges for Services	-0-	-0-	-0-	-0-	-0-
	Other Local Revenue	-0-	-0-	-0-	-0-	-0-
	Total Local Revenue	-0-	-0-	-0-	-0-	-0-
	State Revenue	-0-	-0-	-0-	-0-	-0-
	Federal Revenue	-0-	-0-	-0-	-0-	-0-
	Fund Balance Appropriated	-0-	-0-	-0-	124,690	124,690
<b>TOTAL REVENUES</b>		-0-	-0-	-0-	124,690	124,690
<b>LOCAL TAXES REQUIRED</b>		362,200	400,000	413,480	307,170	308,210
PERSONNEL RESOURCES		RANGE & STEP	1980 BUDGET	1981		
				REQUESTED	RECOMMENDED	APPROVED
	Executive Director	21E	1	1	1	1
	Assistant Municipal Attorney	21E	1	1	1	1
	Administrative Officer	14 B-C	1	1	1	1
	Human Relations Specialist II	13 B-F	3	2	2	2
	Human Relations Specialist I	12 B-F	1	2	2	2
	Senior Office Associate	10 B-C	1	1	1	1
	Office Associate	9 B	-0-	-0-	-0-	-0-
<b>TOTAL</b>			8	8	8	8
NUMBER OF CETA POSITIONS SUPPORTING THIS BUDGET UNIT:			-0-			