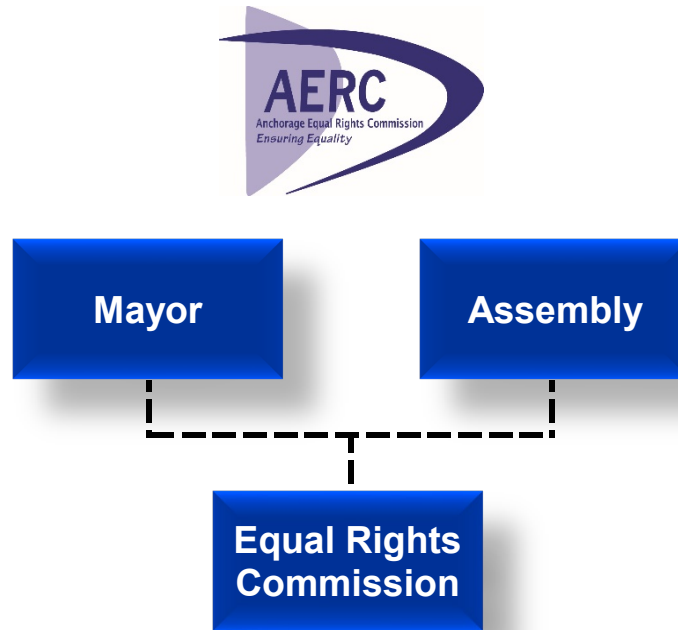


Equal Rights Commission



Equal Rights Commission

Description

Established in the Anchorage Charter in 1975, the Anchorage Equal Rights Commission (AERC) is the Municipal law enforcement agency charged to eliminate and prevent unlawful discrimination under Title 5 of the Municipal Code within the geographic boundaries of the Municipality. (See Anchorage Municipal Charter and Anchorage Municipal Code, Title 5.).

The AERC also enforces Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990 through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC).

The AERC is governed by nine members who are appointed by the Mayor and confirmed by the Anchorage Assembly. The Commission meets on a regular basis, typically on the third Thursday of the month in January, March, May, July, September and November, at 6 p.m. in the Mayor's Conference Room at City Hall (632 W. Sixth Ave., Suite 830). Meeting dates and times are published in the Municipal Public Notices.

The AERC has six professionals on staff, including an Executive Director/Staff Attorney, four Investigators, and an Executive Assistant. Also, there is limited funding for an attorney when a hearing officer or additional counsel is necessary.

Department Services

- Enforce the law by investigating complaints of discrimination.
- Educate the community and entities doing business in Anchorage by providing information and training regarding the laws prohibiting discrimination.
- Provide referrals to other agencies or non-profit groups.

Department Goals that Contribute to Achieving the Mayor's Mission:



Increased Development – Work to streamline the Anchorage development process and provide incentives to bring capital projects to the city.

- Respond to inquiries in a timely manner.
- Respond to filed complaints with timely investigations and increased timeliness of case closures.
- Respond to complaints and complete case investigations fairly and impartially.
- Eliminate discriminatory practices by providing outreach and education in our community to improve compliance with the law.

Equal Rights Commission Department Summary

	2020 Actuals	2021 Revised	2022 Proposed	22 v 21 % Chg
Direct Cost by Division				
Equal Rights Administration	653,976	760,379	768,800	1.11%
Direct Cost Total	653,976	760,379	768,800	1.11%
Intragovernmental Charges				
Charges by/to Other Departments	195,691	203,425	202,531	(0.44%)
Program Generated Revenue	(73,833)	(60,000)	(60,000)	-
Function Cost Total	775,833	903,804	911,331	0.83%
Net Cost Total	775,833	903,804	911,331	0.83%
Direct Cost by Category				
Salaries and Benefits	641,334	732,783	747,125	1.96%
Supplies	1,296	1,886	1,200	(36.37%)
Travel	-	9,600	8,500	(11.46%)
Contractual/Other Services	8,104	16,110	11,975	(25.67%)
Debt Service	-	-	-	-
Equipment, Furnishings	3,242	-	-	-
Direct Cost Total	653,976	760,379	768,800	1.11%
Position Summary as Budgeted				
Full-Time	6	6	6	-
Part-Time	-	-	-	-
Position Total	6	6	6	-

Equal Rights Commission Reconciliation from 2021 Revised Budget to 2022 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
2021 Revised Budget	760,379	6	-	-
Changes in Existing Programs/Funding for 2022				
- Salaries and benefits adjustments	3,658	-	-	-
2022 Continuation Level	764,037	6	-	-
2022 Proposed Budget Changes				
- Reclassify Investigator II to Investigator III	10,684	-	-	-
- Reduce non-labor	(5,921)	-	-	-
2022 Proposed Budget	768,800	6	-	-

Equal Rights Commission
Division Summary
Equal Rights Administration
(Fund Center # 105000)

	2020 Actuals	2021 Revised	2022 Proposed	22 v 21 % Chg
Direct Cost by Category				
Salaries and Benefits	641,334	732,783	747,125	1.96%
Supplies	1,296	1,886	1,200	(36.37%)
Travel	-	9,600	8,500	(11.46%)
Contractual/Other Services	8,104	16,110	11,975	(25.67%)
Equipment, Furnishings	3,242	-	-	-
Manageable Direct Cost Total	653,976	760,379	768,800	1.11%
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	653,976	760,379	768,800	-
Intragovernmental Charges				
Charges by/to Other Departments	195,691	203,425	202,531	(0.44%)
Function Cost Total	849,666	963,804	971,331	0.78%
Program Generated Revenue by Fund				
Fund 101000 - Areawide General	73,833	60,000	60,000	-
Program Generated Revenue Total	73,833	60,000	60,000	-
Net Cost Total	775,833	903,804	911,331	0.83%
Position Summary as Budgeted				
Full-Time	6	6	6	-
Position Total	6	6	6	-

Equal Rights Commission
Division Detail
Equal Rights Administration
(Fund Center # 105000)

	2020 Actuals	2021 Revised	2022 Proposed	22 v 21 % Chg
Direct Cost by Category				
Salaries and Benefits	641,334	732,783	747,125	1.96%
Supplies	1,296	1,886	1,200	(36.37%)
Travel	-	9,600	8,500	(11.46%)
Contractual/Other Services	8,104	16,110	11,975	(25.67%)
Equipment, Furnishings	3,242	-	-	-
Manageable Direct Cost Total	653,976	760,379	768,800	1.11%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	653,976	760,379	768,800	1.11%
Intragovernmental Charges				
Charges by/to Other Departments	195,691	203,425	202,531	(0.44%)
Program Generated Revenue				
405100 - Other Federal Grant Revenue	73,800	60,000	60,000	-
408380 - Prior Year Expense Recovery	33	-	-	-
Program Generated Revenue Total	73,833	60,000	60,000	-
Net Cost				
Direct Cost Total	653,976	760,379	768,800	1.11%
Charges by/to Other Departments Total	195,691	203,425	202,531	(0.44%)
Program Generated Revenue Total	(73,833)	(60,000)	(60,000)	-
Net Cost Total	775,833	903,804	911,331	0.83%

Position Detail as Budgeted

	2020 Revised		2021 Revised		2022 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Exec Dir Equal Rights Comm	1	-	1	-	1	-
Executive Assistant	-	-	1	-	1	-
Professional Investigator I	1	-	1	-	1	-
Professional Investigator II	1	-	1	-	-	-
Professional Investigator III	1	-	1	-	2	-
Professional Investigator IV	1	-	1	-	1	-
Senior Office Associate	1	-	-	-	-	-
Position Detail as Budgeted Total	6	-	6	-	6	-

Anchorage: Performance. Value. Results

Anchorage Equal Rights Commission

Anchorage: Performance. Value. Results.

Mission

The Anchorage Equal Rights Commission strives to eliminate discrimination against all citizens and visitors to Anchorage through its enforcement of and educational efforts about municipal and other anti-discrimination laws.

Core Services

- Enforce the law impartially by investigating individual complaints of discrimination.
- Educate the public by providing information and training about the laws prohibiting discrimination.
- Provide referral services to the public and to government agencies who contact our office.

Accomplishment Goals

- Respond to inquiries in a timely manner.
- Respond to filed complaints with timely investigations and increased timeliness of case closures.
- Respond to complaints and complete case investigations impartially.
- Eliminate discriminatory practices by providing outreach and education in our community to improve compliance with the law.

Performance Measures

Progress in achieving goals shall be measured by:

Measure #1: Percentage of inquiries responded to within 24 hours:

	2016	2017	2018	2019	2020	YTD 2021
Percentage of Inquiries Returned Within 24 Hours	98.42%	99.04%	99.00%	99.81%	99.26%	100%

Measure #2: Percentage of cases over 240 days old:

	2016	2017	2018	2019	2020	YTD 2021
Percentage of Cases Over 240 Days Old	11.43%	16.25%	25.35%	24.21%	60.00%	56.04%

Measure #3: Percentage of cases accepted by the federal EEOC under our work sharing agreement:

	Fed. FY 2018	Fed. FY 2019	Fed. FY 2020	YTD Fed. FY 2021
Percentage of Cases With Substantial Weight Review	41.4%	47.8%	44.7%	32.4%
Percentage of Cases Accepted by the federal EEOC	100%	100%	100%	100%

Measure #4: Percentage of education and outreach events using volunteer AERC Commissioners or using technology.

	2016	2017	2018	2019	2020	YTD 2021
Percentage of Events Using Volunteers or Technology	55.6%	63.4%	62.4%	58.7%	84.9%	80.0%

PVR Measure WC: Managing Workers' Compensation Claims

Reducing job-related injuries is a priority for the Administration by ensuring safe work conditions and safe practices. By instilling safe work practices, we ensure not only the safety of our employees but reduce the potential for injuries and property damage to the public. The Municipality is self-insured and every injury poses a financial burden on the public and the injured worker's family. It just makes good sense to WORK SAFE.

Results are tracked by monitoring monthly reports issued by the Risk Management Division.

