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# EQUAL RIGHTS COMMISSION

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Assembly

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Mayor

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Equal Rights  
Commission  
1050

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# Anchorage Equal Rights Commission

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## Strategic Framework

**Mission:** To enforce municipal anti-discrimination laws and prevent, through education and outreach, illegal discrimination in Anchorage

**Core Services that Enable the Mission:**

- ❑ Investigate allegations of employment, housing, public accommodations, financial institutions, educational institutions, Municipal programs and service discrimination in the Anchorage area
- ❑ Educate the general public on discrimination issues based on race, gender, marital status, national origin, color, religion, physical and mental disability and retaliation

**Key Areas of Focus:**

- ❑ In accordance with Title V of the Anchorage Municipal Code, the AERC will conduct and complete 90% of investigations within 240 days
- ❑ The AERC will expand civil rights education and outreach activities

**We Will Measure Our Success By:**

- ❑ Average investigation completion (in days)

Years	Average Timeline for Investigations
1999	239 days
2000	227 days
2001 (As of 8/01)	252 days

- ❑ Community education and outreach activities  
(FY 1999 – FY 2001)

Year	Inquiries	Civil Rights Education and Outreach Activities and Presentations
1999	670	36
2000	1241	50
2001 (to date)	1148	80

## 2002 Resource Plan

**Department: Equal Rights Commission**

Division	<b>Financial Summary</b>		<b>Personnel Summary</b>							
	2001 Revised	2002 Approved	2001 Revised				2002 Approved			
			FT	PT	Temp	Total	FT	PT	Temp	Total
Equal Rights Commission	464,300	453,880	6			6	6			6
<b>Operating Cost</b>	<b>464,300</b>	<b>453,880</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>6</b>
Add Debt Service	0	0								
<b>Direct Organization Cost</b>	<b>464,300</b>	<b>453,880</b>								
Charges From/(To) Others	78,180	118,570								
<b>Function Cost</b>	<b>542,480</b>	<b>572,450</b>								
Less Program Revenues	(46,000)	(36,500)								
<b>Net Program Cost</b>	<b>496,480</b>	<b>535,950</b>								
Grant Resources	15,000	20,000				0		1		1

### 2002 Resource Costs by Category

Division	Personal Services	Supplies	Other Services	Capital Outlay	Total Direct Cost
Equal Rights Commission	438,920	1,300	31,860		472,080
<b>Operating Cost</b>	<b>438,920</b>	<b>1,300</b>	<b>31,860</b>	<b>0</b>	<b>472,080</b>
Less Vacancy Factor	(18,200)				(18,200)
Add Debt Service					0
<b>Total Direct Organization Cost</b>	<b>420,720</b>	<b>1,300</b>	<b>31,860</b>	<b>0</b>	<b>453,880</b>

<b>RECONCILIATION FROM 2001 REVISED BUDGET TO 2002 APPROVED BUDGET</b>
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**DEPARTMENT: EQUAL RIGHTS COMMISSION**

	<u>DIRECT COSTS</u>	<u>POSITIONS</u>		
		<u>FT</u>	<u>PT</u>	<u>T</u>
<b>2001 REVISED BUDGET:</b>	\$ 464,300	6		
<b>2001 ONE-TIME REQUIREMENTS:</b>				
- Appropriation of reimbursement-Fair Housing Conf	(9,500)			
<b>CHANGES FOR CONTINUATION OF EXISTING PROGRAMS IN 2002:</b>				
- Salaries and benefits adjustment for continuing employees	20,030			
- Non-rep wage increase	15,010			
<b>TRANSFERS (TO)/FROM OTHER AGENCIES:</b>				
- None				
<b>MISCELLANEOUS INCREASES (DECREASES):</b>				
- None				
<b>2002 PROGRAMMATIC BUDGET CHANGES:</b>				
- Adjust projected salaries savings based on historical experience	(18,200)			
- Decrease funds for travel, contractual costs for interpreters, outside legal services, public hearings, and other miscellaneous costs	(17,760)			
<b>2002 PROPOSED BUDGET:</b>	<u>453,880</u>	<u>6</u>	<u>0</u>	<u>0</u>
<b>2002 AMENDMENTS:</b>				
- None				
<b>2002 APPROVED BUDGET:</b>	<u><u>\$ 453,880</u></u>	<u><u>6</u></u>	<u><u>0</u></u>	<u><u>0</u></u>

# 2002 P R O G R A M P L A N

DEPARTMENT: EQUAL RIGHTS COMMISSION DIVISION:  
PROGRAM: Agency Operations/Code Enforcement/Legal

## PURPOSE:

The AERC enforces Title 5 in employment, housing, public accommodation, education and financial institutions and Municipal programs and services. Complaints can be filed in regards to race, color, sex, religion, national origin, marital status, age, or physical or mental disability.

## 2001 PERFORMANCES:

See Strategic Framework

## 2002 PERFORMANCE OBJECTIVES:

See Strategic Framework

## RESOURCES:

	2000 REVISED			2001 REVISED			2002 BUDGET		
	FT	PT	T	FT	PT	T	FT	PT	T
PERSONNEL:	6	0	0	6	0	0	6	0	0
PERSONAL SERVICES	\$	389,410		\$	396,640		\$	420,720	
SUPPLIES		2,500			2,500			1,300	
OTHER SERVICES		66,850			65,160			31,860	
TOTAL DIRECT COST:	\$	458,760		\$	464,300		\$	453,880	
PROGRAM REVENUES:	\$	36,500		\$	46,000		\$	36,500	

## WORK MEASURES:

See Strategic Framework 0 0 0

2 SERVICE LEVELS ARE FUNDED FOR THE DEPARTMENT. THIS PROGRAM HAS LEVELS:  
1, 2

**EQUAL  
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COMMISSION**

**OPERATING GRANT FUNDED PROGRAMS**

GRANT PROGRAM	FY 2001 (Grants beginning in 2000)				FY 2002 (Grants beginning in 2001)				LATEST GRANT PERIOD
	Amount	FT	PT	T	Amount	FT	PT	T	
GRANT FUNDING	\$ 15,000	0	0	0	\$ 20,000	0	1	0	
EQUAL RIGHTS COMMISSION GENERAL GOVERNMENT OPERATING BUDGET	\$ 464,300	6	0	0	\$ 453,880	6	0	0	
	\$ 479,300	6	0	0	\$ 473,880	6	1	0	
GRANT FUNDING REPRESENTED 3.2% OF THE DEPARTMENT'S REVISED 2001 DIRECT COST OPERATING BUDGET.									
GRANT FUNDING WILL REPRESENT 4.4% OF DEPARTMENT'S DIRECT COST IN THE MAYOR'S 2002 OPERATING BUDGET.									
ANCHORAGE FAIR HOUSING EDUCATION GRANT	\$ 15,000				\$ 20,000	0	1	0	1/1/02 - 12/31/2002
- Monies will be used to assist in compiling information and providing educational information to the public regarding fair housing rights.									
Total	\$ 15,000	0	0	0	\$ 20,000	0	1	0	

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M U N I C I P A L I T Y O F A N C H O R A G E  
2002 DEPARTMENT RANKING

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DEPT: 02 -EQUAL RIGHTS COMMISSION

DEPT	BUDGET UNIT/ RANK	PROGRAM	SL CODE	SVC LVL
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1	1050-EQUAL RIGHTS COMMISSION		2	Increase Department's vacancy factor
	0032-Agency Operations/Code En		OF	to more closely reflect actual savings
	SOURCE OF FUNDS, THIS SVC LEVEL:		3	of personal services dollars in recent
	TAX SUPPORT			years.

PERSONNEL			PERSONAL		OTHER	DEBT	CAPITAL	
FT	PT	T	SERVICE	SUPPLIES	SERVICES	SERVICE	OUTLAY	TOTAL
0	0	0	10,390-	0	0	0	0	10,390-

2	1050-EQUAL RIGHTS COMMISSION		CB	1	Enforce municipal anti-discrimination
	0032-Agency Operations/Code En			OF	laws. Monitor Federal contract. Respond
	SOURCE OF FUNDS, THIS SVC LEVEL:			3	to inquiries; conduct complaint intake
	TAX SUPPORT				screening. Conduct investigations into
					discrimination allegations. Conduct
	PROGRAM REVENUES	36,500			public hearings. Provide administrative
					support for the Minority Community
					Police Relations Task Force. Provide
					staff support for the nine member
					commission.

PERSONNEL			PERSONAL		OTHER	DEBT	CAPITAL	
FT	PT	T	SERVICE	SUPPLIES	SERVICES	SERVICE	OUTLAY	TOTAL
6	0	0	431,110	1,300	31,860	0	0	464,270

SUBTOTAL OF FUNDED SERVICE LEVELS, EQUAL RIGHTS COMMISSION . . . . .

PERSONNEL			PERSONAL		OTHER	DEBT	CAPITAL	
FT	PT	T	SERVICE	SUPPLIES	SERVICES	SERVICE	OUTLAY	TOTAL
6	0	0	420,720	1,300	31,860	0	0	453,880

----- DEPARTMENT OF EQUAL RIGHTS COMMISSION FUNDING LINE -----  
. . . . . 453,880

3	1051-		LN	1	Add funding to provide a grant to the Mi
	0864-Minority Police Task Forc			OF	Minority Police Task Force for a
	SOURCE OF FUNDS, THIS SVC LEVEL:			1	community education program to assist in
	TAX SUPPORT				eliminating racism in Anchorage.

PERSONNEL			PERSONAL		OTHER	DEBT	CAPITAL	
FT	PT	T	SERVICE	SUPPLIES	SERVICES	SERVICE	OUTLAY	TOTAL
0	0	0	0	0	25,000	0	0	25,000

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2002 DEPARTMENT RANKING

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DEPT: 02 -EQUAL RIGHTS COMMISSION

DEPT	BUDGET UNIT/ RANK	PROGRAM	SL CODE	SVC LVL
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4	1050-EQUAL RIGHTS COMMISSION		3	Provide additional services through
	0032-Agency Operations/Code En		OF	contracts for outreach and investiga-
	SOURCE OF FUNDS, THIS SVC LEVEL:		3	tions regarding discrimination in
	TAX SUPPORT			housing, employment and other services.

PERSONNEL			PERSONAL		OTHER	DEBT	CAPITAL	
FT	PT	T	SERVICE	SUPPLIES	SERVICES	SERVICE	OUTLAY	TOTAL
0	0	0	0	1,300	16,460	0	0	17,760

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TOTALS FOR DEPARTMENT OF EQUAL RIGHTS COMMISSION , FUNDED AND UNFUNDED . . . . .

PERSONNEL			PERSONAL		OTHER	DEBT	CAPITAL	
FT	PT	T	SERVICE	SUPPLIES	SERVICES	SERVICE	OUTLAY	TOTAL
6	0	0	420,720	2,600	73,320	0	0	496,640