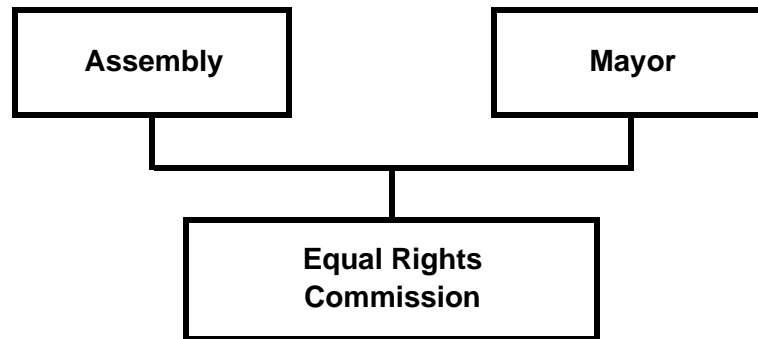


# Equal Rights Commission



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## Equal Rights Commission

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### **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 through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC).

The AERC also enforces the Americans with Disabilities Act of 1990 (ADA - Title I).

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, 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, four investigators, and a Docket Clerk.

### **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 referral services to the public, other municipal departments and government agencies; non-profit groups and others.

## Equal Rights Commission Department Summary

	2010 Actuals	2011 Revised	2012 Approved	12 v 11 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	574,849	676,331	715,248	5.75%
<b>Direct Cost Total</b>	<b>574,849</b>	<b>676,331</b>	<b>715,248</b>	<b>5.75%</b>
<b>Intragovernmental Charges</b>				
Charges by Other Departments	137,278	138,827	125,869	<9.33%>
<b>Function Cost Total</b>	<b>712,127</b>	<b>815,158</b>	<b>841,117</b>	<b>3.18%</b>
Program Generated Revenue	(46,121)	(41,300)	(41,300)	-
<b>Net Cost Total</b>	<b>666,006</b>	<b>773,858</b>	<b>799,817</b>	<b>3.35%</b>
<hr/>				
<b>Direct Cost by Category</b>				
Personnel	555,312	663,821	702,738	5.86%
Supplies	4,858	1,800	1,800	-
Travel	1,621	1,900	1,900	-
Contractual/Other Services	6,452	8,810	8,810	-
Debt Service/Depreciation	-	-	-	-
Equipment, Furnishings	6,606	-	-	-
<b>Direct Cost Total</b>	<b>574,849</b>	<b>676,331</b>	<b>715,248</b>	<b>5.75%</b>
<hr/>				
<b>Position Summary as Budgeted</b>				
Full-Time	7	5	5	
Part-Time	1	2	2	
<b>Position Total</b>	<b>8</b>	<b>7</b>	<b>7</b>	

## Equal Rights Commission Reconciliation from 2011 Revised Budget to 2012 Approved Budget

	Direct Costs	Positions		
		FT	PT	T
<b>2011 Revised Budget</b>	676,331	5	2	-
<b>2011 One-Time Requirements</b>				
- None	-	-	-	-
<b>Transfers (to)/from Other Agencies</b>				
- None	-	-	-	-
<b>Debt Service Changes</b>				
- None	-	-	-	-
<b>Changes in Existing Programs/Funding for 2011</b>				
- Salary and benefits adjustments	60,352	-	-	-
<b>2012 Continuation Level</b>	<b>736,683</b>	<b>5</b>	<b>2</b>	<b>-</b>
<b>2012 One-Time Requirements</b>				
- None	-	-	-	-
<b>Transfers (to)/from Other Agencies</b>				
- None	-	-	-	-
<b>2012 Proposed Budget Changes</b>				
- Leave cash-out adjustment	(21,435)	-	-	-
<b>2012 S Revisions/Assembly Amendments/Mayor Vetoes</b>				
- None	-	-	-	-
<b>2012 Approved Budget</b>	<b>715,248</b>	<b>5</b>	<b>2</b>	<b>-</b>

**Equal Rights Commission**  
**Division Summary**  
**Equal Rights Administration**  
 (Dept ID # 1050)

	2010 Actuals	2011 Revised	2012 Approved	12 v 11 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	555,312	663,821	702,738	5.86%
Supplies	4,858	1,800	1,800	-
Travel	1,621	1,900	1,900	-
Contractual/Other Services	6,452	8,810	8,810	-
Equipment, Furnishings	6,606	-	-	
<b>Manageable Direct Cost Total</b>	<b>574,849</b>	<b>676,331</b>	<b>715,248</b>	<b>5.75%</b>
Debt Service, Depreciation	-	-	-	
<b>Direct Cost Total</b>	<b>574,849</b>	<b>676,331</b>	<b>715,248</b>	<b>5.75%</b>
<b>Revenue by Fund</b>				
Fund 101 - Areawide General	46,121	41,300	41,300	-
<b>Revenue Total</b>	<b>46,121</b>	<b>41,300</b>	<b>41,300</b>	<b>-</b>

**Positions as Budgeted**

	2010 Revised		2011 Revised		2012 Approved	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Exec Dir, Anch Equal Rights	1	-	1	-	1	-
Municipal Attorney I	1	-	-	1	-	1
Office Associate	-	1	-	1	-	1
Professional Investigator II	2	-	2	-	2	-
Professional Investigator IV	2	-	2	-	2	-
Senior Office Associate	1	-	-	-	-	-
<b>Positions as Budgeted Total</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>2</b>

**Equal Rights Commission**  
**Division Detail**  
**Equal Rights Administration**  
(Dept ID # 1050)

	2010 Actuals	2011 Revised	2012 Approved	12 v 11 % Chg
<b>Direct Cost by Category</b>				
<b>Salaries and Benefits</b>				
1101 - Straight Time Labor	322,016	402,846	437,084	8.50%
1301 - Leave/Holiday Accruals	33,193	26,950	7,703	<71.42%>
1401 - Benefits	200,102	234,025	257,951	10.22%
<b>Salaries and Benefits Total</b>	<b>555,312</b>	<b>663,821</b>	<b>702,738</b>	<b>5.86%</b>
<b>Supplies</b>	4,858	1,800	1,800	-
<b>Travel</b>	1,621	1,900	1,900	-
<b>Contractual/Other Services</b>	6,452	8,810	8,810	-
<b>Equipment, Furnishings</b>	6,606	-	-	-
<b>Manageable Direct Cost Total</b>	<b>574,849</b>	<b>676,331</b>	<b>715,248</b>	<b>5.75%</b>
<b>Debt Service, Depreciation</b>	-	-	-	-
<b>Direct Cost Total</b>	<b>574,849</b>	<b>676,331</b>	<b>715,248</b>	<b>5.75%</b>
<b>Intra-Governmental Charges</b>				
Charges By Other Departments	137,278	138,827	125,869	<9.33%>
<b>Program Generated Revenue</b>				
9331 - Federal Grant Revenue-Direct	45,700	41,300	41,300	-
9499 - Reimbursed Cost	421	-	-	-
<b>Program Generated Revenue Total</b>	<b>46,121</b>	<b>41,300</b>	<b>41,300</b>	<b>-</b>
<b>Net Cost</b>				
Manageable Direct Cost	574,849	676,331	715,248	5.75%
Debt Service, Depreciation	-	-	-	-
Charges By Other Departments	137,278	138,827	125,869	<9.33%>
Program Generated Revenue	(46,121)	(41,300)	(41,300)	-
<b>Net Cost Total</b>	<b>666,006</b>	<b>773,858</b>	<b>799,817</b>	<b>3.35%</b>

*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 and education 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:**

						YTD
	2006	2007	2008	2009	2010	2011
Percentage of Inquiries Returned Within 24 Hours	N/A	N/A	53.7%	68.9%	96%	94%

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

						YTD
	2006	2007	2008	2009	2010	2011
Percentage of Cases Over 240 Days Old	25%	51.3%	14%	22.2%	32.2%	61.4%



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

	YTD			
	Fed. FY 2008	Fed. FY 2009	Fed. FY 2010	Fed. FY 2011
Percentage of Cases With Substantial Weight Review	27.7%	14.5%	10.1%	37.3%**
Percentage of Cases Accepted by the federal EEOC	100%	100%	100%	100%**

\*\* Reporting through September 2011.

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

	YTD					
	2006	2007	2008	2009	2010	2011
Percentage of Events Using Volunteers or Technology	16.6%	9%	4.7%	10.5%	22.5%	23.8%

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