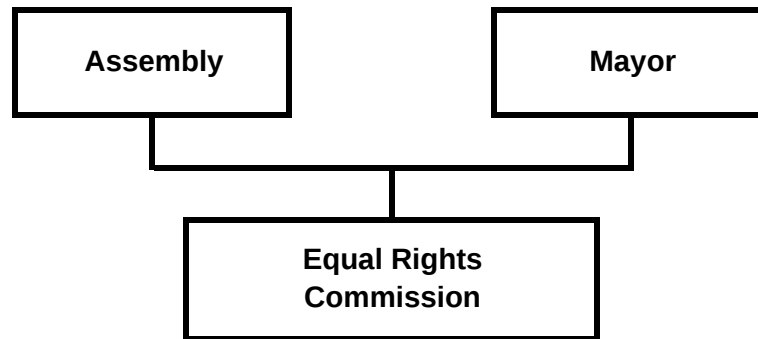




Municipality of Anchorage

Equal Rights Commission

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 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, and a Docket Clerk. Also, there is funding for a part-time attorney position for when 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 referral services to the public, other municipal departments and government agencies; non-profit groups and others.

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

Vision:  **An inviting Place to Live, Work and Play**

Equal Rights Commission

- Eliminate discriminatory practices by providing outreach and education in our community to improve compliance with the law

Equal Rights Commission Department Summary

	2011 Actuals	2012 Revised	2013 Approved	13 v 12 % Chg
Direct Cost by Division				
Equal Rights Administration	535,365	715,248	758,892	6.10%
Direct Cost Total	535,365	715,248	758,892	6.10%
Intragovernmental Charges				
Charges by Other Departments	132,517	145,244	147,560	1.59%
Function Cost Total	667,882	860,492	906,451	5.34%
Program Generated Revenue	(52,803)	(41,300)	(41,300)	-
Net Cost Total	615,079	819,192	865,151	5.61%
Direct Cost by Category				
Personnel	518,446	702,738	714,432	1.66%
Supplies	3,046	2,000	2,450	22.50%
Travel	2,190	2,100	2,100	-
Contractual/Other Services	8,036	8,410	39,910	374.55%
Debt Service/Depreciation	-	-	-	-
Equipment, Furnishings	3,648	-	-	-
Direct Cost Total	535,365	715,248	758,892	6.10%
Position Summary as Budgeted				
Full-Time	5	5	5	
Part-Time	2	2	2	
Position Total	7	7	7	

Equal Rights Commission Reconciliation from 2012 Revised Budget to 2013 Approved Budget

	Direct Costs	Positions		
		FT	PT	T
2012 Revised Budget	715,248	5	2	-
2012 One-Time Requirements				
- None	-	-	-	-
Transfers (to)/from Other Agencies				
- None	-	-	-	-
Debt Service Changes				
- None	-	-	-	-
Changes in Existing Programs/Funding for 2013				
- Salary and benefits adjustments	11,694	-	-	-
- Investigative Case Management (ICM) system configuration, installation and training to replace the current use of Access and Word for claims management.	16,950	-	-	-
- ICM annual maintenance and support fees.	15,000	-	-	-
2013 Continuation Level	758,892	5	2	-
2013 One-Time Requirements				
- None	-	-	-	-
Transfers (to)/from Other Agencies				
- None	-	-	-	-
2013 Proposed Budget Changes				
- None	-	-	-	-
2013 S Revisions and Amendments				
- None	-	-	-	-
2013 Approved Budget	758,892	5	2	-

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

	2011 Actuals	2012 Revised	2013 Approved	13 v 12 % Chg
Direct Cost by Category				
Salaries and Benefits	518,446	702,738	714,432	1.66%
Supplies	3,046	2,000	2,450	22.50%
Travel	2,190	2,100	2,100	-
Contractual/Other Services	8,036	8,410	39,910	374.55%
Equipment, Furnishings	3,648	-	-	
Manageable Direct Cost Total	535,365	715,248	758,892	6.10%
Debt Service, Depreciation	-	-	-	
Direct Cost Total	535,365	715,248	758,892	6.10%
Revenue by Fund				
Fund 101 - Areawide General	52,803	41,300	41,300	-
Revenue Total	52,803	41,300	41,300	-

Positions as Budgeted

	2011 Revised		2012 Revised		2013 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	-	-
Professional Investigator II	2	-	2	-	1	-
Professional Investigator IV	2	-	2	-	3	-
Senior Office Associate	-	-	-	-	-	1
Positions as Budgeted Total	5	2	5	2	5	2

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

	2011 Actuals	2012 Revised	2013 Approved	13 v 12 % Chg
Direct Cost by Category				
Salaries and Benefits				
1101 - Straight Time Labor	303,480	437,084	439,817	0.63%
1301 - Leave/Holiday Accruals	24,117	7,703	7,756	0.69%
1401 - Benefits	190,849	257,951	266,859	3.45%
Salaries and Benefits Total	518,446	702,738	714,432	1.66%
Supplies	3,046	2,000	2,450	22.50%
Travel	2,190	2,100	2,100	-
Contractual/Other Services	8,036	8,410	39,910	374.55%
Equipment, Furnishings	3,648	-	-	-
Manageable Direct Cost Total	535,365	715,248	758,892	6.10%
Debt Service, Depreciation	-	-	-	-
Direct Cost Total	535,365	715,248	758,892	6.10%
Intra-Governmental Charges				
Charges By Other Departments	132,517	145,244	147,560	1.59%
Program Generated Revenue				
9331 - Federal Grant Revenue-Direct	52,785	41,300	41,300	-
9499 - Reimbursed Cost	12	-	-	-
9791 - Cash Over & Short	6	-	-	-
Program Generated Revenue Total	52,803	41,300	41,300	-
Net Cost				
Manageable Direct Cost	535,365	715,248	758,892	6.10%
Debt Service, Depreciation	-	-	-	-
Charges By Other Departments	132,517	145,244	147,560	1.59%
Program Generated Revenue	(52,803)	(41,300)	(41,300)	-
Net Cost Total	615,079	819,192	865,151	5.61%

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
	2007	2008	2009	2010	2011	2012
Percentage of Inquiries Returned Within 24 Hours	N/A	53.7%	68.9%	96%	94%	90%*

* Reporting through December 31, 2012

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

						YTD
	2007	2008	2009	2010	2011	2012
Percentage of Cases Over 240 Days Old	51.3%	14%	22.2%	32.2%	61.4%	45%*

* Reporting through December 31, 2012

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

	YTD			
	Fed. FY 2009	Fed. FY 2010	Fed. FY 2011	Fed. FY 2012
Percentage of Cases With Substantial Weight Review	14.5%	10.1%	37.3%	33.3%
Percentage of Cases Accepted by the federal EEOC	100%	100%	100%	100%**

** Reporting through October 16, 2012.

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

	YTD					
	2007	2008	2009	2010	2011	2012
Percentage of Events Using Volunteers or Technology	9%	4.7%	10.5%	22.5%	23.8%	50.1%*

* Reporting through December 31, 2012