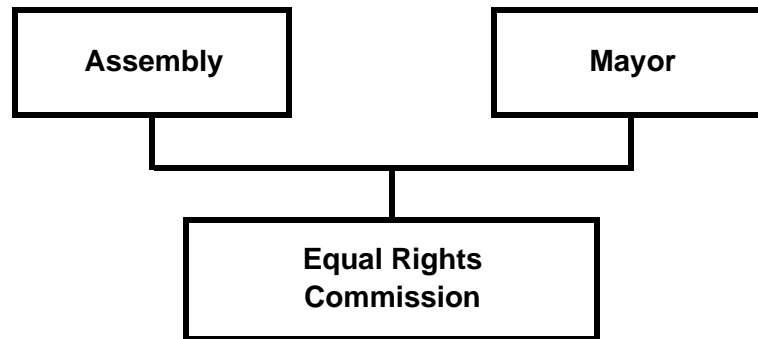


# Equal Rights Commission



## **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.

## Equal Rights Commission Department Summary

	2011 Actuals	2012 Revised	2013 Proposed	13 v 12 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	535,365	715,248	758,892	6.10%
<b>Direct Cost Total</b>	<b>535,365</b>	<b>715,248</b>	<b>758,892</b>	<b>6.10%</b>
<b>Intragovernmental Charges</b>				
Charges by Other Departments	132,517	145,244	147,560	1.59%
<b>Function Cost Total</b>	<b>667,882</b>	<b>860,492</b>	<b>906,451</b>	<b>5.34%</b>
Program Generated Revenue	(52,803)	(41,300)	(41,300)	-
<b>Net Cost Total</b>	<b>615,079</b>	<b>819,192</b>	<b>865,151</b>	<b>5.61%</b>
<hr/>				
<b>Direct Cost by Category</b>				
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	-	-	-
<b>Direct Cost Total</b>	<b>535,365</b>	<b>715,248</b>	<b>758,892</b>	<b>6.10%</b>
<hr/>				
<b>Position Summary as Budgeted</b>				
Full-Time	5	5	5	
Part-Time	2	2	2	
<b>Position Total</b>	<b>7</b>	<b>7</b>	<b>7</b>	

## Equal Rights Commission

### Reconciliation from 2012 Revised Budget to 2013 Proposed Budget

	Direct Costs	Positions		
		FT	PT	T
<b>2012 Revised Budget</b>	715,248	5	2	-
<b>2012 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 2013</b>				
- 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	-	-	-
<b>2013 Continuation Level</b>	<b>758,892</b>	<b>5</b>	<b>2</b>	<b>-</b>
<b>2013 One-Time Requirements</b>				
- None	-	-	-	-
<b>Transfers (to)/from Other Agencies</b>				
- None	-	-	-	-
<b>2013 Proposed Budget Changes</b>				
- None	-	-	-	-
<b>2013 Proposed Budget</b>	<b>758,892</b>	<b>5</b>	<b>2</b>	<b>-</b>

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

	2011 Actuals	2012 Revised	2013 Proposed	13 v 12 % Chg
<b>Direct Cost by Category</b>				
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	-	-	
<b>Manageable Direct Cost Total</b>	<b>535,365</b>	<b>715,248</b>	<b>758,892</b>	<b>6.10%</b>
Debt Service, Depreciation	-	-	-	
<b>Direct Cost Total</b>	<b>535,365</b>	<b>715,248</b>	<b>758,892</b>	<b>6.10%</b>
<b>Revenue by Fund</b>				
Fund 101 - Areawide General	52,803	41,300	41,300	-
<b>Revenue Total</b>	<b>52,803</b>	<b>41,300</b>	<b>41,300</b>	<b>-</b>

**Positions as Budgeted**

	2011 Revised		2012 Revised		2013 Proposed	
	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
<b>Positions as Budgeted Total</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>2</b>

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

	2011 Actuals	2012 Revised	2013 Proposed	13 v 12 % Chg
<b>Direct Cost by Category</b>				
<b>Salaries and Benefits</b>				
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%
<b>Salaries and Benefits Total</b>	<b>518,446</b>	<b>702,738</b>	<b>714,432</b>	<b>1.66%</b>
<b>Supplies</b>	3,046	2,000	2,450	22.50%
<b>Travel</b>	2,190	2,100	2,100	-
<b>Contractual/Other Services</b>	8,036	8,410	39,910	374.55%
<b>Equipment, Furnishings</b>	3,648	-	-	-
<b>Manageable Direct Cost Total</b>	<b>535,365</b>	<b>715,248</b>	<b>758,892</b>	<b>6.10%</b>
<b>Debt Service, Depreciation</b>	-	-	-	-
<b>Direct Cost Total</b>	<b>535,365</b>	<b>715,248</b>	<b>758,892</b>	<b>6.10%</b>
<b>Intra-Governmental Charges</b>				
Charges By Other Departments	132,517	145,244	147,560	1.59%
<b>Program Generated Revenue</b>				
9331 - Federal Grant Revenue-Direct	52,785	41,300	41,300	-
9499 - Reimbursed Cost	12	-	-	-
9791 - Cash Over & Short	6	-	-	-
<b>Program Generated Revenue Total</b>	<b>52,803</b>	<b>41,300</b>	<b>41,300</b>	<b>-</b>
<b>Net Cost</b>				
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)	-
<b>Net Cost Total</b>	<b>615,079</b>	<b>819,192</b>	<b>865,151</b>	<b>5.61%</b>