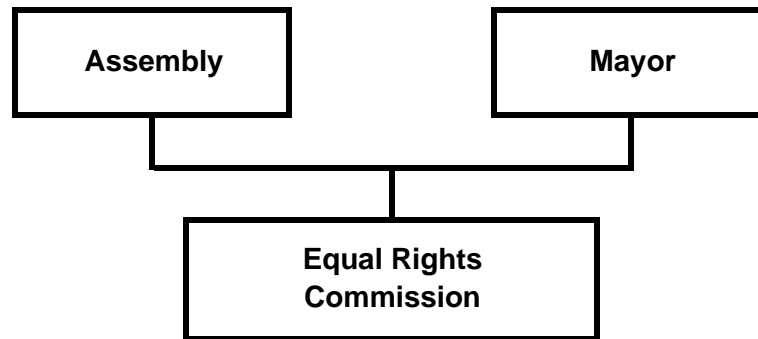


Equal Rights Commission



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

	2012 Actuals	2013 Revised	2014 Approved	14 v 13 % Chg
Direct Cost by Division				
Equal Rights Administration	600,402	759,023	757,578	<0.19%>
Direct Cost Total	600,402	759,023	757,578	<0.19%>
Intragovernmental Charges				
Charges by Other Departments	142,195	167,171	158,283	<5.32%>
Function Cost Total	742,597	926,194	915,861	<1.12%>
Program Generated Revenue	(56,503)	(41,300)	(41,300)	-
Net Cost Total	686,094	884,894	874,561	<1.17%>
Direct Cost by Category				
Salaries and Benefits	573,805	714,563	719,968	0.76%
Supplies	3,702	2,450	7,200	193.88%
Travel	1,512	2,100	9,600	357.14%
Contractual/Other Services	12,095	39,910	20,810	<47.86%>
Debt Service	-	-	-	-
Equipment, Furnishings	9,289	-	-	-
Direct Cost Total	600,402	759,023	757,578	<0.19%>
Position Summary as Budgeted				
Full-Time	5	5	5	
Part-Time	2	2	2	
Position Total	7	7	7	

Equal Rights Commission Reconciliation from 2013 Revised Budget to 2014 Approved Budget

	Direct Costs	Positions		
		FT	PT	T
2013 Revised Budget	759,023	5	2	-
Changes in Existing Programs/Funding for 2014				
- Salary and benefits adjustments	4,905	-	-	-
2014 Continuation Level	763,928	5	2	-
2014 Proposed Budget Changes				
- Increase overtime budget	500	-	-	-
- Miscellaneous non-labor savings	(6,850)	-	-	-
2014 Approved Budget	757,578	5	2	-

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

	2012 Actuals	2013 Revised	2014 Approved	14 v 13 % Chg
Direct Cost by Category				
Salaries and Benefits	573,805	714,563	719,968	0.76%
Supplies	3,702	2,450	7,200	193.88%
Travel	1,512	2,100	9,600	357.14%
Contractual/Other Services	12,095	39,910	20,810	<47.86%>
Equipment, Furnishings	9,289	-	-	
Manageable Direct Cost Total	600,402	759,023	757,578	<0.19%>
Debt Service	-	-	-	
Direct Cost Total	600,402	759,023	757,578	<0.19%>
Revenue by Fund				
Fund 101000 - Areawide General	56,503	41,300	41,300	-
Revenue Total	56,503	41,300	41,300	-

Positions as Budgeted

	2012 Revised		2013 Revised		2014 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	-	-	-	-
Professional Investigator I	-	-	-	-	1	-
Professional Investigator II	2	-	1	-	-	-
Professional Investigator IV	2	-	3	-	3	-
Senior Office Associate	-	-	-	1	-	1
Positions as Budgeted Total	5	2	5	2	5	2

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

	2012 Actuals	2013 Revised	2014 Approved	14 v 13 % Chg
Direct Cost by Category				
Salaries and Benefits	573,805	714,563	719,968	0.76%
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Contractual/Other Services	12,095	39,910	20,810	<47.86%>
Equipment, Furnishings	9,289	-	-	-
Manageable Direct Cost Total	600,402	759,023	757,578	<0.19%>
Debt Service	-	-	-	-
Direct Cost Total	600,402	759,023	757,578	<0.19%>
Intra-Governmental Charges				
Charges by Other Departments	142,195	167,171	158,283	<5.32%>
Program Generated Revenue				
405100 - FedGrnt Rev-Direct	56,500	41,300	41,300	-
460010 - Bond Sale Proceeds	7	-	-	-
460070 - MOA Property Sales	(3)	-	-	-
Program Generated Revenue Total	56,503	41,300	41,300	-
Net Cost				
Manageable Direct Cost	600,402	759,023	757,578	<0.19%>
Debt Service	-	-	-	-
Charges by Other Departments	142,195	167,171	158,283	<5.32%>
Program Generated Revenue	(56,503)	(41,300)	(41,300)	-
Net Cost Total	686,094	884,894	874,561	<1.17%>

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
	2008	2009	2010	2011	2012	2013
Percentage of Inquiries Returned Within 24 Hours	53.7%	68.9%	96%	94%	90%	92%

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

						YTD
	2008	2009	2010	2011	2012	2013
Percentage of Cases Over 240 Days Old	14%	22.2%	32.2%	61.4%	45%	17.2%

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

	YTD			
	Fed. FY 2010	Fed. FY 2011	Fed. FY 2012	Fed. FY 2013
Percentage of Cases With Substantial Weight Review	10.1%	37.3%	33.3%	38.9%
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.

	YTD					
	2008	2009	2010	2011	2012	2013
Percentage of Events Using Volunteers or Technology	4.7%	10.5%	22.5%	23.8%	50.1%	61.2%

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