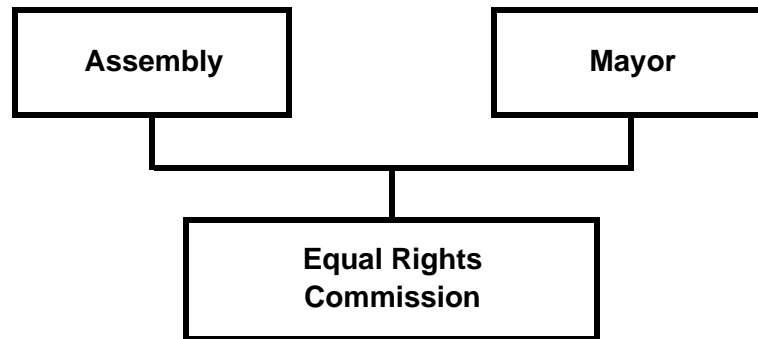


# Equal Rights Commission



## **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 an attorney 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

	2013 Actuals	2014 Revised	2015 Approved	15 v 14 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	618,845	742,357	752,768	1.40%
<b>Direct Cost Total</b>	<b>618,845</b>	<b>742,357</b>	<b>752,768</b>	<b>1.40%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	158,326	194,581	192,881	<0.87%>
<b>Function Cost Total</b>	<b>777,170</b>	<b>936,938</b>	<b>945,649</b>	<b>0.93%</b>
Program Generated Revenue	(45,450)	(41,300)	(41,300)	-
<b>Net Cost Total</b>	<b>731,720</b>	<b>895,638</b>	<b>904,349</b>	<b>0.97%</b>
<hr/>				
<b>Direct Cost by Category</b>				
Salaries and Benefits	582,600	704,747	700,958	<0.54%>
Supplies	4,664	7,200	7,200	-
Travel	2,439	9,600	9,600	-
Contractual/Other Services	18,904	20,810	35,010	68.24%
Debt Service	-	-	-	-
Equipment, Furnishings	10,237	-	-	-
<b>Direct Cost Total</b>	<b>618,845</b>	<b>742,357</b>	<b>752,768</b>	<b>1.40%</b>
<hr/>				
<b>Position Summary as Budgeted</b>				
Full-Time	5	5	5	
Part-Time	2	2	1	
<b>Position Total</b>	<b>7</b>	<b>7</b>	<b>6</b>	

## Equal Rights Commission Reconciliation from 2014 Revised Budget to 2015 Approved Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2014 Revised Budget</b>	742,357	5	2	-
<b>Changes in Existing Programs/Funding for 2015</b>				
- Salary and benefits adjustments - Includes elimination of vacant 0.2FTE position offset with increase in non-labor, budget is for temporary attorneys that are typically on contract.	21,684	-	(1)	-
<b>2015 Continuation Level</b>	<b>764,041</b>	<b>5</b>	<b>1</b>	<b>-</b>
<b>2015 Proposed Budget Changes</b>				
- Miscellaneous labor and non-labor savings.	(13,092)	-	-	-
<b>2015 S-1 Version Budget Changes</b>				
- S-1: Executive raises - add 1.5%	1,819	-	-	-
<b>2015 Approved Budget</b>	<b>752,768</b>	<b>5</b>	<b>1</b>	<b>-</b>

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

	2013 Actuals	2014 Revised	2015 Approved	15 v 14 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	582,600	704,747	700,958	<0.54%>
Supplies	4,664	7,200	7,200	-
Travel	2,439	9,600	9,600	-
Contractual/Other Services	18,904	20,810	35,010	68.24%
Equipment, Furnishings	10,237	-	-	
<b>Manageable Direct Cost Total</b>	<b>618,845</b>	<b>742,357</b>	<b>752,768</b>	<b>1.40%</b>
Debt Service	-	-	-	
<b>Direct Cost Total</b>	<b>618,845</b>	<b>742,357</b>	<b>752,768</b>	<b>1.40%</b>
<b>Revenue by Fund</b>				
Fund 101000 - Areawide General	45,450	41,300	41,300	-
<b>Revenue Total</b>	<b>45,450</b>	<b>41,300</b>	<b>41,300</b>	<b>-</b>

**Positions as Budgeted**

	2013 Revised		2014 Revised		2015 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	-	-
Professional Investigator I	-	-	1	-	-	-
Professional Investigator II	1	-	-	-	1	-
Professional Investigator IV	3	-	3	-	3	-
Senior Office Associate	-	1	-	1	-	1
<b>Positions as Budgeted Total</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>1</b>

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

	2013 Actuals	2014 Revised	2015 Approved	15 v 14 % Chg
<b>Direct Cost by Category</b>				
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<b>Intra-Governmental Charges</b>				
Charges by/to Other Departments	158,326	194,581	192,881	<0.87%>
<b>Program Generated Revenue</b>				
405100 - FedGrnt Rev-Direct	45,450	41,300	41,300	-
<b>Program Generated Revenue Total</b>	<b>45,450</b>	<b>41,300</b>	<b>41,300</b>	<b>-</b>
<b>Net Cost</b>				
Manageable Direct Cost	618,845	742,357	752,768	1.40%
Debt Service	-	-	-	-
Charges by/to Other Departments	158,326	194,581	192,881	<0.87%>
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*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 of and educational 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:**

	2009	2010	2011	2012	2013	2014
<b>Percentage of Inquiries Returned Within 24 Hours</b>	68.9%	96%	94%	90%	88%	96%

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

	2009	2010	2011	2012	2013	YTD 2014
<b>Percentage of Cases Over 240 Days Old</b>	22.2%	32.2%	61.4%	45%	27%	29%



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

	YTD			
	Fed. FY 2011	Fed. FY 2012	Fed. FY 2013	Fed. FY 2014
Percentage of Cases With Substantial Weight Review	37.3%	33.3%	38.9%	51.4%
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					
	2009	2010	2011	2012	2013	2014
Percentage of Events Using Volunteers or Technology	10.5%	22.5%	23.8%	50.1%	57.1%	60.9%