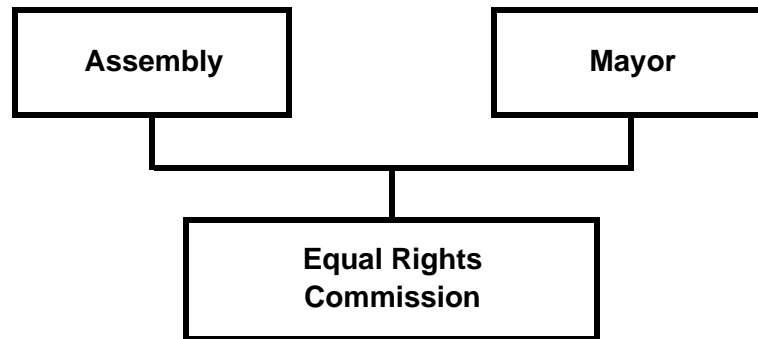


Equal Rights Commission



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 and the Americans with Disabilities Act of 1990 through a workshare agreement with the federal Equal Employment Opportunity Commission (EEOC).

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 in January, March, May, September and November, 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 a hearing officer or additional counsel is necessary.

Commission 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.

Commission Goals that Contribute to Achieving the Mayor's Mission:



Community Development to Make Anchorage a Vibrant, Inclusive and Affordable Community

- Respond to filed complaints with timely investigations and increased timeliness of case closures.
- Respond to complaints and complete case investigations impartially.
- Eliminate discriminatory practice by providing outreach and education in our community to improve compliance with the law.

Equal Rights Commission Department Summary

	2014 Actuals	2015 Revised	2016 Approved	16 v 15 % Chg
Direct Cost by Division				
Equal Rights Administration	677,181	752,768	775,779	3.06%
Direct Cost Total	677,181	752,768	775,779	3.06%
Intragovernmental Charges				
Charges by/to Other Departments	191,077	174,284	174,137	(0.08%)
Function Cost Total	868,258	927,052	949,916	2.47%
Program Generated Revenue	(33,800)	(41,300)	(41,300)	-
Net Cost Total	834,458	885,752	908,616	2.58%
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Direct Cost by Category				
Salaries and Benefits	642,017	700,958	723,969	3.28%
Supplies	2,669	7,200	7,200	-
Travel	2,086	9,600	9,600	-
Contractual/Other Services	24,030	35,010	35,010	-
Debt Service	-	-	-	-
Equipment, Furnishings	6,379	-	-	-
Direct Cost Total	677,181	752,768	775,779	3.06%
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Position Summary as Budgeted				
Full-Time	5	5	5	-
Part-Time	2	1	1	-
Position Total	7	6	6	-

Equal Rights Commission Reconciliation from 2015 Revised Budget to 2016 Approved Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
2015 Revised Budget	752,768	5	1	-
Changes in Existing Programs/Funding for 2016				
- Salary and benefits adjustments	23,011	-	-	-
2016 Continuation Level	775,779	5	1	-
2016 Proposed Budget Changes				
- None	-	-	-	-
2016 Approved Budget	775,779	5	1	-

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

	2014 Actuals	2015 Revised	2016 Approved	16 v 15 % Chg
Direct Cost by Category				
Salaries and Benefits	642,017	700,958	723,969	3.28%
Supplies	2,669	7,200	7,200	-
Travel	2,086	9,600	9,600	-
Contractual/Other Services	24,030	35,010	35,010	-
Equipment, Furnishings	6,379	-	-	-
Manageable Direct Cost Total	677,181	752,768	775,779	3.06%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	677,181	752,768	775,779	-
Intragovernmental Charges				
Charges by/to Other Departments	191,077	174,284	174,137	(0.08%)
Function Cost Total	868,258	927,052	949,916	2.47%
Program Generated Revenue by Fund				
Fund 101000 - Areawide General	33,800	41,300	41,300	-
Program Generated Revenue Total	33,800	41,300	41,300	-
Net Cost Total	834,458	885,752	908,616	2.58%
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Position Summary as Budgeted				
Full-Time	5	5	5	-
Part-Time	2	1	1	-
Position Total	7	6	6	-

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

	2014 Actuals	2015 Revised	2016 Approved	16 v 15 % Chg
Direct Cost by Category				
Salaries and Benefits	642,017	700,958	723,969	3.28%
Supplies	2,669	7,200	7,200	-
Travel	2,086	9,600	9,600	-
Contractual/Other Services	24,030	35,010	35,010	-
Equipment, Furnishings	6,379	-	-	-
Manageable Direct Cost Total	677,181	752,768	775,779	3.06%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	677,181	752,768	775,779	3.06%
Intragovernmental Charges				
Charges by/to Other Departments	191,077	174,284	174,137	(0.08%)
Program Generated Revenue				
405100 - Other Federal Grant Revenue	33,800	41,300	41,300	-
460070 - MOA Property Sales	-	-	-	-
Program Generated Revenue Total	33,800	41,300	41,300	-
Net Cost				
Direct Cost Total	677,181	752,768	775,779	3.06%
Charges by/to Other Departments Total	191,077	174,284	174,137	(0.08%)
Program Generated Revenue Total	(33,800)	(41,300)	(41,300)	-
Net Cost Total	834,458	885,752	908,616	2.58%

Position Detail as Budgeted

	2014 Revised		2015 Revised		2016 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	-	-	-	-
Professional Investigator I	1	-	-	-	-	-
Professional Investigator II	-	-	1	-	1	-
Professional Investigator IV	3	-	3	-	3	-
Senior Office Associate	-	1	-	1	-	1
Position Detail as Budgeted Total	5	2	5	1	5	1

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:

						YTD
	2010	2011	2012	2013	2014	2015
Percentage of Inquiries Returned Within 24 Hours	96%	94%	90%	88%	96.5%	96.94%

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

						YTD
	2010	2011	2012	2013	2014	2015
Percentage of Cases Over 240 Days Old	32.2%	61.4%	45%	27%	39.4%	30.16%

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

	Fed. FY 2012	Fed. FY 2013	Fed. FY 2014	YTD Fed. FY 2015
Percentage of Cases With Substantial Weight Review	33.3%	38.9%	52.5%	50%
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.
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	2010	2011	2012	2013	2014	YTD 2015
Percentage of Events Using Volunteers or Technology	22.5%	23.8%	50.1%	57.1%	53.5%	66.5%