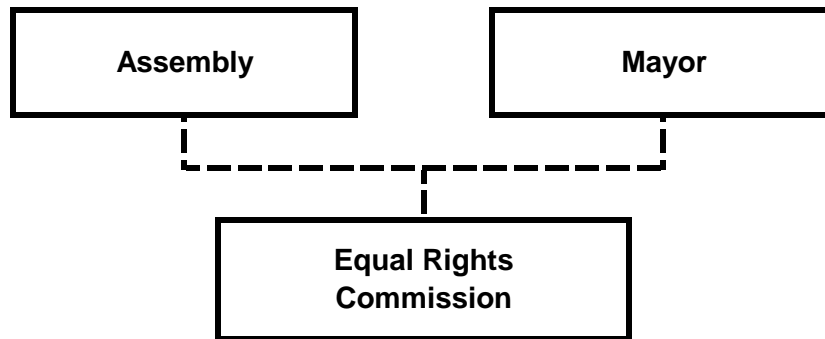


# Equal Rights Commission



## 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 – 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 practices by providing outreach and education in our community to improve compliance with the law.

## Equal Rights Commission Department Summary

	2016 Actuals	2017 Revised	2018 Approved	18 v 17 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	693,525	766,494	756,039	(1.36%)
<b>Direct Cost Total</b>	<b>693,525</b>	<b>766,494</b>	<b>756,039</b>	<b>(1.36%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	215,532	178,091	188,165	5.66%
<b>Function Cost Total</b>	<b>909,057</b>	<b>944,585</b>	<b>944,204</b>	<b>(0.04%)</b>
Program Generated Revenue	(81,300)	(41,300)	(52,281)	26.59%
<b>Net Cost Total</b>	<b>827,757</b>	<b>903,285</b>	<b>891,923</b>	<b>(1.26%)</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	659,049	738,898	728,443	(1.41%)
Supplies	4,976	2,086	2,086	-
Travel	6,733	9,600	9,600	-
Contractual/Other Services	17,088	15,910	15,910	-
Debt Service	-	-	-	-
Equipment, Furnishings	5,678	-	-	-
<b>Direct Cost Total</b>	<b>693,525</b>	<b>766,494</b>	<b>756,039</b>	<b>(1.36%)</b>
<b>Position Summary as Budgeted</b>				
Full-Time	6	6	6	-
Part-Time	-	-	-	-
<b>Position Total</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>-</b>

## Equal Rights Commission Reconciliation from 2017 Revised Budget to 2018 Approved Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2017 Revised Budget</b>	766,494	6	-	-
<b>Changes in Existing Programs/Funding for 2018</b>				
- Salary and benefits adjustments	25,671	-	-	-
<b>2018 Continuation Level</b>	<b>792,165</b>	<b>6</b>	<b>-</b>	<b>-</b>
<b>2018 Proposed Budget Changes</b>				
- Pause cost-of-living increase for Executive employees	(1,965)	-	-	-
- Adjust grades on two (2) full-time Professional Investigator positions to reflect work being done	(34,161)	-	-	-
<b>2018 Approved Budget</b>	<b>756,039</b>	<b>6</b>	<b>-</b>	<b>-</b>

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

	2016 Actuals	2017 Revised	2018 Approved	18 v 17 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	659,049	738,898	728,443	(1.41%)
Supplies	4,976	2,086	2,086	-
Travel	6,733	9,600	9,600	-
Contractual/Other Services	17,088	15,910	15,910	-
Equipment, Furnishings	5,678	-	-	-
<b>Manageable Direct Cost Total</b>	<b>693,525</b>	<b>766,494</b>	<b>756,039</b>	<b>(1.36%)</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>693,525</b>	<b>766,494</b>	<b>756,039</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	215,532	178,091	188,165	5.66%
<b>Function Cost Total</b>	<b>909,057</b>	<b>944,585</b>	<b>944,204</b>	<b>(0.04%)</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	81,300	41,300	52,281	26.59%
<b>Program Generated Revenue Total</b>	<b>81,300</b>	<b>41,300</b>	<b>52,281</b>	<b>26.59%</b>
<b>Net Cost Total</b>	<b>827,757</b>	<b>903,285</b>	<b>891,923</b>	<b>(1.26%)</b>
<b>Position Summary as Budgeted</b>				
Full-Time	6	6	6	-
<b>Position Total</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>-</b>

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

	2016 Actuals	2017 Revised	2018 Approved	18 v 17 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	659,049	738,898	728,443	(1.41%)
Supplies	4,976	2,086	2,086	-
Travel	6,733	9,600	9,600	-
Contractual/Other Services	17,088	15,910	15,910	-
Equipment, Furnishings	5,678	-	-	-
<b>Manageable Direct Cost Total</b>	<b>693,525</b>	<b>766,494</b>	<b>756,039</b>	<b>(1.36%)</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>693,525</b>	<b>766,494</b>	<b>756,039</b>	<b>(1.36%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	215,532	178,091	188,165	5.66%
<b>Program Generated Revenue</b>				
405100 - Other Federal Grant Revenue	81,300	41,300	49,181	19.08%
406625 - Reimbursed Cost-NonGrant Funded	-	-	3,100	100.00%
<b>Program Generated Revenue Total</b>	<b>81,300</b>	<b>41,300</b>	<b>52,281</b>	<b>26.59%</b>
<b>Net Cost</b>				
Direct Cost Total	693,525	766,494	756,039	(1.36%)
Charges by/to Other Departments Total	215,532	178,091	188,165	5.66%
Program Generated Revenue Total	(81,300)	(41,300)	(52,281)	26.59%
<b>Net Cost Total</b>	<b>827,757</b>	<b>903,285</b>	<b>891,923</b>	<b>(1.26%)</b>

**Position Detail as Budgeted**

	2016 Revised		2017 Revised		2018 Approved	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Exec Dir, Anch Equal Rights	1	-	1	-	1	-
Professional Investigator II	1	-	1	-	1	-
Professional Investigator IV	3	-	3	-	3	-
Senior Office Associate	1	-	1	-	1	-
<b>Position Detail as Budgeted Total</b>	<b>6</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>6</b>	<b>-</b>

*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:**

	2012	2013	2014	2015	2016	YTD 2017
<b>Percentage of Inquiries Returned Within 24 Hours</b>	90%	88%	96.5%	98.21%	98.42%	<b>98.88%</b>

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

	2012	2013	2014	2015	2016	YTD 2017
<b>Percentage of Cases Over 240 Days Old</b>	45%	27%	39.4%	27.5%	11.43%	<b>15.18%</b>



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

	Fed. FY 2014	Fed. FY 2015	Fed. FY 2016	YTD Fed. FY 2017
Percentage of Cases With Substantial Weight Review	59.5%	49.2%	36.3%*	39.1%
Percentage of Cases Accepted by the federal EEOC	100%	100%	100%*	100%

\* These totals reflect data through the 3<sup>rd</sup> Quarter of 2016. Due to EEOC staffing coverage/workload, data for the 4<sup>th</sup> Quarter (October 2016 – December 2016) was not processed until the 2<sup>nd</sup> Quarter (January 2017 – March 2017).

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

	2012	2013	2014	2015	2016	YTD 2017
Percentage of Events Using Volunteers or Technology	50.1%	57.1%	53.5%	51.2%	55.6%	69%