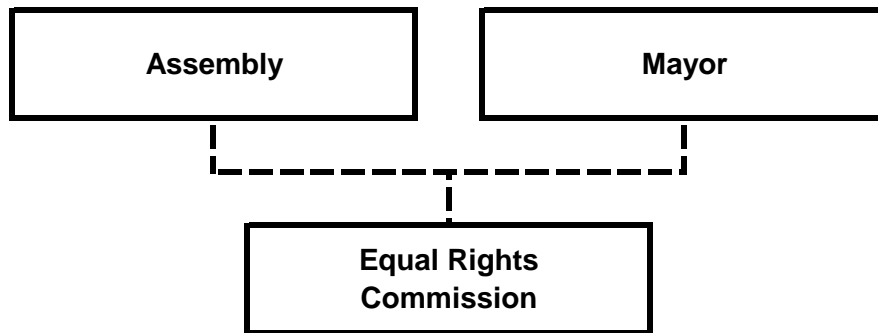


Equal Rights Commission



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, July, 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 Senior Office Associate. Also, there is limited 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 referrals to other agencies or non-profit groups.

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



Community Development – Make Anchorage a welcoming, resilient, and affordable community

- 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 fairly and impartially.
- Eliminate discriminatory practices by providing outreach and education in our community to improve compliance with the law.

Equal Rights Commission Department Summary

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
Direct Cost by Division				
Equal Rights Administration	726,942	747,554	763,176	2.09%
Direct Cost Total	726,942	747,554	763,176	2.09%
Intragovernmental Charges				
Charges by/to Other Departments	184,554	203,094	212,980	4.87%
Program Generated Revenue	(89,394)	(60,000)	(60,000)	-
Function Cost Total	822,101	890,648	916,156	2.86%
Net Cost Total	822,101	890,648	916,156	2.86%
Direct Cost by Category				
Salaries and Benefits	602,335	729,558	735,580	0.83%
Supplies	1,107	1,886	1,886	-
Travel	6,863	-	9,600	100.00%
Contractual/Other Services	109,057	16,110	16,110	-
Debt Service	-	-	-	-
Equipment, Furnishings	7,579	-	-	-
Direct Cost Total	726,942	747,554	763,176	2.09%
Position Summary as Budgeted				
Full-Time	6	6	6	-
Part-Time	-	-	-	-
Position Total	6	6	6	-

Equal Rights Commission

Reconciliation from 2020 Revised Budget to 2021 Approved Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
2020 Revised Budget	747,554	6	-	-
2020 One-Time Requirements				
- Reverse 2020 1Q one-time travel reduction	9,600	-	-	-
Changes in Existing Programs/Funding for 2021				
- Salaries and benefits adjustments	13,664	-	-	-
- Overtime alignment - net 0 adjustment of the overtime budget into the accounts that the costs will actually post to	(297)	-	-	-
	297	-	-	-
2021 Continuation Level	770,818	6	-	-
2021 Proposed Budget Changes				
- Executive salaries to stay flat from 2020	(1,594)	-	-	-
- Non-Represented pay scales to stay flat from 2020	(6,048)	-	-	-
2021 Approved Budget	763,176	6	-	-

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

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
Direct Cost by Category				
Salaries and Benefits	602,335	729,558	735,580	0.83%
Supplies	1,107	1,886	1,886	-
Travel	6,863	-	9,600	100.00%
Contractual/Other Services	109,057	16,110	16,110	-
Equipment, Furnishings	7,579	-	-	-
Manageable Direct Cost Total	726,942	747,554	763,176	2.09%
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	726,942	747,554	763,176	-
Intragovernmental Charges				
Charges by/to Other Departments	184,554	203,094	212,980	4.87%
Function Cost Total	911,495	950,648	976,156	2.68%
Program Generated Revenue by Fund				
Fund 101000 - Areawide General	89,394	60,000	60,000	-
Program Generated Revenue Total	89,394	60,000	60,000	-
Net Cost Total	822,101	890,648	916,156	2.86%
Position Summary as Budgeted				
Full-Time	6	6	6	-
Position Total	6	6	6	-

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

	2019 Actuals	2020 Revised	2021 Approved	21 v 20 % Chg
Direct Cost by Category				
Salaries and Benefits	602,335	729,558	735,580	0.83%
Supplies	1,107	1,886	1,886	-
Travel	6,863	-	9,600	100.00%
Contractual/Other Services	109,057	16,110	16,110	-
Equipment, Furnishings	7,579	-	-	-
Manageable Direct Cost Total	726,942	747,554	763,176	2.09%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	726,942	747,554	763,176	2.09%
Intragovernmental Charges				
Charges by/to Other Departments	184,554	203,094	212,980	4.87%
Program Generated Revenue				
405100 - Other Federal Grant Revenue	79,300	60,000	60,000	-
408380 - Prior Year Expense Recovery	10,094	-	-	-
Program Generated Revenue Total	89,394	60,000	60,000	-
Net Cost				
Direct Cost Total	726,942	747,554	763,176	2.09%
Charges by/to Other Departments Total	184,554	203,094	212,980	4.87%
Program Generated Revenue Total	(89,394)	(60,000)	(60,000)	-
Net Cost Total	822,101	890,648	916,156	2.86%

Position Detail as Budgeted

	2019 Revised		2020 Revised		2021 Approved	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Exec Dir Equal Rights Comm	1	-	1	-	1	-
Professional Investigator I	1	-	1	-	1	-
Professional Investigator II	1	-	1	-	1	-
Professional Investigator III	1	-	1	-	1	-
Professional Investigator IV	1	-	1	-	1	-
Senior Office Associate	1	-	1	-	1	-
Position Detail as Budgeted Total	6	-	6	-	6	-

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
	2015	2016	2018	2018	2019	2020
Percentage of Inquiries Returned Within 24 Hours	98.21%	98.42%	99.04%	99.00%	99.81%	98.68%

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

						YTD
	2015	2016	2017	2018	2019	2020
Percentage of Cases Over 240 Days Old	27.5%	11.43%	16.25%	25.35%	24.21%	51.54%

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

	Fed. FY 2017	Fed. FY 2018	Fed. FY 2019	YTD Fed. FY 2020
Percentage of Cases With Substantial Weight Review	39.6%	41.4%	47.80%	52.50%
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.

	2015	2016	2017	2018	2019	YTD 2020
Percentage of Events Using Volunteers or Technology	51.2%	55.6%	63.4%	62.4%	58.7%	48.5%

PVR Measure WC: Managing Workers' Compensation Claims

Reducing job-related injuries is a priority for the Administration by ensuring safe work conditions and safe practices. By instilling safe work practices, we ensure not only the safety of our employees but reduce the potential for injuries and property damage to the public. The Municipality is self-insured and every injury poses a financial burden on the public and the injured worker's family. It just makes good sense to WORK SAFE.

Results are tracked by monitoring monthly reports issued by the Risk Management Division.

