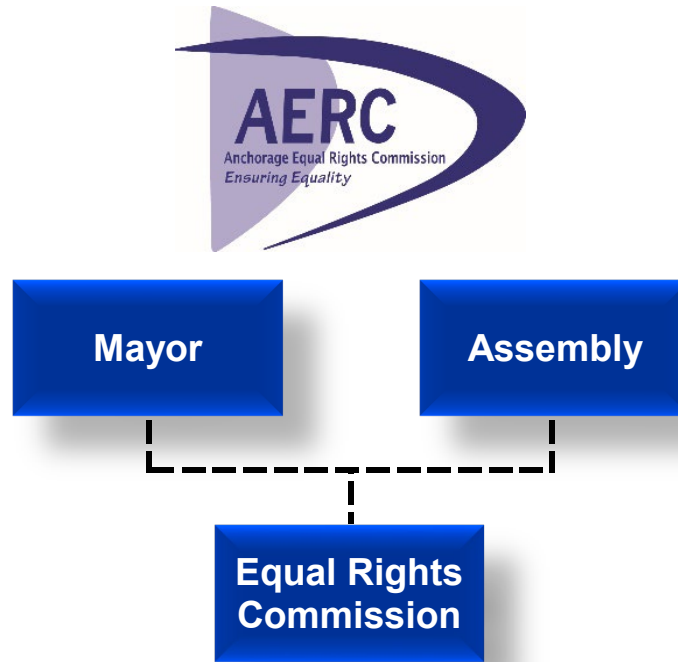


# Equal Rights Commission



## 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 an Executive Assistant. Also, there is limited funding for an attorney when a hearing officer or 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 referrals to other agencies or non-profit groups.

### Department Goals that Contribute to Achieving the Mayor's Mission:



**Increased Development – Work to streamline the Anchorage development process and provide incentives to bring capital projects to the city. Foster an atmosphere that welcomes business investment through stable taxes and restrained government spending.**

- 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

	2021 Actuals	2022 Revised	2023 Approved	23 v 22 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	709,196	797,641	836,568	4.88%
<b>Direct Cost Total</b>	<b>709,196</b>	<b>797,641</b>	<b>836,568</b>	<b>4.88%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	191,503	202,892	212,232	4.60%
<b>Function Cost Total</b>	<b>900,699</b>	<b>1,000,533</b>	<b>1,048,800</b>	<b>4.82%</b>
Program Generated Revenue	(59,869)	(60,000)	(49,800)	(17.00%)
<b>Net Cost Total</b>	<b>840,830</b>	<b>940,533</b>	<b>999,000</b>	<b>6.22%</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	688,471	775,966	814,893	5.02%
Supplies	1,966	1,200	1,200	-
Travel	-	8,500	8,500	-
Contractual/Other Services	18,759	11,975	11,975	-
Debt Service	-	-	-	-
<b>Direct Cost Total</b>	<b>709,196</b>	<b>797,641</b>	<b>836,568</b>	<b>4.88%</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 2022 Revised Budget to 2023 Approved Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2022 Revised Budget</b>	797,641	6	-	-
<b>Changes in Existing Programs/Funding for 2023</b>				
- Salaries and benefits adjustments	38,927	-	-	-
<b>2023 Continuation Level</b>	<b>836,568</b>	<b>6</b>	<b>-</b>	<b>-</b>
<b>2023 Proposed Budget Changes</b>				
- None	-	-	-	-
<b>2023 Approved Budget</b>	<b>836,568</b>	<b>6</b>	<b>-</b>	<b>-</b>

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

	2021 Actuals	2022 Revised	2023 Approved	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	688,471	775,966	814,893	5.02%
Supplies	1,966	1,200	1,200	-
Travel	-	8,500	8,500	-
Contractual/Other Services	18,759	11,975	11,975	-
Equipment, Furnishings	-	-	-	-
<b>Manageable Direct Cost Total</b>	<b>709,196</b>	<b>797,641</b>	<b>836,568</b>	<b>4.88%</b>
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>709,196</b>	<b>797,641</b>	<b>836,568</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	191,503	202,892	212,232	4.60%
<b>Function Cost Total</b>	<b>900,699</b>	<b>1,000,533</b>	<b>1,048,800</b>	<b>4.82%</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	59,869	60,000	49,800	(17.00%)
<b>Program Generated Revenue Total</b>	<b>59,869</b>	<b>60,000</b>	<b>49,800</b>	<b>(17.00%)</b>
<b>Net Cost Total</b>	<b>840,830</b>	<b>940,533</b>	<b>999,000</b>	<b>6.22%</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)

	2021 Actuals	2022 Revised	2023 Approved	23 v 22 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	688,471	775,966	814,893	5.02%
Supplies	1,966	1,200	1,200	-
Travel	-	8,500	8,500	-
Contractual/Other Services	18,759	11,975	11,975	-
<b>Manageable Direct Cost Total</b>	<b>709,196</b>	<b>797,641</b>	<b>836,568</b>	<b>4.88%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>709,196</b>	<b>797,641</b>	<b>836,568</b>	<b>4.88%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	191,503	202,892	212,232	4.60%
<b>Program Generated Revenue</b>				
405100 - Federal Grant Revenue-Direct	59,000	60,000	49,800	(17.00%)
408380 - Prior Year Expense Recovery	869	-	-	-
<b>Program Generated Revenue Total</b>	<b>59,869</b>	<b>60,000</b>	<b>49,800</b>	<b>(17.00%)</b>
<b>Net Cost</b>				
Direct Cost Total	709,196	797,641	836,568	4.88%
Charges by/to Other Departments Total	191,503	202,892	212,232	4.60%
Program Generated Revenue Total	(59,869)	(60,000)	(49,800)	(17.00%)
<b>Net Cost Total</b>	<b>840,830</b>	<b>940,533</b>	<b>999,000</b>	<b>6.22%</b>

**Position Detail as Budgeted**

	2021 Revised		2022 Revised		2023 Approved	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Executive Assistant I	1	-	1	-	1	-
Executive Director Anch Equal Rights	1	-	1	-	1	-
Professional Investigator I	1	-	1	-	-	-
Professional Investigator II	-	-	-	-	1	-
Professional Investigator III	2	-	2	-	2	-
Professional Investigator IV	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 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:

	2017	2018	2019	2020	2021	YTD 2022
<b>Percentage of Inquiries Returned Within 24 Hours</b>	99.04%	99.00%	99.81%	99.26%	99.49%	99.55%

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

	2017	2018	2019	2020	2021	YTD 2022
<b>Percentage of Cases Over 240 Days Old</b>	16.25%	25.35%	24.21%	60.00%	50.70%	52.05%

**Measure #3: Percentage of cases co-filed with the federal EEOC under our work sharing agreement and of those cases, closures detailed by type:**

	Fed. FY 2019	Fed. FY 2020	Fed. FY 2021	YTD Fed. FY 2022
Percentage of Perfected Complaints Co-Filed With the EEOC	87.50%	72.64%	66.66%	72.58%
Percentage of EEOC Cases Closed with a No Cause Finding	53.00%	50.00%	61.42%	51.16%
Percentage of EEOC Cases Closed with a Cause Finding	2.11%	1.09%	1.42%	2.0%
Percentage of EEOC Cases Closed by Settlement, Withdrawal, or Other Administrative Reason	42.10%	48.91%	37.14%	48.37%

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

	2017	2018	2019	2020	2021	YTD 2022
Percentage of Events Using Volunteers or Technology	63.4%	62.4%	58.7%	84.9%	84.9%	83.0%



**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.

