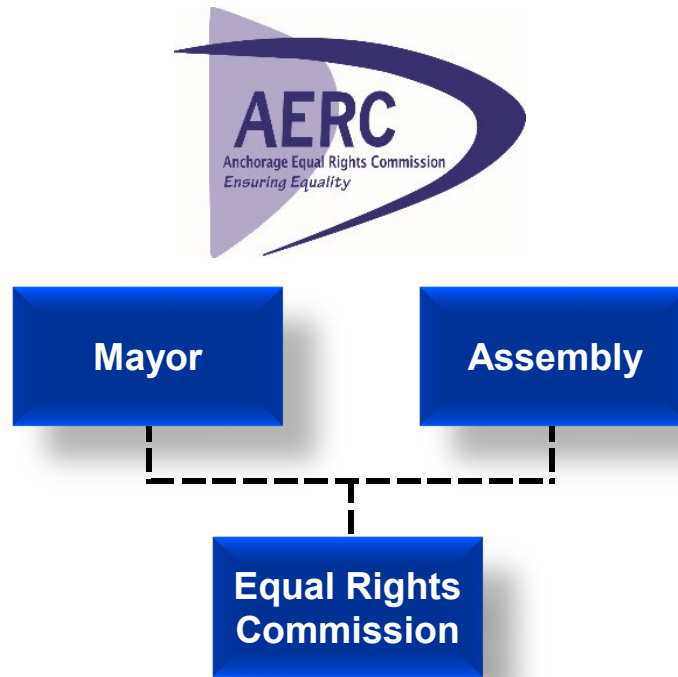


# Equal Rights Commission



## 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

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
<b>Direct Cost by Division</b>				
Equal Rights Administration	786,574	820,902	867,695	5.70%
<b>Direct Cost Total</b>	<b>786,574</b>	<b>820,902</b>	<b>867,695</b>	<b>5.70%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	189,807	216,006	218,813	1.30%
<b>Function Cost Total</b>	<b>976,381</b>	<b>1,036,908</b>	<b>1,086,508</b>	<b>4.78%</b>
Program Generated Revenue	(51,050)	(49,800)	(49,800)	-
<b>Net Cost Total</b>	<b>925,331</b>	<b>987,108</b>	<b>1,036,708</b>	<b>5.02%</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	703,321	799,227	846,020	5.85%
Supplies	4,888	1,200	1,200	-
Travel	4,795	8,500	8,500	-
Contractual/Other Services	73,411	11,975	11,975	-
Debt Service	-	-	-	-
Equipment, Furnishings	160	-	-	-
<b>Direct Cost Total</b>	<b>786,574</b>	<b>820,902</b>	<b>867,695</b>	<b>5.70%</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 2023 Revised Budget to 2024 Proposed Budget

	Direct Costs	Positions		
		FT	PT	Seas/T
<b>2023 Revised Budget</b>	820,902	6	-	-
<b>Changes in Existing Programs/Funding for 2024</b>				
- Salaries and benefits adjustments	46,793	-	-	-
<b>2024 Continuation Level</b>	<b>867,695</b>	<b>6</b>	<b>-</b>	<b>-</b>
<b>2024 Proposed Budget Changes</b>				
- None	-	-	-	-
<b>2024 Proposed Budget</b>	<b>867,695</b>	<b>6</b>	<b>-</b>	<b>-</b>

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

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	703,321	799,227	846,020	5.85%
Supplies	4,888	1,200	1,200	-
Travel	4,795	8,500	8,500	-
Contractual/Other Services	73,411	11,975	11,975	-
Equipment, Furnishings	160	-	-	-
<b>Manageable Direct Cost Total</b>	<b>786,574</b>	<b>820,902</b>	<b>867,695</b>	<b>5.70%</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>786,574</b>	<b>820,902</b>	<b>867,695</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	189,807	216,006	218,813	1.30%
<b>Function Cost Total</b>	<b>976,381</b>	<b>1,036,908</b>	<b>1,086,508</b>	<b>4.78%</b>
<b>Program Generated Revenue by Fund</b>				
Fund 101000 - Areawide General	51,050	49,800	49,800	-
<b>Program Generated Revenue Total</b>	<b>51,050</b>	<b>49,800</b>	<b>49,800</b>	<b>-</b>
<b>Net Cost Total</b>	<b>925,331</b>	<b>987,108</b>	<b>1,036,708</b>	<b>5.02%</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)

	2022 Actuals Unaudited	2023 Revised	2024 Proposed	24 v 23 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	703,321	799,227	846,020	5.85%
Supplies	4,888	1,200	1,200	-
Travel	4,795	8,500	8,500	-
Contractual/Other Services	73,411	11,975	11,975	-
Equipment, Furnishings	160	-	-	-
<b>Manageable Direct Cost Total</b>	<b>786,574</b>	<b>820,902</b>	<b>867,695</b>	<b>5.70%</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>786,574</b>	<b>820,902</b>	<b>867,695</b>	<b>5.70%</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	189,807	216,006	218,813	1.30%
<b>Program Generated Revenue</b>				
405100 - Federal Grant Revenue-Direct	51,050	49,800	49,800	-
<b>Program Generated Revenue Total</b>	<b>51,050</b>	<b>49,800</b>	<b>49,800</b>	<b>-</b>
<b>Net Cost</b>				
Direct Cost Total	786,574	820,902	867,695	5.70%
Charges by/to Other Departments Total	189,807	216,006	218,813	1.30%
Program Generated Revenue Total	(51,050)	(49,800)	(49,800)	-
<b>Net Cost Total</b>	<b>925,331</b>	<b>987,108</b>	<b>1,036,708</b>	<b>5.02%</b>

**Position Detail as Budgeted**

	2022 Revised		2023 Revised		2024 Proposed	
	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	-	-	-	-	-
Professional Investigator II	-	-	1	-	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:

<b>Measure 1: Percentage of inquiries responded to within 24 hours</b>
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	YTD					
	2018	2019	2020	2021	2022	2023
Inquiries Responded to within 24 Hours	99%	99.8%	99.3%	99.5%	100%	99%

<b>Measure 2: Percentage of cases over 240 days old</b>
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	YTD					
	2018	2019	2020	2021	2022	2023
Cases Over 240 Days Old	25.4%	24.2%	60%	50.7%	53.5%	62.9%

**Measure 3: Of total cases, percentage which are co-filed with the federal EEOC under our work sharing agreement and, of those cases, closures detailed by type**

	YTD			
	Federal FY 2020	Federal FY 2021	Federal FY 2022	Federal FY 2023
Perfected Complaints	72.6%	66.7%	75.3%	75.4%
Cases Closed with a No Cause Finding	50%	61.4%	66.7%	14.6%
Cases Closed with a Cause Finding	1.1%	1.4%	1.7%	0%
Cases Closed by Settlement, Withdrawal, or Other Administrative Reason	48.9%	37.1%	31.7%	70.7%

**Measure 4: Percentage of education and outreach events using volunteer AERC commissioners or using technology**

	YTD					
	2018	2019	2020	2021	2022	2023
Education or Outreach Events with Commissioners or Technology	62.4%	58.7%	84.9%	84.9%	88.8%	95%



**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.

