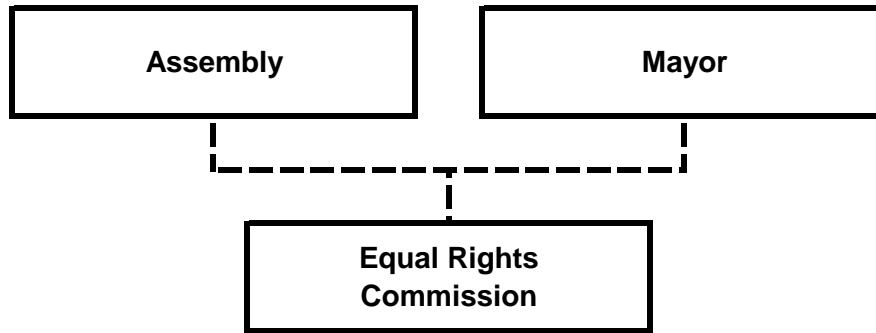


Equal Rights Commission



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

Equal Rights Commission Department Summary

	2018 Actuals	2019 Revised	2020 Proposed	20 v 19 % Chg
Direct Cost by Division				
Equal Rights Administration	700,029	747,736	775,476	3.71%
Direct Cost Total	700,029	747,736	775,476	3.71%
Intragovernmental Charges				
Charges by/to Other Departments	176,432	192,901	198,640	2.98%
Function Cost Total	876,460	940,637	974,116	3.56%
Program Generated Revenue	(68,900)	(52,281)	(60,000)	14.76%
Net Cost Total	807,560	888,356	914,116	2.90%
Direct Cost by Category				
Salaries and Benefits	642,912	720,140	747,880	3.85%
Supplies	2,297	2,086	1,886	(9.59%)
Travel	9,643	9,600	9,600	-
Contractual/Other Services	35,829	15,910	16,110	1.26%
Debt Service	-	-	-	-
Equipment, Furnishings	9,348	-	-	-
Direct Cost Total	700,029	747,736	775,476	3.71%
Position Summary as Budgeted				
Full-Time	6	6	6	-
Part-Time	-	-	-	-
Position Total	6	6	6	-

**Equal Rights Commission
Reconciliation from 2019 Revised Budget to 2020 Proposed Budget**

	Direct Costs	Positions		
		FT	PT	Seas/T
2019 Revised Budget	747,736	6	-	-
Changes in Existing Programs/Funding for 2020				
- Salaries and benefits adjustments	27,740	-	-	-
2020 Continuation Level	775,476	6	-	-
2020 Proposed Budget Changes				
- None	-	-	-	-
2020 Proposed Budget	775,476	6	-	-

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

	2018 Actuals	2019 Revised	2020 Proposed	20 v 19 % Chg
Direct Cost by Category				
Salaries and Benefits	642,912	720,140	747,880	3.85%
Supplies	2,297	2,086	1,886	(9.59%)
Travel	9,643	9,600	9,600	-
Contractual/Other Services	35,829	15,910	16,110	1.26%
Equipment, Furnishings	9,348	-	-	-
Manageable Direct Cost Total	700,029	747,736	775,476	3.71%
Debt Service	-	-	-	-
Depreciation/Amortization	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	700,029	747,736	775,476	-
Intragovernmental Charges				
Charges by/to Other Departments	176,432	192,901	198,640	2.98%
Function Cost Total	876,460	940,637	974,116	3.56%
Program Generated Revenue by Fund				
Fund 101000 - Areawide General	68,900	52,281	60,000	14.76%
Program Generated Revenue Total	68,900	52,281	60,000	14.76%
Net Cost Total	807,560	888,356	914,116	2.90%
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)

	2018 Actuals	2019 Revised	2020 Proposed	20 v 19 % Chg
Direct Cost by Category				
Salaries and Benefits	642,912	720,140	747,880	3.85%
Supplies	2,297	2,086	1,886	(9.59%)
Travel	9,643	9,600	9,600	-
Contractual/Other Services	35,829	15,910	16,110	1.26%
Equipment, Furnishings	9,348	-	-	-
Manageable Direct Cost Total	700,029	747,736	775,476	3.71%
Debt Service	-	-	-	-
Non-Manageable Direct Cost Total	-	-	-	-
Direct Cost Total	700,029	747,736	775,476	3.71%
Intragovernmental Charges				
Charges by/to Other Departments	176,432	192,901	198,640	2.98%
Program Generated Revenue				
405100 - Other Federal Grant Revenue	68,900	49,181	60,000	22.00%
406625 - Reimbursed Cost-NonGrant Funded	-	3,100	-	(100.00%)
Program Generated Revenue Total	68,900	52,281	60,000	14.76%
Net Cost				
Direct Cost Total	700,029	747,736	775,476	3.71%
Charges by/to Other Departments Total	176,432	192,901	198,640	2.98%
Program Generated Revenue Total	(68,900)	(52,281)	(60,000)	14.76%
Net Cost Total	807,560	888,356	914,116	2.90%

Position Detail as Budgeted

	2018 Revised		2019 Revised		2020 Proposed	
	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	-
Professional Investigator III	1	-	1	-	1	-
Professional Investigator IV	2	-	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:

	2014	2015	2016	2017	2018	YTD 2019
Percentage of Inquiries Returned Within 24 Hours	96.5%	98.21%	98.42%	99.04%	99.00%	100.00%

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

	2014	2015	2016	2017	2018	YTD 2019
Percentage of Cases Over 240 Days Old	39.4%	27.5%	11.43%	16.25%	25.35%	26.76%

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

	Fed. FY 2016	Fed. FY 2017	Fed. FY 2018	YTD Fed. FY 2019
Percentage of Cases With Substantial Weight Review	36.3%*	39.6%	41.4%**	44.90%
Percentage of Cases Accepted by the federal EEOC	100%	100%	100%*	100%

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

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

	2014	2015	2016	2017	2018	YTD 2019
Percentage of Events Using Volunteers or Technology	53.5%	51.2%	55.6%	63.4%	62.4%	57.8%

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.

