

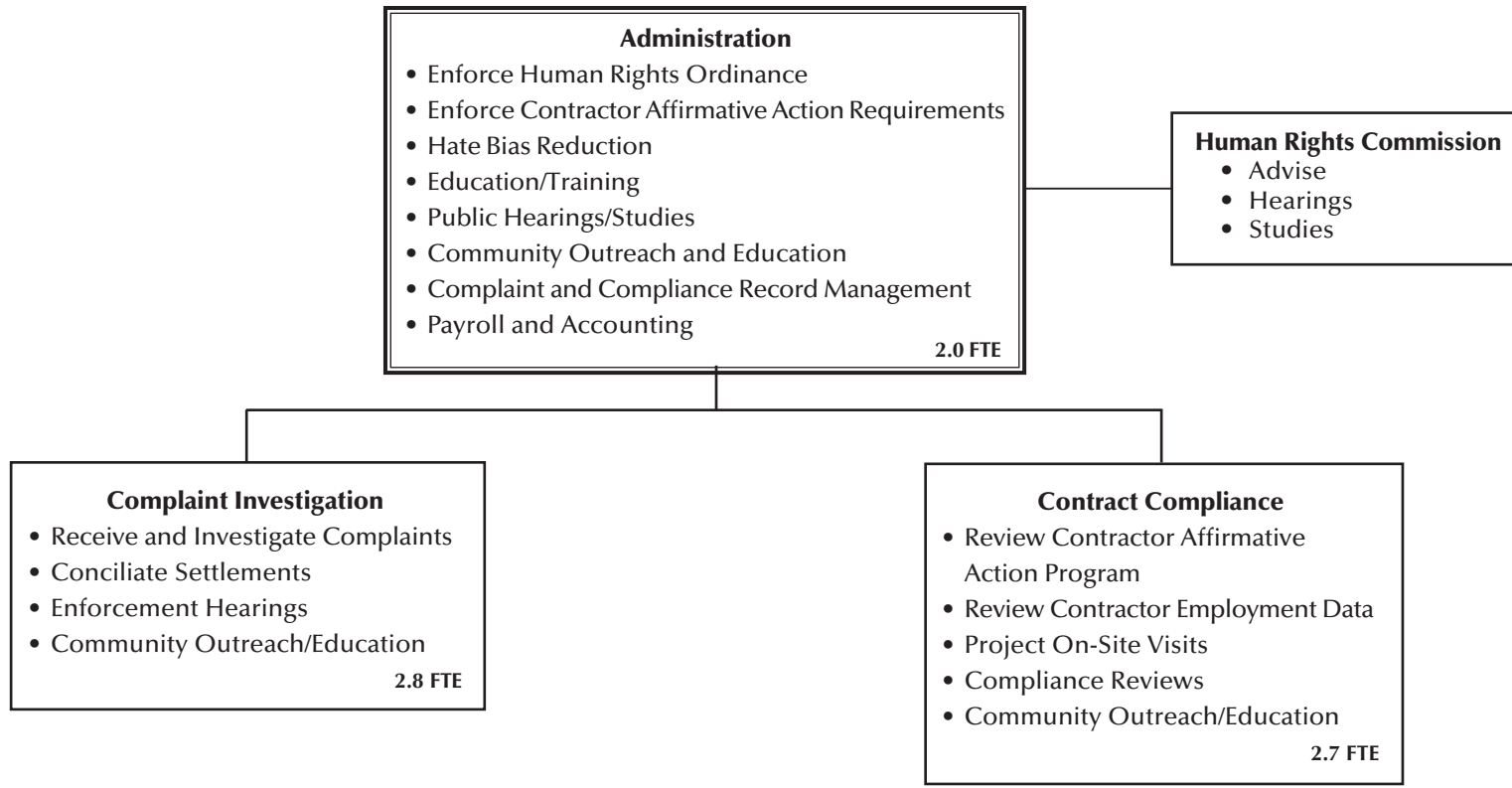
Human Rights

To prevent and eliminate discrimination by:

Enforcing the provisions of Chapter 183 of the Saint Paul Legislative Code (Human Rights Ordinance) and its Rules Governing Affirmative Requirements in Employment;

Providing educational and training opportunities that enable recipients to create equitable living and working environments;

Facilitating collaborations with and between individuals, agencies, and organizations to maximize community resources towards the prevention and elimination of prejudice, racism and discrimination.



(Total 7.5 FTEs)

Key Performance Measures

Performance Objective: Meet or exceed the contract goals for the Equal Employment Opportunity Commission for cases closed under Title VII of the CRA of 1964 that pays the City of Saint Paul \$500 per employment case				
Performance Indicator: Meet or exceed contract goal set with the Equal Employment Opportunity Commission				
MEASURES:	2005 Actual	2006 Actual	2007 Estimated	2008 Projected
Actual	125	107	105	
Goal	100	95	100	110

Performance Objective: Conduct education and outreach in the protected communities to eliminate prejudice, racism and discrimination				
Performance Indicator: Number of actual outreach and education events in the community				
MEASURES:	2005 Actual	2006 Actual	2007 Estimated	2008 Projected
Community Outreach and Education				
Actual	90	135	120	
Goal	75	100	125	125

Performance Objective: 100% of Affirmative Action Registrations/Affirmative Action Plans approved by the Department				
Performance Indicator: Number of Affirmative Action Registrations/Affirmative Action Plans approved by the Department				
MEASURES:	2005 Actual	2006 Actual	2007 Estimated	2008 Projected
100% of companies doing business with the City of Saint Paul over \$50,000 in a 12-month period of time have submitted their Affirmative Action Registration/Affirmative Action Plans to the Department.				
Actual	210	250	275	
Goal	175	215	250	300

About the Human Rights Department

What We Do (Description of Services)

- **Complaint Investigation:** The Department investigates complaints from citizens who believe they have been discriminated against based on their protected class status that may violate the Chapter 183 of the Saint Paul Legislative Code.
- **Contract Compliance:** Chapter 183.04 of the Saint Paul Legislative Code requires the Human Rights Department to monitor city contracts over \$50,000 to ensure businesses are recruiting, hiring and promoting women, minorities and persons with disabilities.
- **Outreach & Education:** The Department continues to do outreach and education in the community on issues of prejudice, racism and discrimination.

2006-2007 Accomplishments

- The Department, for the 9th straight year, met its contract obligations with the Equal Employment Opportunity Commission.
- The Department monitors over 500 contractors and subcontractors with contracts over \$50,000 that result in an estimated 600 women, minorities and disabled persons hired annually with an economic value of approximately \$12,000,000.
- Outreach and education is essential in the City of Saint Paul with a minority population of 41% that is expected to exceed 50% by the 2010 census report and a school district that with an enrollment of nearly 70% minority students. The Department participated in over 100 outreach education events at CLUES, American Indian Family Center, GLBT community, disabled community, Asian community and many others.

Statistical Profile

- 90% of all cases completed in 270 days.
- The Department had zero backlog for the 10th consecutive year.
- Cases filed have increased for the 10th consecutive year, from a low of 41 in 1996.

2008 Budget Plan

2008 Priorities

- Increase outreach and education in the Somali, Hmong, Native American, GLBT and Disabled communities.
- Partnerships with the Equal Employment Opportunity Commission, Housing & Urban Development, Minnesota Department of Human Rights, Minneapolis Department of Civil Rights and other local civil/human rights organizations in the areas of employment, housing, public accommodations, public services and education.
- Increased outreach and education in the Saint Paul Public Schools.

2008 Budget Explanation

Base Adjustments

The 2007 adopted budget was adjusted to set the budget base for 2008. The base includes the anticipated growth in salaries and fringes for 2008 for employees related to the bargaining process. It also includes 2.5% inflation growth on services and 3% on goods and materials.

Mayor's Recommendation

The Human Rights proposed budget for 2008 is \$625,102, which is an increase of \$27,171 or 4.5% from 2007. The general fund portion increases by \$41,549, which is entirely the result of inflationary pressures and a shift of staff from the special fund to the general fund. This budget results in no net change to staff or service level. The special fund decreases by \$14,378 due to the reduction in available fund balance that was used to absorb general fund staff costs after the 2003 LGA reduction.

Council Actions

The City Council adopted the Human Rights budget as proposed by the Mayor.

The adopted general fund budget is \$574,414 and the special fund budget is \$50,688.