

City of Omaha Human Rights & Relations Department

Mission Statement

The Human Rights and Relations Department is charged with civil rights enforcement, equal opportunity contract compliance and community relations/discrimination prevention. It is responsible for the investigation, elimination, and prevention of all forms of prohibited discrimination, including that based on race, creed, color, religion, sex, national origin, age, disability, marital status, familial status, or any other form of discrimination proscribed by ordinance or resolution. Towards its goal of ensuring equal opportunity and treatment for all citizens of the city, this department oversees the operation of two appointed boards: the Human Rights and Relations Board and the Civil Rights Hearing Board.

Goals and Objectives

1. Expand education and outreach programs relative to civil rights in the areas of housing, public accommodations and employment, and to increase knowledge of individual human rights to the citizens of Omaha and eliminate the potential for exploitation.
2. Actively accept and investigate charges of discrimination from the citizens of Omaha to eliminate prejudice from the Omaha community.
3. Provide technical assistance and guidance to ensure contractors have optimum opportunity to meet their minimum goals for equal employment and treatment practices.
4. Streamline reporting procedures and automate processes to redirect staff efforts toward more advanced, in-depth investigations and improved public awareness programs.

City of Omaha
2012 Human Rights & Relations Department Budget
Appropriated Summary

By Organization	Positions		Funding		
	2011	2012	2011 Appropriated	2012 Recommended	2012 Appropriated
Human Relations Admin			151,718	61,980	61,980
Civil Rights Investigation			71,067	15,116	97,601
Community Relations			14,826	10,336	10,336
Contract Compliance			67,856	163,348	163,348
Enforcement & Support Service			-	51,513	51,513
Total	<u>6</u>	<u>5</u>	<u>305,467</u>	<u>302,293</u>	<u>384,778</u>
By Expenditures Category					
Employee Compensation			271,241	271,665	354,150
Non-Personal Services			34,226	30,628	30,628
Total			<u>305,467</u>	<u>302,293</u>	<u>384,778</u>
By Source of Funds					
General			305,467	302,293	384,778
Total			<u>305,467</u>	<u>302,293</u>	<u>384,778</u>

Expenditure Summary by Organization

Department	Human Rights & Relations		
Division	Human Rights & Relations	Department No	106000

Organization Description and Major Object Summary	Comparative Budget Appropriations			
	2010 Actual	2011 Appropriated	2012 Recommended	2012 Appropriated

Human Relations Admin **106011**

This organization provides the administrative support to ensure that the department implements Ordinance No. 28920, the Civil Rights: Anti-trust Discrimination Ordinance and Ordinance No. 28885, the Contract Compliance Ordinance. These two ordinances establish the department's goals - identifying, preventing and remedying discrimination and inter-group conflict and ensuring equal opportunity for all persons within the City of Omaha. These responsibilities include: establishing objectives, organizations, priorities, policies and rules and regulations, determining expenditures, assisting the Human Relations Board and Civil Rights Hearing Board, and coordinating the department's organizations and activities with state, regional and national civil rights enforcement agencies.

The 2012 equipment of \$2,779 is for six computer leases.

Employee Compensation	66,738	134,018	43,303	43,303
Non-Personal Services	575	17,700	18,677	18,677
Organization Total	67,313	151,718	61,980	61,980

Civil Rights Investigation **106012**

This organization mediates and/or investigates charges of discrimination alleging a violation of the Omaha Municipal Code, Chapter 13 Article III entitled Civil Rights Anti-Discrimination. In addition, this organization monitors settlement agreements and assists on special projects as needed.

Employee Compensation	308,939	71,067	15,116	97,601
Non-Personal Services	1,416	-	-	-
Organization Total	310,355	71,067	15,116	97,601

Upon adoption of the 2012 budget the City Council increased Employee Compensation by \$82,485.

Community Relations **106013**

This organization prevents discrimination and inter-group conflict through education and provides other assistance to individuals and organizations. The activities include: developing and distributing education/informational materials, planning and presenting discrimination prevention and Human Relations seminars and presentations. Also, the funding provides support and coordination for special events which include the Martin Luther King Celebration, Black History Month, the Hispanic Heritage event, and the Native American Tribute. The Martin Luther King Celebration will be right sized by utilizing local/regional speakers and talent.

Employee Compensation	38,444	-	-	-
Non-Personal Services	25,491	14,826	10,336	10,336
Organization Total	63,935	14,826	10,336	10,336

Contract Compliance **106014**

Contract Compliance implements Ordinance No. 28885, the Contract Compliance Ordinance which promotes equal opportunity in connection with contracts awarded by the City. This organization ensures that contractors and vendors comply with the equal opportunity requirements of the Ordinance and the Rules and Regulations based thereon. The activities include: conducting compliance reviews (i.e. equal opportunity audits), investigating contract compliance complaints, assisting contractors and conducting discrimination prevention seminars for City contractors.

Employee Compensation	90,964	66,156	161,733	161,733
Non-Personal Services	924	1,700	1,615	1,615
Organization Total	91,888	67,856	163,348	163,348

Expenditure Summary by Organization

Department	Human Rights & Relations		
Division	Human Rights & Relations	Department No	106000

	Comparative Budget Appropriations			
Organization Description and Major Object Summary	2010 Actual	2011 Appropriated	2012 Recommended	2012 Appropriated
Enforcement & Support Service 106015				
This organization provides operational support for the department. This organization includes the following activities: tracking and reporting the Department's performance, screening and interviewing persons wanting to make a complaint, maintaining files, recording all information for the Contract Compliance, Civil Rights Investigation and Community Relations/Discrimination Prevention and assisting on special projects.				
Employee Compensation	140,095	-	51,513	51,513
Non-Personal Services	210	-	-	-
Organization Total	140,305	-	51,513	51,513
 Department Total	673,796	305,467	302,293	384,778

Performance Summary By Division

Department	Human Rights & Relations		
Division	Human Rights & Relations	Department No	106000

Performance Measures	2010 Actual	2011 Planned	2012 Goal
% of Applicants Notified within 10 Working Days of Receipt	100%	100%	100%
% of Intakes Completed within First Visit	95%	95%	95%
% of Investigations Accepted for Pay't by EEOC&HUD on first Submittal	100%	100%	100%
% of Investigations Completed within 180 Days	80%	95%	95%
% of Positive Responses from Community Surveys	97%	97%	97%
% of Requests and Complaints Addressed within 3 Days	99%	99%	95%
Average Time per Completed Intake	2 Days	2 Days	2 Days
Number of Weeks Public Service Running per Year	52	52	52
Program Outputs	2010 Actual	2011 Planned	2012 Goal
*Includes all inquiries including preliminary contacts, referrals, questions, etc.			
Cases Pending	86	75	83
Charges Taken	195	200	200
Number of days to Resolve Charge from Receipt to Closure	249	180	182
Total Contracts*	22,091	23,000	24,000

Division Summary of Personal Services

Department Human Rights & Relations
 Division Human Rights & Relations Department No 106000

Class Title	Class Code	Comparative Budget Appropriations			
		2010 Actual	2011 Auth.	2012 Recommended	2012 Appropriated
Human Relations Representative III	4064	-	1	-	-
Human Relations Representative II	0630	1	-	1	67,043
Human Relations Representative I	0620	4	4	2	118,979
Human Relations Specialist	0610	2	1	1	47,812
Part-Time and Seasonal					15,000
Longevity					1,484
Reimbursements					(100,000)
Unclassified Provisional					21,258
Department Total		7	6	4	171,576
					5
					231,088

Explanatory Comments:

The Human Rights and Relations Department receives grant funds from the Equal Employment Opportunity Commission and the Department of Housing and Urban Development that reimburse a portion of salary costs for the department. The 2012 Recommended complement has been increased by one Human Relations Representative II and decreased by one Human Relations Representative III and two Human Relations Representative I.

Upon adoption of the 2012 Budget the City Council increased Personal Services by \$59,148. This increase added a Human Relations Representative I to the complement.

Division Summary of Major Object Expenditures

Department Human Rights & Relations
 Division Human Rights & Relations Department No 106000

Major Object Expenditures	Comparative Budget Appropriations			
	2010 Actual	2011 Appropriated	2012 Recommended	2012 Appropriated
Employee Earnings				
Classified Regular	533,188	360,295	255,092	314,240
Part-Time and Seasonal	1,158	16,200	15,000	15,000
Overtime	669	-	-	-
Longevity	3,215	2,562	1,484	1,848
Reimbursements	(76,125)	(254,380)	(100,000)	(100,000)
Total Employee Earnings	462,105	124,677	171,576	231,088
Employee Benefits				
FICA	38,017	28,998	20,775	25,328
Pension	49,849	41,811	31,992	39,003
Insurance	102,291	80,820	51,740	64,675
Reimbursements	(7,082)	(5,065)	(4,418)	(5,944)
Total Employee Benefits	183,075	146,564	100,089	123,062
Total Employee Compensation	645,180	271,241	271,665	354,150
Non-Personal Services				
Purchased Services	23,151	24,776	20,294	20,294
Supplies	5,043	7,900	7,505	7,505
Equipment	522	1,500	2,779	2,779
Other	-	50	50	50
Reimbursements	(100)	-	-	-
Total Non-Personal Services	28,616	34,226	30,628	30,628
Capital				
	-	-	-	-
Total Capital	-	-	-	-
Department Total	673,796	305,467	302,293	384,778

Upon adoption of the 2012 budget the City Council increased Employee Compensation by \$82,485.

Source of Funds

General (Ref. B-1)	673,796	305,467	302,293	384,778
	673,796	305,467	302,293	384,778

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