

Department of Civil Rights

Agency Number: **04**
 Budget Function: **Administration**

The mission of the Department of Civil Rights is to provide high-level management and coordination of City affirmative action and equal opportunity functions, including oversight of the Divisions of Affirmative Action and Equal Opportunity.

<u>Major Service</u>	<u>2003 Actual</u>	<u>2004 Budget</u>	<u>2004 Projected</u>	<u>2005 Request</u>	<u>2005 Executive</u>	<u>2005 Adopted</u>
Administration	0	0	0	0	118,717	121,471
Agency Total	\$ 0	\$ 0	\$ 0	\$ 0	\$ 118,717	\$ 121,471

Adopted Budget Highlights

The Budget includes:

1. Effective January 1, 2005, the creation of the Department of Civil Rights, with Divisions of Affirmative Action and Equal Opportunity. The Department of Civil Rights will be headed by a high-level Director who will become a member of the Mayor's Management Team. Current supervisory positions in the Divisions of Affirmative Action and Equal Opportunity will be allocated to agency management positions, such that there will be three management level positions devoted to the advocacy of civil rights. The current supervisor positions will not be deleted until the new manager positions are filled competitively. In addition, there is created within the Division of Affirmative Action a Civil Rights Recruitment Specialist to further focus efforts on making the City workforce more diverse. As space becomes available, the agencies will co-locate in order to fully realize service efficiencies and enhancements.
2. Approve the Dept of Civil Rights and other services regarding civil rights (fair housing testing, language assistance program, enforcement and education for minimum wage and minority recruitment) contingent upon final Council approval. Council approval will be based on a report by an ad hoc committee of 1 EOC staff person, 1 EOC commissioner, 1 AA staff person, 1 AA commissioner, 2 Mayor's Advisory Committee members, 2 City residents, the mayor or his designee, and 2 alders appointed by the Mayor and confirmed by the Common Council. The committee, which will be staffed by the interim director of human resources and the city attorney or their designees, will hold at least three public facilitated forums at locations in places other than downtown regarding the Department of Civil Rights and associated services and report back its recommendations to the Affirmative Action Commission and the Equal Opportunities Commission to be returned to the Common Council by March 1st, 2005. Implementation by the Common Council of organizational changes recommended in the report will require a simple majority vote as long as the changes fall within the proposed budget parameters and general organizational structure; otherwise, a 15-vote majority will be required.
3. Refer to the ad hoc committee an alternative organizational proposal for consideration. The proposal would create a Human Resources/Affirmative Action Department and incorporate the Equal Opportunities Commission in a Department of Civil Rights.

Department of Civil Rights

Budget Service Descriptions:

Administration

The Director of the Civil Rights Department is responsible for the management, coordination and oversight of the Divisions of Affirmative Action and Equal Opportunity.

Service Summary			
	2003 Actual	2004 Budget	2005 Adopted
Total Expenditures	\$ 0	\$ 0	\$ 121,471
Less Inter-Agency Billings	0	0	0
Net Total	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 121,471</u>

**Department of Civil Rights
Summary by Major Object of Expenditure**

	2003 Actual	2004 Budget	2004 Projected	2005 Request	2005 Executive	2005 Adopted
Permanent Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 88,200	\$ 89,153
Hourly Employee Pay	0	0	0	0	0	0
Overtime Pay	0	0	0	0	0	0
Fringe Benefits	0	0	0	0	30,517	32,318
Purchased Services	0	0	0	0	0	0
Supplies	0	0	0	0	0	0
Inter-Departmental Charges	0	0	0	0	0	0
Debt/Other Financing Uses	0	0	0	0	0	0
Capital Assets	0	0	0	0	0	0
Total Expenditures	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 118,717</u>	<u>\$ 121,471</u>
Inter-Agency Billings	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net Budget	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 118,717</u>	<u>\$ 121,471</u>