

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, sexual orientation, gender identity 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, this includes monitoring Title VI.
4. Streamline reporting procedures and automate processes to redirect staff efforts toward more advanced, in-depth investigations and improved public awareness programs.
5. Work with departments to develop and plan implementation of new ADA Compliance transition plan.
6. Expand Small and Emerging Business Program.
7. Perform outreach to inform community individuals, lenders, and organizations of HRR programs.

City of Omaha
2015 Human Rights & Relations Department Budget
Appropriated Summary

By Organization	Positions		Funding		
	2014	2015	2014 Appropriated	2015 Recommended	2015 Appropriated
Human Relations Administration			132,601	76,767	76,767
Civil Rights Investigation			109,230	249,860	249,860
Community Relations			3,082	1,370	1,370
Contract Compliance			160,617	87,093	87,093
Enforcement & Support Service			47,463	77,236	77,236
Total	6	6	452,993	492,326	492,326
By Expenditures Category					
Employee Compensation			432,985	478,613	478,613
Non-Personal Services			20,008	13,713	13,713
Total			452,993	492,326	492,326
By Source of Funds					
General			452,993	492,326	492,326
Total			452,993	492,326	492,326

Expenditure Summary by Organization

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

	Comparative Budget Appropriations			
Organization Description and Major Object Summary	2013 Actual	2014 Appropriated	2015 Recommended	2015 Appropriated

Human Relations Administration **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.

Employee Compensation	34,829	116,424	65,135	65,135
Non-Personal Services	15,322	16,177	11,632	11,632
Organization Total	50,151	132,601	76,767	76,767

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	191,446	109,230	249,860	249,860
Non-Personal Services	1,648	-	-	-
Organization Total	193,094	109,230	249,860	249,860

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 City/County Martin Luther King Celebration, Black History Month, the Hispanic Heritage event, and the Native American Tribute.

Non-Personal Services	400	3,082	1,370	1,370
Organization Total	400	3,082	1,370	1,370

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. Contract Compliance also monitors Title VI and ADA Compliance.

Employee Compensation	153,307	159,868	86,382	86,382
Non-Personal Services	177	749	711	711
Organization Total	153,484	160,617	87,093	87,093

Expenditure Summary by Organization

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

	Comparative Budget Appropriations			
Organization Description and Major Object Summary	2013 Actual	2014 Appropriated	2015 Recommended	2015 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	51,906	47,463	77,236	77,236
Non-Personal Services	60	-	-	-
Organization Total	51,966	47,463	77,236	77,236
Human Rights Partner Initiative - 106023				
Non-Personal Services	225	-	-	-
Organization Total	225	-	-	-
Department Total	449,320	452,993	492,326	492,326

Performance Summary By Division

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

Performance Measures	2013 Actual	2014 Planned	2015 Goal
% of Applicants Notified within 10 Working Days of Receipt	100%	100%	100%
% of Intakes / Complaints 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	90%	95%	95%
% of Requests and Complaints Addressed within 3 Days	95%	95%	95%
Average Time per Completed Intake	2 Days	2 Days	2 Days

Program Outputs	2013 Actual	2014 Planned	2015 Goal
*Includes all inquiries including preliminary contacts, referrals, questions, etc.			
Cases Pending	45	83	100
Cases Resolved	80	115	155
Charges Taken	143	200	225
Number of days to Resolve Charge from Receipt to Closure	190	182	120
Outreach Initiatives	100	40	100
Small Businesses Approved	53	300	75
Total Contacts*	23,186	24,000	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					
		2013 Actual	2014 Auth.	2015 Recommended		2015 Appropriated	
Assistant Director - Human Rights & Rel	4065	1	1	1	88,107	1	88,107
Human Relations Representative I	0620	3	5	5	284,713	5	284,713
Human Relations Specialist	0610	1	-	-	-	-	-
Longevity					2,184		2,184
Part-Time and Seasonal					28,010		28,010
Reimbursements					(83,250)		(83,250)
Department Total		5	6	6	319,764	6	319,764

Explanatory Comments:

The Human Rights and Relations Department receives reimbursement through work share agreements for work performed from the Equal Employment Opportunity Commission and the Department of Housing and Urban Development that reimburse a portion of expenses related to data and information systems, salary, and other administrative costs associated with the administration and enforcement of a substantially equivalent fair housing law and equal employment opportunity law.

Division Summary of Major Object Expenditures

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

Major Object Expenditures	Comparative Budget Appropriations			
	2013 Actual	2014 Appropriated	2015 Recommended	2015 Appropriated
Employee Earnings				
Classified Regular	306,821	366,657	372,819	372,819
Part-Time and Seasonal	74,893	1,205	28,010	28,010
Overtime	107	-	-	-
Longevity	2,387	2,184	2,184	2,184
Reimbursements	(76,032)	(93,646)	(83,250)	(83,250)
Total Employee Earnings	308,176	276,400	319,763	319,763
Employee Benefits				
FICA	28,486	28,309	30,832	30,832
Pension	36,579	43,591	44,317	44,317
Insurance	67,476	95,154	94,740	94,740
Reimbursements	(9,229)	(10,469)	(11,039)	(11,039)
Total Employee Benefits	123,312	156,585	158,850	158,850
Total Employee Compensation	431,488	432,985	478,613	478,613
Non-Personal Services				
Purchased Services	12,526	12,873	9,015	9,015
Supplies	3,138	4,900	4,654	4,654
Equipment	2,168	2,188	-	-
Other	-	47	44	44
Total Non-Personal Services	17,832	20,008	13,713	13,713
Capital				
	-	-	-	-
Total Capital	-	-	-	-
Department Total	449,320	452,993	492,326	492,326
Source of Funds				
General (Ref. B-1)	449,320	452,993	492,326	492,326
	449,320	452,993	492,326	492,326

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