

City of Omaha

Human Rights & Relations Department

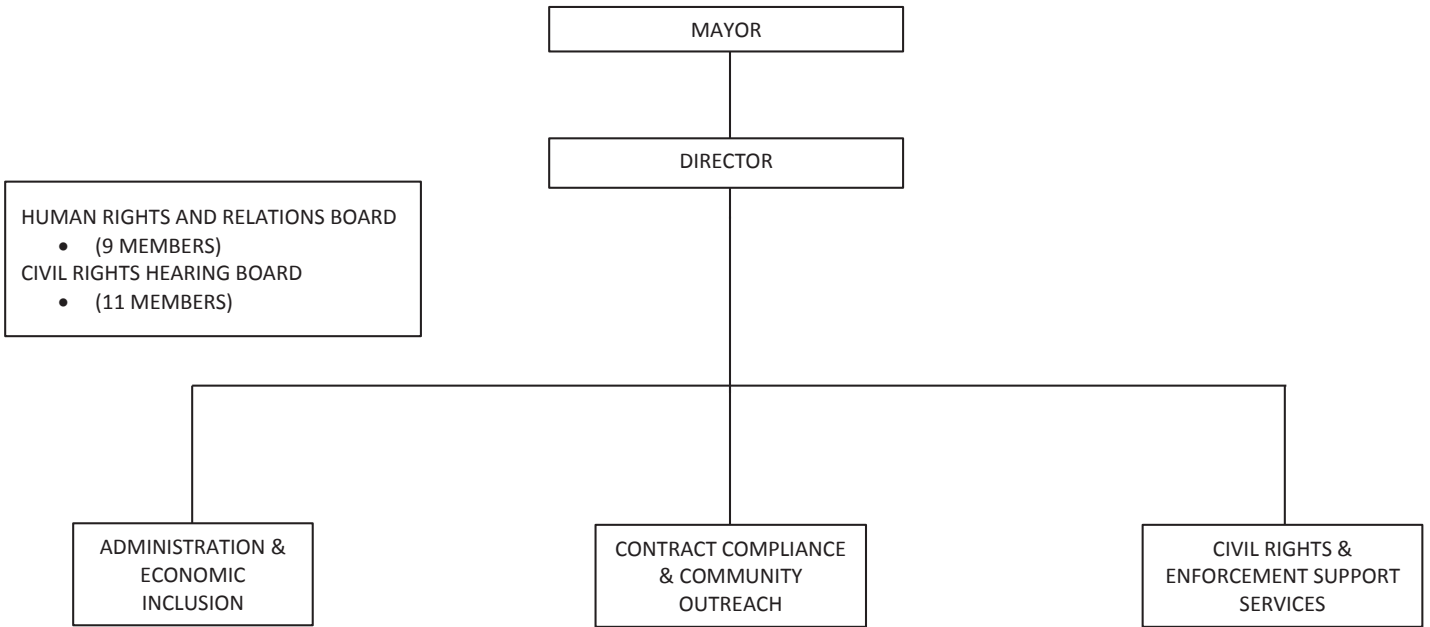
Mission Statement

The Human Rights and Relations Department is charged with three major responsibilities for the City of Omaha; Human Relations and Economic Inclusion Administration, Civil Rights Investigations and Enforcement Support Services, and Community Relations and Contract Compliance. It is responsible for the investigation, elimination, and prevention of all forms of socioeconomic disparities and 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 equitable access to those opportunities 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, and one appointed council: the Economic Inclusion Council.

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. Build collaborative community partnerships that enhance job growth in and for individuals of disadvantaged communities in Omaha.
7. Expand the number of certified Small and Emerging Businesses and promote greater access for small and disadvantaged businesses that propose and bid on contracts/projects initiated by the City of Omaha.
8. Partner with community stakeholders that assist and assess certified Small and Emerging Businesses that are qualified to propose and bid on contracts/projects initiated by the City of Omaha.
9. Actively engage and partner with community stakeholders for sustainable economic inclusion practices for all contracting and procurement activities within the City of Omaha.
10. Perform outreach to inform City of Omaha internal departments and third party affiliates, community individuals and stakeholders, non profit and for profit business organizations, and local and national government municipalities of the City of Omaha HRR programs.

HUMAN RIGHTS AND RELATIONS DEPARTMENT



City of Omaha
2016 Human Rights & Relations Department Budget
Appropriated Summary

By Organization	Positions		Funding		
	2015	2016	2015 Appropriated	2016 Recommended	2016 Appropriated
Human Relations Administration			88,570	-	-
Civil Rights Investigation			272,972	-	-
Community Relations			1,370	-	-
Contract Compliance			95,179	-	-
Enforcement & Support Service			84,344	-	-
Human Relations/Economic Inclusion			-	419,642	419,642
Civ Rights Inv/Enf Support Services			-	324,421	324,421
Com Relations/Contract Compliance			-	130,816	130,816
Total	6	9	542,435	874,879	874,879
By Expenditures Category					
Employee Compensation			528,722	861,623	861,623
Non-Personal Services			13,713	13,256	13,256
Total			542,435	874,879	874,879
By Source of Funds					
General			542,435	874,879	874,879
Total			542,435	874,879	874,879

Expenditure Summary by Organization

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

	Comparative Budget Appropriations			
Organization Description and Major Object Summary	2014 Actual	2015 Appropriated	2016 Recommended	2016 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	64,080	76,938	-	-
Non-Personal Services	14,791	11,632	-	-
Organization Total	78,871	88,570	-	-

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	131,403	272,972	-	-
Non-Personal Services	607	-	-	-
Organization Total	132,010	272,972	-	-

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.				
Employee Compensation	3,651	-	-	-
Non-Personal Services	1,204	1,370	-	-
Organization Total	4,855	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	191,887	94,468	-	-
Non-Personal Services	214	711	-	-
Organization Total	192,101	95,179	-	-

Expenditure Summary by Organization

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

Organization Description and Major Object Summary	Comparative Budget Appropriations			
	2014 Actual	2015 Appropriated	2016 Recommended	2016 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	56,780	84,344	-	-
Non-Personal Services	3,430	-	-	-
Organization Total	60,210	84,344	-	-

Human Relations/Economic Inc. 106017

This is a new organization in 2016. This uses organization 106011 and adds an Economic Inclusion component.

Human Relations:

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.

Economic Inclusion:

This organization will be a catalyst in creating a community culture of economic prosperity by cultivating small business growth potential through the oversight of the City of Omaha Small and Emerging Small Business (SEB) Program and promoting workforce development and training opportunities in partnership with community stakeholders in areas of high unemployment and below median income areas of Omaha. In doing so, the Human Rights and Relations Department is committed to indirectly assist the City in identifying and maximizing job growth opportunities for individuals from socially disadvantaged areas, assist local small businesses in expanding business capacity to bid and be awarded City contracts in a fair and equitable way, and build collaborative community partnerships that sustain long term success for the Small and Emerging Business Program and workforce development solutions.

Employee Compensation	-	-	411,774	411,774
Non-Personal Services	-	-	7,868	7,868
Organization Total	-	-	419,642	419,642

Expenditure Summary by Organization

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

	Comparative Budget Appropriations			
Organization Description and Major Object Summary	2014 Actual	2015 Appropriated	2016 Recommended	2016 Appropriated

Civ Rights Inv/Enf Support Services 106018

This is a new organization in 2016. This combines organizations 106012 and 106015.

Civil Rights Investigations:

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.

Enforcement Support Services:

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	-	-	322,421	322,421
Non-Personal Services	-	-	2,000	2,000
Organization Total	-	-	324,421	324,421

Com Relations/Contract Comp. 106019

This is a new organization in 2016. This combines organizations 106013 and 106014.

Community Relations:

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.

Contract Compliance:

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	-	-	127,428	127,428
Non-Personal Services	-	-	3,388	3,388
Organization Total	-	-	130,816	130,816

Department Total	468,047	542,435	874,879	874,879
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Performance Summary By Division

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

Performance Measures	2014 Actual	2015 Planned	2016 Goal
% of Complainants / Respondents Notified within 10 Working Days of Receipt	100%	100%	100%
% of Intakes / Complaints Completed within 10 days of Inquiry	100%	100%	95%
% of Investigations Accepted for Pay't by EEOC&HUD on first Submittal	98%	100%	100%
% of Investigations Completed within 180 Days	90%	90%	90%
% of Requests and Complaints Addressed within 3 Days	95%	95%	95%

Program Outputs	2014 Actual	2015 Planned	2016 Goal
*Includes all inquiries including preliminary contacts, referrals, questions, etc.			
Cases Pending	34	100	60
Cases Resolved	113	155	155
Charges Taken	96	225	150
Number of days to Resolve Charge from Receipt of Response to Closure	177	120	180
Outreach Initiatives	122	100	60
Small Businesses Approved	52	75	75
Total Contacts*	22,135	24,000	23,000

Division Summary of Personal Services

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

Class Title	Class Code	Comparative Budget Appropriations					
		2014 Actual	2015 Auth.	2016 Recommended		2016 Appropriated	
Assistant Director - Human Rights & Relations	4065	1	1	-	-	-	-
Executive Secretary	0030	-	-	1	50,509	1	50,509
Human Relations Director	9504	-	-	1	117,300	1	117,300
Human Relations Representative I	0620	4	5	4	244,876	4	244,876
Human Relations Representative II	0630	-	-	1	68,682	1	68,682
Human Relations Representative III	4064	-	-	1	88,629	1	88,629
Human Relations Specialist	0610	-	-	1	44,048	1	44,048
Longevity					2,520		2,520
Part-Time and Seasonal					29,364		29,364
Reimbursements					(90,500)		(90,500)
Department Total		5	6	9	555,428	9	555,428

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			
	2014 Actual	2015 Appropriated	2016 Recommended	2016 Appropriated
Employee Earnings				
Classified Regular	335,802	391,745	614,044	614,044
Part-Time and Seasonal	48,769	28,010	29,364	29,364
Longevity	2,530	2,184	2,520	2,520
Reimbursements	(94,164)	(83,250)	(90,500)	(90,500)
Total Employee Earnings	292,937	338,689	555,428	555,428
Employee Benefits				
FICA	28,677	32,280	49,413	49,413
Pension	60,245	74,052	116,017	116,017
Insurance	77,405	94,740	155,574	155,574
Reimbursements	(11,463)	(11,039)	(14,809)	(14,809)
Total Employee Benefits	154,864	190,033	306,195	306,195
Total Employee Compensation	447,801	528,722	861,623	861,623
Non-Personal Services				
Purchased Services	8,448	9,015	7,949	7,949
Supplies	6,988	4,654	2,707	2,707
Equipment	4,810	-	2,600	2,600
Other	-	44	-	-
Total Non-Personal Services	20,246	13,713	13,256	13,256
Capital	-	-	-	-
Total Capital	-	-	-	-
Department Total	468,047	542,435	874,879	874,879
Source of Funds				
General (Ref. B-1)	468,047	542,435	874,879	874,879
	468,047	542,435	874,879	874,879