

CIVIL RIGHTS

MISSION

The mission of the Minneapolis Department of Civil Rights is to enforce Minneapolis Code of Ordinances Title 7 (non-discrimination); Title 9, Chapter 172 (civilian police review authority) Title 16, Chapter 423 (small and underutilized business programs); Title 23, Chapter 6 (prevailing wage); and, to promote understanding of civil rights among residents, business and government.

BUSINESS LINES

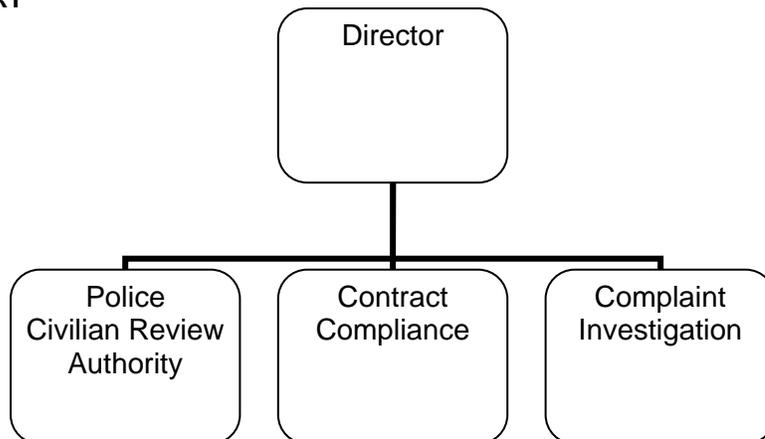
The Civil Rights Department has three business lines carried out through its business units: Complaint Investigations, Contract Compliance, and Civilian Police Review.

The **Complaint Investigations Unit (CIU)** receives, investigates and resolves complaints that allege illegal discrimination according to the Civil Rights Ordinances. For most of 2011 CIU was staffed with three investigators, one administrative staff person and one manager. The unit receives 200-250 charges per year. The investigators meet a performance standard of 60 cases per year, the administrative staff person performs intake on all of the allegations by individuals seeking to file a complaint with the department and provides administrative support to the work unit and the Minneapolis Civil Rights Commission. The manager provides policy expertise and oversight of the work unit.

The **Contract Compliance Unit (CCU)** monitors construction employment and training goals, prevailing wage payments, and affirmative action plans for City contractors. Additionally, the CCU investigates complaints alleging a violation of the ordinances it oversees. The CCU also aids prime contractors in successfully executing their “good faith” efforts relating to employment goals. Good faith efforts assistance includes: (a) linking prime contractors to labor sources of minority and women; and, (b) supporting the development and growth of minority and women-owned businesses so they may participate as sub-contractors. The Small and Underutilized Business Program (SUBP) is a program within the CCU.

The **Civilian Police Review Authority (CRA)** business unit receives and investigates complaints of police misconduct; mediates or fairly adjudicates complaints of police misconduct; and, educates the Minneapolis Police Department and the public on their rights and responsibilities under the CRA ordinance. The CRA typically receives over 300 complaints per year.

ORGANIZATION CHART



Contract Compliance

General Fund: \$724,255

Civil Rights

Other Funds: \$365,000

The Contract Compliance Unit (CCU) increases employment and economic vitality by increasing job opportunities for individuals and economic growth for businesses while reducing racial, gender and economic disparities prevalent in employment and construction contracting with the City of Minneapolis (City). Two important reports - *Results Minneapolis Employment Gaps (2011)* ("Results Minneapolis") and *The State of Minority- and Women-Owned Business Enterprise: Evidence from Minneapolis (2010)* ("Disparity Study") reveal significant unemployment and income disparities between minority and female individuals and business owners and their white male counterparts. The reports urge the city to address this problem by targeting discrimination and by ensuring economic opportunity to individuals and businesses. The CCU does both.

Measure: Businesses big and small start here, stay here, thrive here

Minneapolis Civilian Police Review Authority (CRA)

General Fund: \$745,206

Civil Rights

After many years of citizen discontent with the MPD's handling of misconduct complaints and dissatisfaction with the MPD's relationship with minority communities, the CRA was created to fairly, objectively and independently consider complaints of MPD officer misconduct, and to issue determinations based on findings of fact and evidence to promote the adherence to the highest standard of police conduct and to foster mutual respect between the MPD and all populations of the city of Minneapolis. The program provides transparency, citizen engagement, and redress related to the police misconduct complaints against MPD officers.

Measure: Resident survey - sense of safety

Minneapolis Civil Rights Complaint Investigations Program

General Fund: \$683,539

Civil Rights

This program neutrally enforces the city's anti-discrimination laws and policies by investigating complaints of discrimination. Also, through a work sharing agreement with the U.S. Equal Employment Opportunity Commission (EEOC), the city serves as a Fair Employment Practice Agency (FEPA), investigating employment discrimination claims dual-filed and/or transferred from the EEOC.

The core team is comprised of two investigators, a senior investigator, an administrative analyst, a contract screener, and an assistant director to process cases, conduct investigations and outreach, administer the mediation program, monitor settlements, and staff the Minneapolis Commission on Civil Rights.

Measure: Residence perception of discrimination in the City

FINANCIAL ANALYSIS**EXPENDITURE**

The total 2012 Civil Rights budget of \$2.518 million is a 6.9% increase from the 2011 revised budget. The general fund budget is increased by 3.6%.

REVENUE

The department's revenue from EEOC (Equal Opportunities Employment Commission) work share agreement is projected in 2012 at \$93,700.

FUND ALLOCATION

The department is funded by the general fund (82%) and federal funds (18%). The department will receive \$365,000 in CDBG funds.

MAYOR'S RECOMMENDED BUDGET

The Mayor recommended a 2012 budget of \$2.518 million, including:

- **Contract Compliance:** The Mayor recommended a reduction of \$89,000 and one position from 2011 spending levels.
- **Minneapolis Civil Rights Complaint Investigations Program:** The Mayor recommended a 5%, or \$36,000 cut from 2011 spending levels.

The Mayor recommended no changes to the other programs.

COUNCIL ADOPTED BUDGET

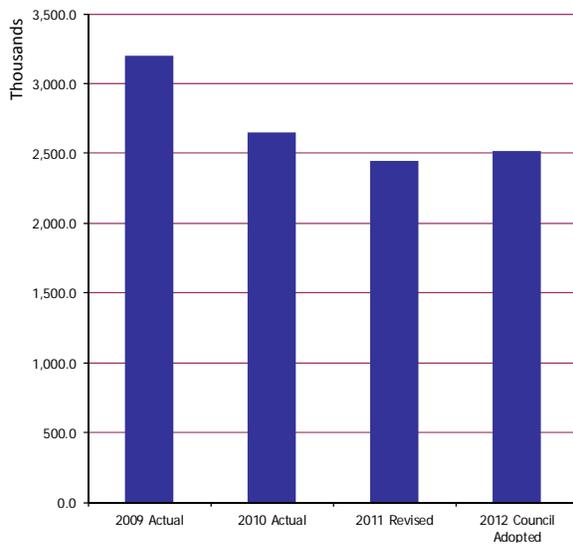
Council adopted the Mayor's recommendations and added \$90,000 and 1 FTE to the department.

CIVIL RIGHTS EXPENSE AND REVENUE INFORMATION

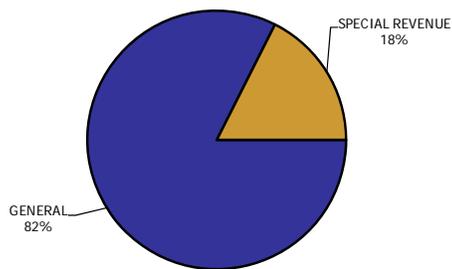
| EXPENSE | 2009 Actual | 2010 Actual | 2011 Revised | 2012 Council Adopted | Percent Change | Change |
|------------------------------|------------------|------------------|------------------|-------------------------|-------------------|----------------|
| GENERAL | | | | | | |
| CONTRACTUAL SERVICES | 710,998 | 675,739 | 476,966 | 480,736 | 0.8% | 3,770 |
| FRINGE BENEFITS | 432,064 | 351,405 | 363,323 | 369,025 | 1.6% | 5,702 |
| OPERATING COSTS | 272,194 | 267,148 | 297,726 | 341,742 | 14.8% | 44,016 |
| SALARIES AND WAGES | 1,299,487 | 974,298 | 939,678 | 961,496 | 2.3% | 21,819 |
| TOTAL GENERAL | 2,714,743 | 2,268,591 | 2,077,692 | 2,153,000 | 3.6% | 75,308 |
| SPECIAL REVENUE | | | | | | |
| CONTRACTUAL SERVICES | | 786 | | | 0.0% | 93,700 |
| FRINGE BENEFITS | 126,296 | 119,566 | 99,298 | 97,394 | -1.9% | (1,904) |
| OPERATING COSTS | 158 | | | | 0.0% | 0 |
| SALARIES AND WAGES | 359,547 | 263,684 | 265,701 | 267,605 | 0.7% | 1,904 |
| TOTAL SPECIAL REVENUE | 486,001 | 384,036 | 365,000 | 364,999 | 25.7% | 93,700 |
| TOTAL EXPENSE | 3,200,744 | 2,652,627 | 2,442,692 | 2,517,999 | 6.9% | 169,008 |

| REVENUE | 2009 Actual | 2010 Actual | 2011 Revised | 2012 Council Adopted | Percent Change | Change |
|------------------------------|----------------|----------------|---------------|----------------------|----------------|---------------|
| GENERAL | | | | | | |
| CHARGES FOR SALES | 1,106 | 454 | | | 0.0% | 0 |
| CHARGES FOR SERVICES | 500 | 719 | | | 0.0% | 0 |
| OTHER MISC REVENUES | (408) | 50 | | | 0.0% | 0 |
| TOTAL GENERAL | 1,197 | 1,223 | | | 0.0% | 0 |
| SPECIAL REVENUE | | | | | | |
| CONTRIBUTIONS | | 786 | | | 0.0% | 0 |
| FEDERAL GOVERNMENT | 99,457 | 128,993 | 79,200 | 93,700 | 18.3% | 14,500 |
| TOTAL SPECIAL REVENUE | 99,457 | 129,778 | 79,200 | 93,700 | 18.3% | 14,500 |
| TOTAL REVENUE | 100,655 | 131,002 | 79,200 | 93,700 | 18.3% | 14,500 |

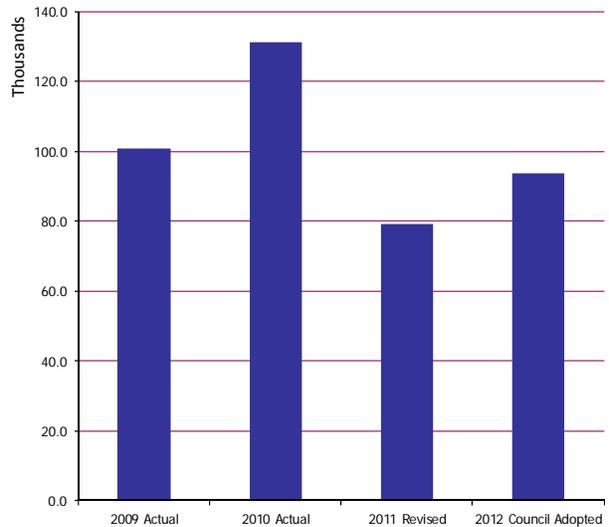
Expense 2009 - 2012



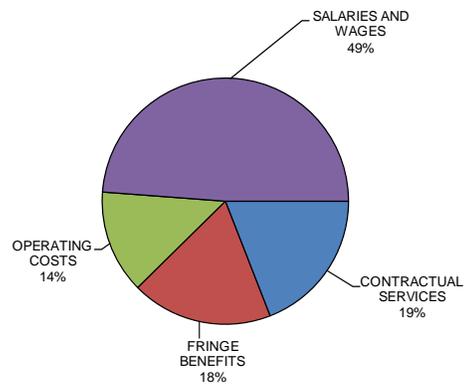
Expense by Fund



Revenue 2009 - 2012



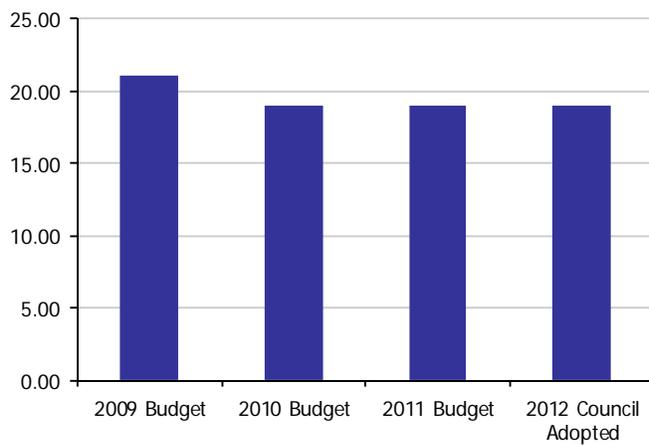
Expense by Category



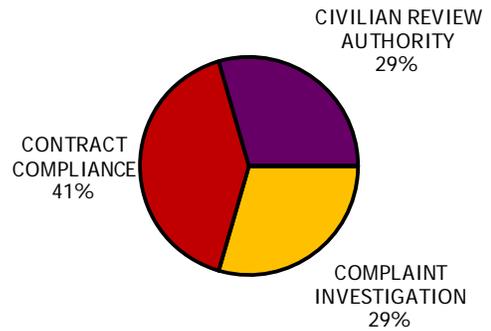
CIVIL RIGHTS Staffing Information

| Division | 2009 Budget | 2010 Budget | 2011 Budget | 2012 Budget | % Change | Change |
|---------------------------|--------------|--------------|--------------|--------------|-------------|--------|
| ADMINISTRATION | 5.00 | 3.00 | 3.00 | | -100.0% | (3.00) |
| CIVILIAN REVIEW AUTHORITY | 5.00 | 5.00 | 5.00 | 5.60 | 12.0% | 0.60 |
| CONTRACT COMPLIANCE | 6.00 | 7.00 | 7.00 | 7.80 | 11.4% | 0.80 |
| COMPLAINT INVESTIGATION | 5.00 | 4.00 | 4.00 | 5.60 | 40.0% | 1.60 |
| CIVIL RIGHTS | | | | | | |
| TOTAL | 21.00 | 19.00 | 19.00 | 19.00 | 0.0% | |

Positions 2009-2012



Positions by Division



Expense by Division

