

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

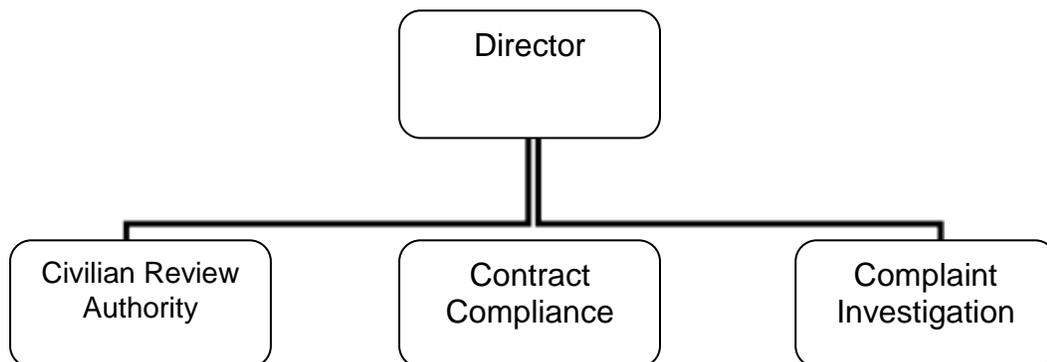
The Civil Rights Department has three business lines carried out through its business units: Complaint Investigations, Contract Compliance, and Civilian Police Review.

The Complaint Investigations Unit (CIU) receives, investigates and resolves complaints that allege illegal discrimination according to the Civil Rights Ordinances. For most of 2011, the 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



Goal: Jobs & Economic Vitality

Contract Compliance

General Fund: \$700,482
Other Fund: \$361,900

The Contract Compliance Unit (CCU) is responsible for ensuring that job opportunities are made available to and for low-income individuals who reside in the City of Minneapolis and to assist and provide assistance for economic growth to businesses while reducing economic, racial, and gender disparities prevalent in employment and construction contracting in accordance with federal law and city policies. The CCU monitors and enforces compliance in all HUD funding: Davis-Bacon Act (DBA), Neighborhood Stabilization Program (NSP), HOW and HOME funded projects and HUD Section 3. The CCU also monitors minority and female employment participation on these projects.

Goal: Many People, One Minneapolis

Complaint Investigations

General Fund: \$732,049

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.

One Minneapolis Equity in Employment

General Fund: \$264,985

One Minneapolis Equity in Employment has three components that work together to address the racial employment disparity in Minneapolis and get people to work: the Urban Scholars program, a new regional collaboration, and program administration.

Goal: A Safe Place to Call Home

Minneapolis Civilian Police Review Authority (CRA)

General Fund: \$747,989

The CRA was created to fairly, objectively and independently consider complaints of MPD officer misconduct, and to make recommendations based on supportive information 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.

Police Conduct Oversight Commission (PCOC)

General Fund: \$17,000

The main objective of this program is to reduce the number of resident complaints related to the police department and provide transparency in the City's police accountability efforts. This program proposal also includes a Community Education Specialist whose primary duties include providing community education and awareness and working with the Police Department to develop comprehensive training programs for cultural competency, officer professionalism, and

officer-community relationships. Additionally, two youth will work to increase engagement and provide youth with opportunities to develop skills for an active civic life.

FINANCIAL ANALYSIS

Expenditure

For 2013, the Civil Rights Department budget is \$2.8 million, a 12.1% increase from 2012. The Civil Rights Department's 2013 expenditure budget reflects the following changes from 2012:

- The department added 2 FTEs to support the One Minneapolis Equity in Employment program on an ongoing basis and \$68,000 in non-personnel costs for a total of \$265,000.
- An additional \$17,000 for new Police Conduct Oversight Commission program.

Revenue

In 2013, the department anticipates \$65,000 in revenue from grants, a \$28,700 decrease from 2012.

Fund Allocation

In 2013, 87% of the department's budget is from the General Fund. The remaining budget comes from federal grants.

Mayor's Recommended Budget

The Mayor recommends the following programmatic changes:

- Police Conduct Oversight Commission: The Mayor recommends \$17,000 in additional program funding for administration expense for the new PCOC.
- One Minneapolis Equity in Employment: The Mayor recommends providing \$265,000 in ongoing funding for this Civil Rights program as it only had one-time funding in 2012 which was previously budgeted in both Civil Rights and CPED.

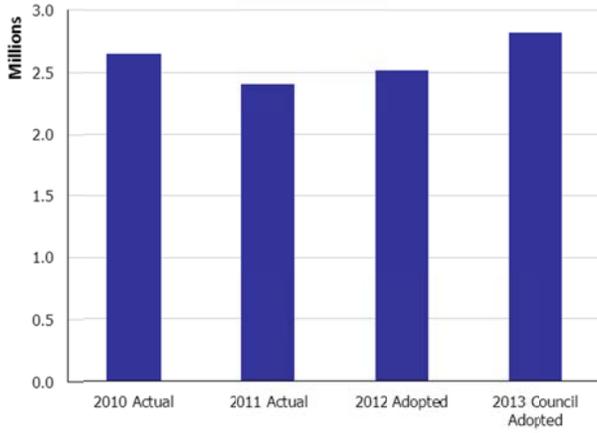
Council Adopted Budget

Council approved the Mayor's recommendations.

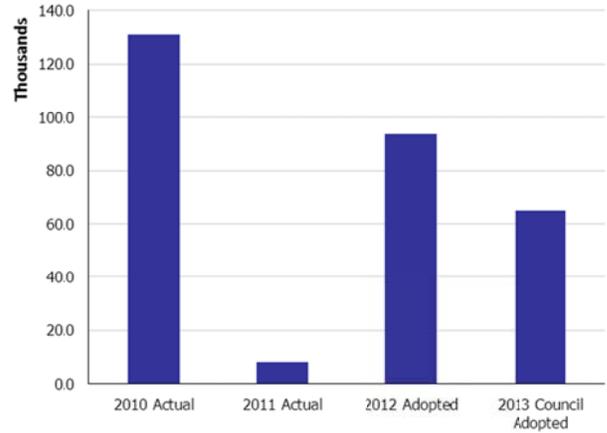
**CIVIL RIGHTS
EXPENSE AND REVENUE INFORMATION**

EXPENSE	2010 Actual	2011 Actual	2012 Adopted	2013 Council Adopted	Percent Change	Change
GENERAL						
SALARIES AND WAGES	974,298	906,108	961,496	1,140,461	18.6%	178,965
FRINGE BENEFITS	351,405	362,843	369,025	457,165	23.9%	88,139
CONTRACTUAL SERVICES	675,739	466,634	480,736	485,232	0.9%	4,496
OPERATING COSTS	267,148	319,911	341,742	379,647	11.1%	37,905
TOTAL GENERAL	2,268,591	2,055,497	2,153,000	2,462,505	14.4%	309,505
SPECIAL REVENUE						
SALARIES AND WAGES	263,684	244,551	267,605	261,533	-2.3%	(6,072)
FRINGE BENEFITS	119,566	103,840	97,394	100,367	3.1%	2,973
CONTRACTUAL SERVICES	786	5,556	0			0
OPERATING COSTS	0	364	0			0
TOTAL SPECIAL REVENUE	384,036	354,312	365,000	361,900	-0.8%	(3,100)
TOTAL EXPENSE	2,652,627	2,409,809	2,517,999	2,824,405	12.2%	306,405
REVENUE	2010 Actual	2011 Actual	2012 Adopted	2013 Council Adopted	Percent Change	Change
GENERAL						
CHARGES FOR SALES	454	85	0		0.0%	0
CHARGES FOR SERVICES	719	0	0		0.0%	0
OTHER MISC REVENUES	50	587	0		0.0%	0
GENERAL	1,223	672				0
SPECIAL REVENUE						
CHARGES FOR SERVICES	0	5,920	0		0.0%	0
CONTRIBUTIONS	786	0	0		0.0%	0
FEDERAL GOVERNMENT	128,993	1,498	93,700	65,000	-30.6%	(28,700)
SPECIAL REVENUE	129,778	7,418	93,700	65,000	-30.6%	(28,700)
TOTAL REVENUE	131,002	8,090	93,700	65,000	-30.6%	(28,700)

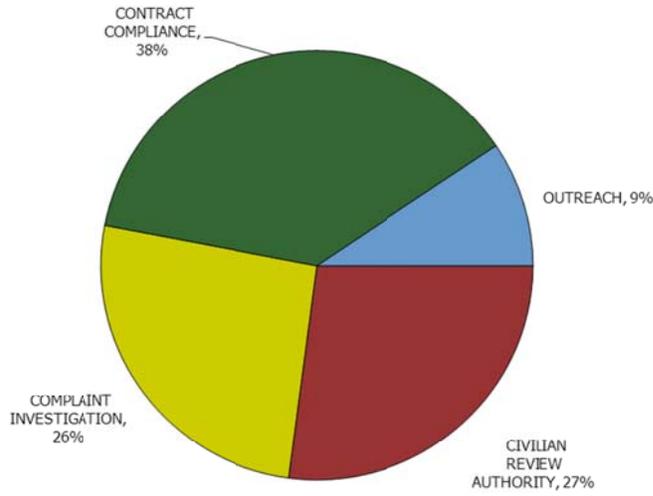
Expense 2010 - 2013



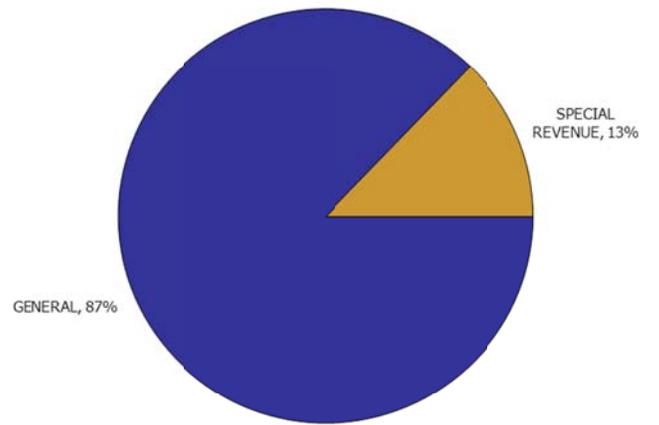
Revenue 2010 - 2013



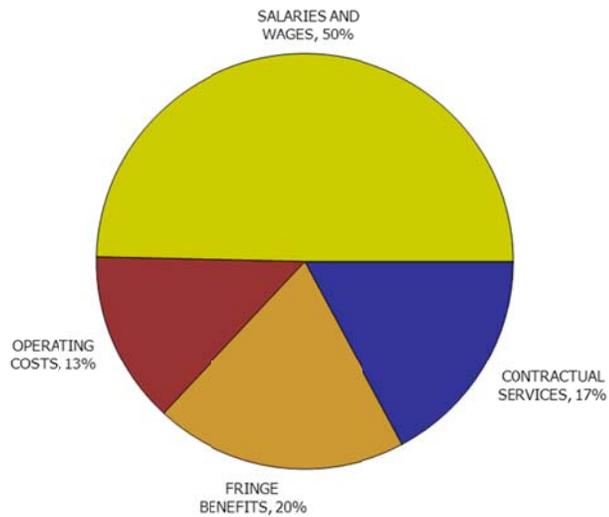
Expense by Division



Expense by Fund



Expense by Category



CIVIL RIGHTS Staffing Information

Division	2010 Budget	2011 Budget	2012 Budget	2013 Council Adopted	% Change	Change
ADMINISTRATION	3.00	3.00				0
CIVIL RIGHTS						0
CIVILIAN REVIEW AUTHORITY	5.00	5.00	5.60	5.60	0.0%	0
COMPLAINT INVESTIGATION	4.00	4.00	5.60	5.60	0.0%	0
CONTRACT COMPLIANCE	7.00	7.00	7.80	7.80	0.0%	0
OUTREACH				2.00		2.00
Overall	19.00	19.00	19.00	21.00	11%	2.00

Positions 2010-2013

