

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 Minneapolis Department of Civil Rights (MDCR) is composed of four business lines: the Complaint Investigations Division; the Contract Compliance Division; the Office of Police Conduct Review; and, the Employment Equity Division.

The Complaint Investigations Division (CID) is required by city ordinance and a federal work share agreement with the US Equal Employment Opportunity Commission (EEOC) to investigate and resolve complaints that allege illegal discrimination. Investigation and outreach work is performed by one division director, three investigators and one administrative support person. The investigators gather and analyze evidence, conduct investigative interviews, and draft legal conclusions. The administrative staff person performs intake on all of the allegations by individuals seeking to file a complaint with the department. The division also provides administrative support to the Minneapolis Commission on Civil Rights. The Commission is comprised of twenty-one Minneapolis residents whose primary function is to serve on administrative hearing panels that make decisions regarding discrimination cases investigated by MDCR. The division director also collaborates with the Commission on outreach and engagement efforts throughout the City. The division also maintains an Alternative Dispute Resolution program which offers complaint resolution services that give parties an opportunity to control the outcome of their charge of discrimination. Approximately twenty percent of cases are resolved through mediation. The division director provides policy expertise and oversight of this service unit.

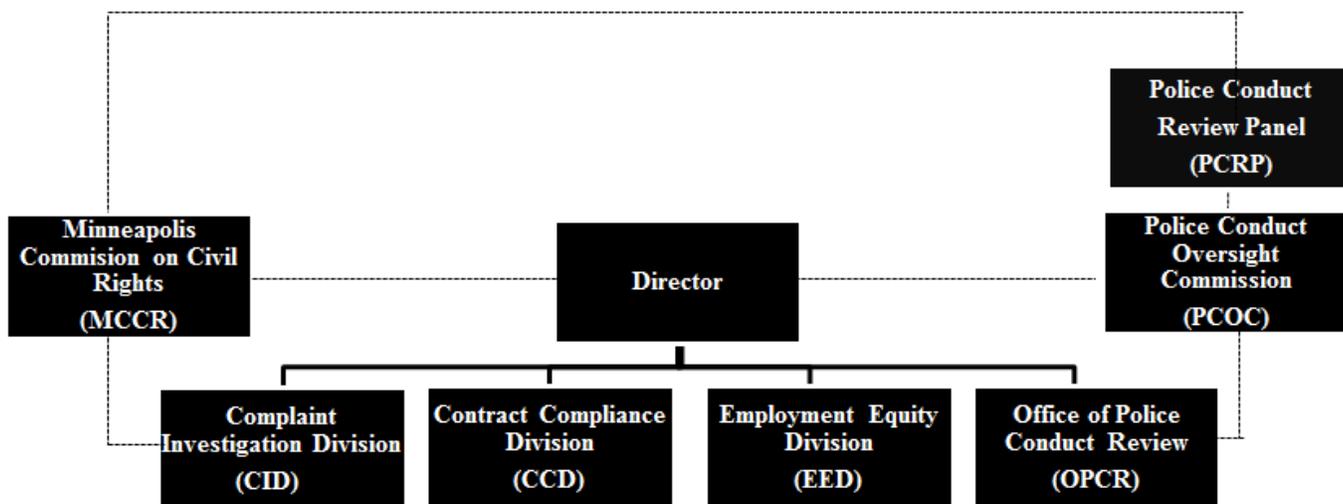
The Contract Compliance Division (CCD) monitors City of Minneapolis construction and development, commodities and supplies, and professional and technical services contracts by enforcing related local and federal civil rights and wage laws and policies. CCD monitors City contracts to ensure that minorities, women and low income business owners and workers have access to employment and contracting opportunities, and ensures that workers are paid appropriate wages. CCD is responsible for ensuring compliance in five primary program areas: affirmative action; minority and women business inclusion; minority and female employment; Davis Bacon and prevailing wage and US Department of Housing and Urban Development Section 3 contracting and employment. CCD is also a certifying agency of the Minnesota Unified Certification Program (MNUCP), a statewide collaboration that evaluates small woman-owned and minority-owned businesses to participate in the City's inclusion programs. CCD work is mandated by Minneapolis City Code of Ordinances Title 7, Chapter 139.50; Title 16, Chapter 423; and Title 23, Chapter 26, and Title 49 of the Code of Federal Regulations, Part 26.

The Office of Police Conduct Review (OPCR) is mandated by Chapter 172 of the Minneapolis City Code of Ordinances to handle claims of police misconduct made to the City of Minneapolis. Civilian and police managers at the office decide what course each case takes. Minor offenses

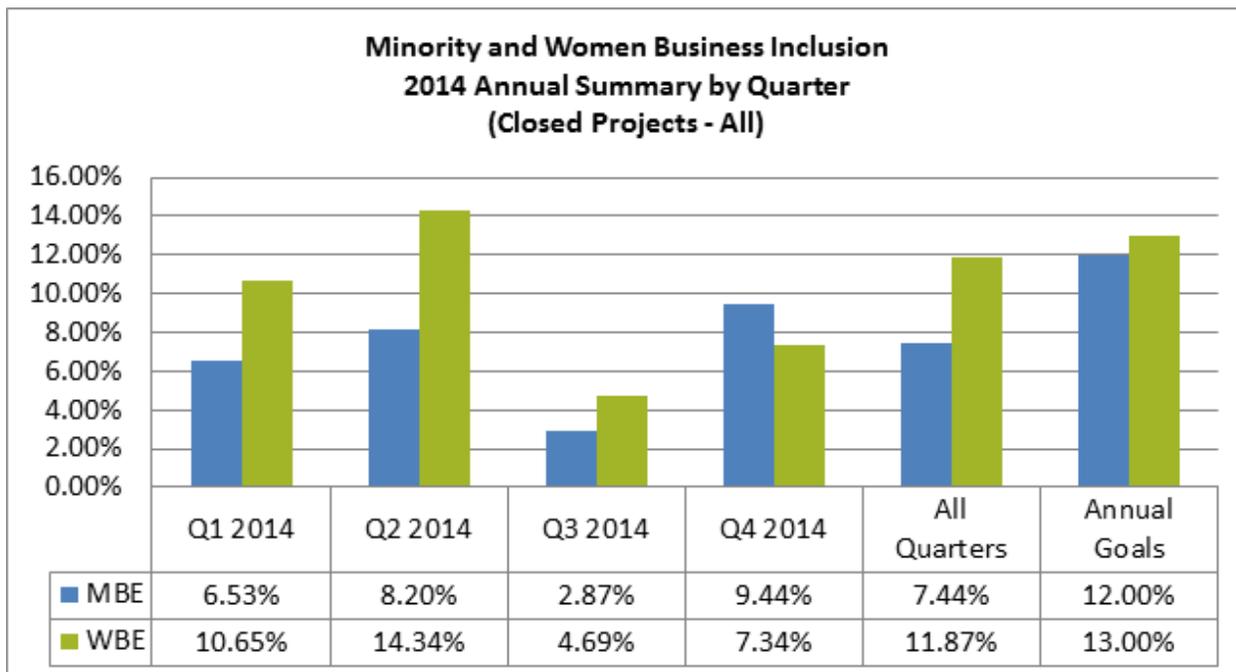
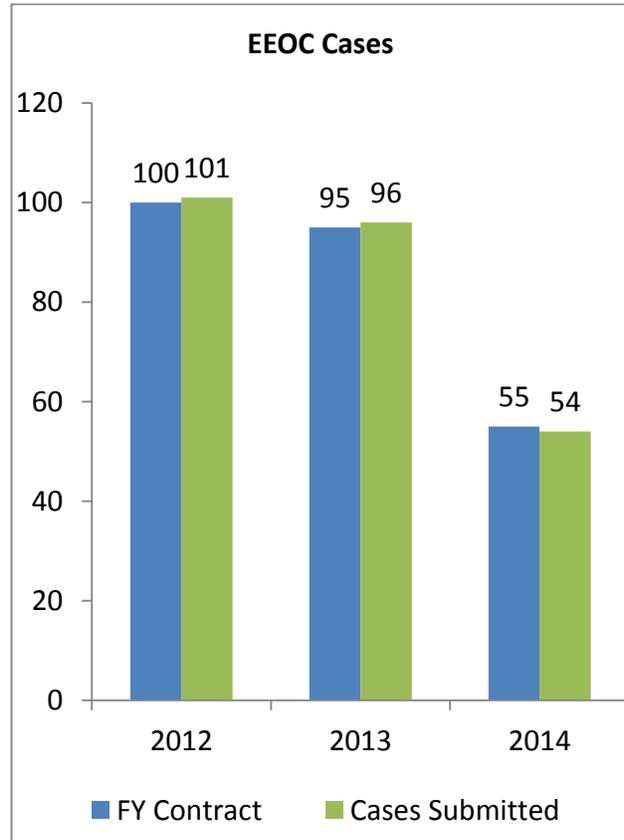
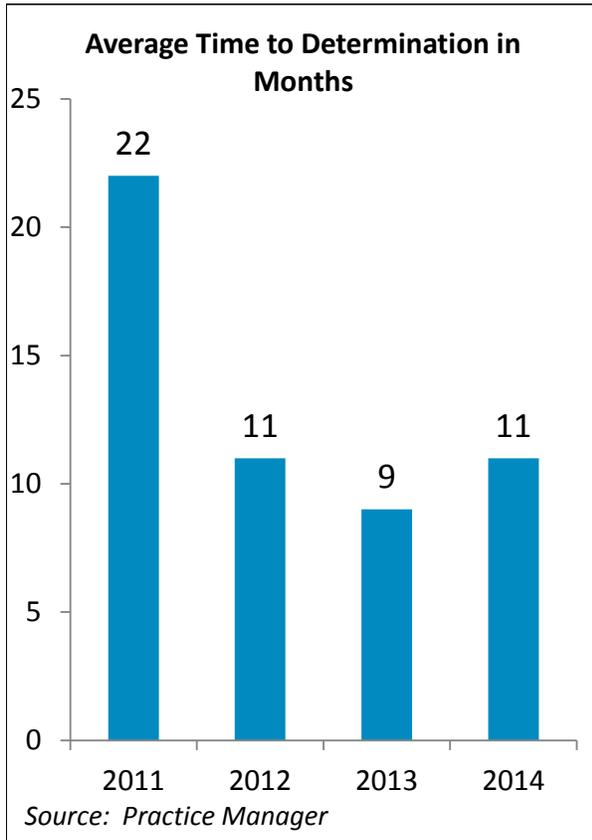
may go straight to the officer’s supervisor for action. Cases may also go to mediation, where the complainants and officers meet with mediators to resolve the situations. Allegations of more severe misconduct prompt a full investigation, and the heads of the office decide whether a civilian or a police investigator should handle a particular case. OPCR staff in the Department of Civil Rights includes a division director, a legal analyst, two investigators and a support professional. Completed investigations go to the Police Conduct Review Panel, which is made up of two civilians and two sworn officers. The four members make final recommendations on the merits of the allegations to the Minneapolis Police Chief for action. Additional civilian participation in oversight of police misconduct is guaranteed through the Police Conduct Oversight Commission whose mission is to review policy implications of misconduct. Members have a variety of responsibilities including shaping police policy, auditing cases, engaging the community in discussions of police procedure, and facilitating cultural awareness trainings for the Minneapolis Police Department. The members of the Review Panel and Oversight Commission are residents of Minneapolis appointed by the Mayor and City Council.

The Employment Equity Division (EED) supports and encourages efforts in the City to hire, retain, and promote people of color, and collaborates intentionally with private, public, and nonprofit partners to close racial disparities in the region. EED operates within regional collaborations to eliminate employment disparities. The division also manages Urban Scholars, the City’s leadership development internship program for post-secondary students from diverse racial and ethnic backgrounds. Urban Scholars creates a pipeline of qualified and experienced candidates for entry-level employment in the public sector. Directed by City Council resolution 2012R-456, the division is leading a collaboration of City departments in developing a *Racial Equity Framework* to view City policy, programs, and initiatives through a racial equity lens. The framework will be used to identify and address institutional racism, remedy long-standing inequities and to assess racial equity impacts in hiring, procurement, and community engagement in City boards and commissions. The work in the division is performed by a director and one administrative support employee.

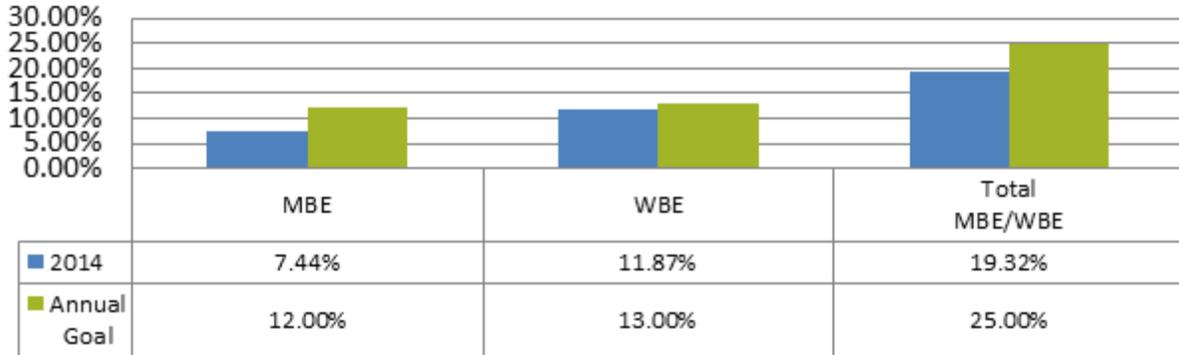
ORGANIZATION CHART



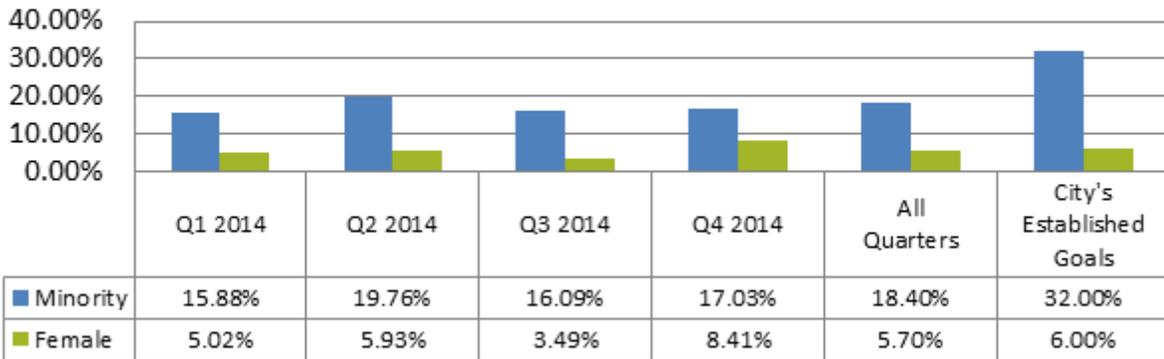
SELECTED RESULTS MINNEAPOLIS MEASURES



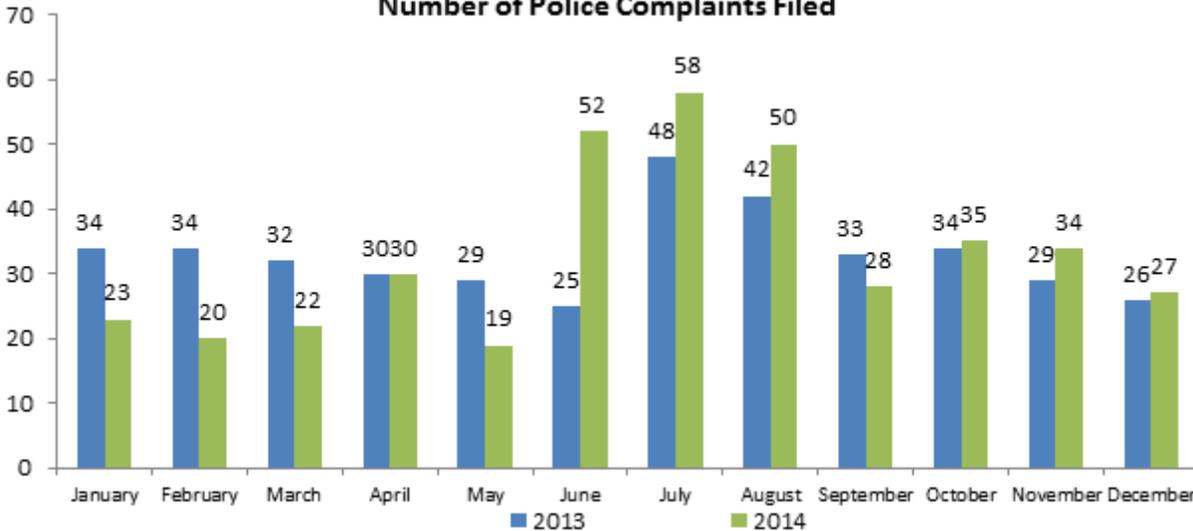
**Minority and Women Business Inclusion
2014 Annual Summary
(Closed Projects - All)**

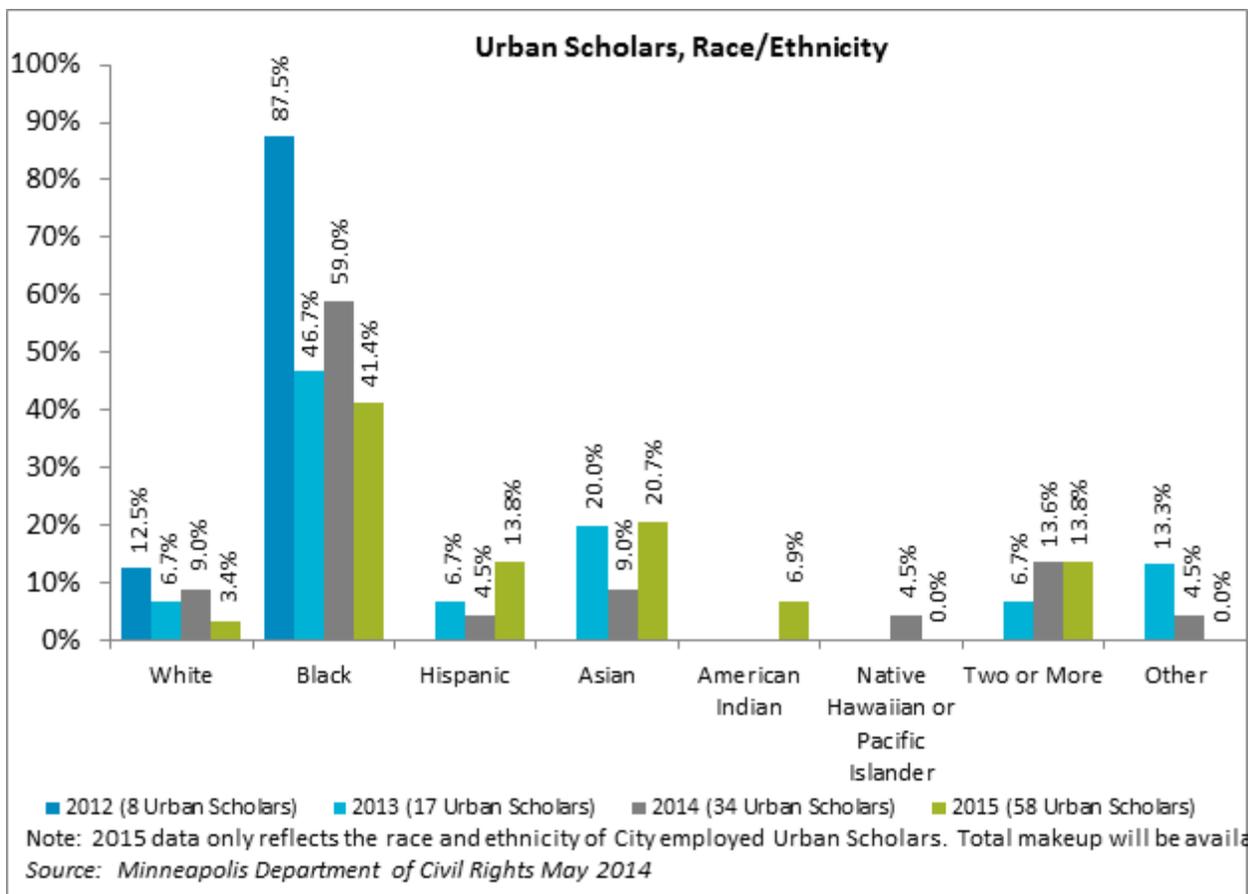
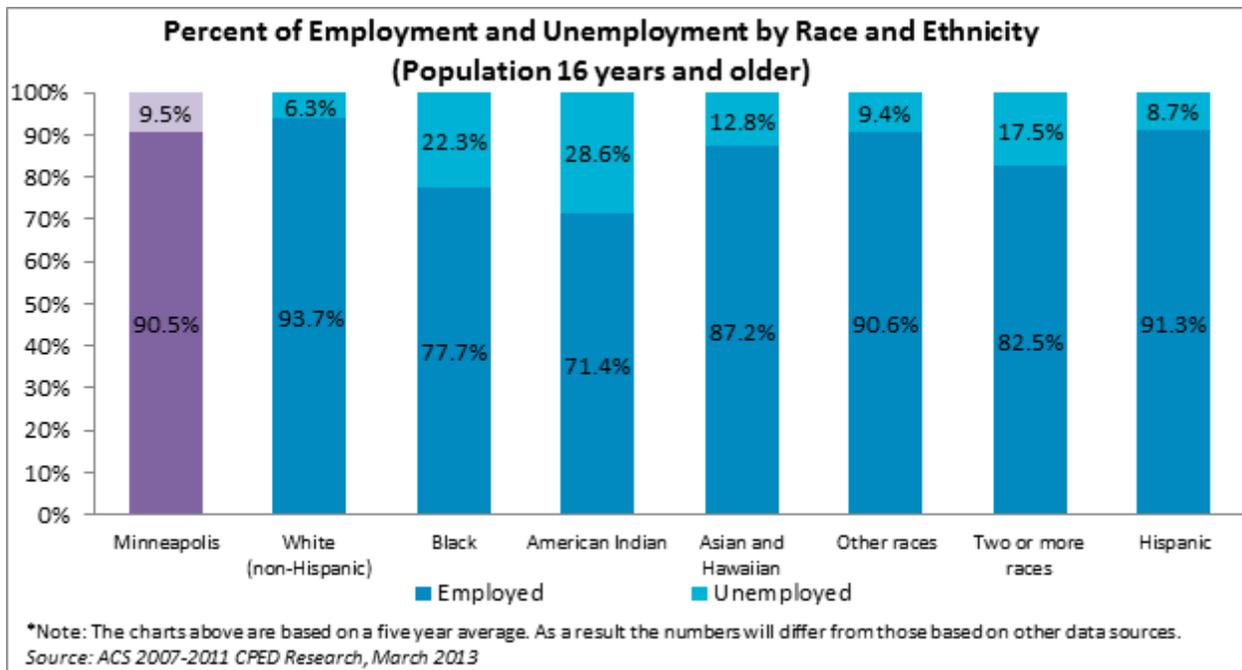


**Minority and Female Workforce Inclusion
2014 Annual Summary by Quarters
(Closed Projects - All)**



Number of Police Complaints Filed





One Minneapolis

Complaint Investigations

General Fund: \$544,937
Other Funds: \$45,500

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 cases transferred from the EEOC. The Complaint Investigations Division (CID) is required by city ordinance and a federal work share agreement with the US Equal Employment Opportunity Commission to investigate and resolve complaints that allege illegal discrimination.

Employment Equity

General Fund: \$629,691

This Civil Rights Equity Division (CRED) program in collaboration with other City departments, support and encourage efforts in the City to develop policies, practices, and strategic investments to reverse racial disparity trends, eliminate institutional racism, and ensure that outcomes and opportunities for all people are no longer predictable by race. In support of the divisions within the Civil Rights Department and in cooperation with its private, public, and nonprofit partners, CRED works to create fair and just opportunities and outcomes for all people. The division also manages Urban Scholars, the City's leadership development internship program for post-secondary students from diverse racial and ethnic backgrounds. The work in the division is performed by a division director and two administrative support employees.

A City that Works

Contract Compliance

General Fund: \$1,534,904
Other Funds: \$277,440

This program ensures that City of Minneapolis procurement of construction and development services, commodities and supplies, and professional and technical services includes women, minorities, and low income workers and businesses. The Division also ensures that workers on construction and development projects are paid in accordance with prevailing wage laws. This division monitors and ensures compliance in four primary program areas that affect the general fund: Affirmative Action, Minority and Women Business Inclusion, Low Income Residents and Business Inclusion, and Prevailing Wage Compliance.

Living Well

Office of Police Conduct Review

General Fund: \$600,715

This program ensures the processing of police conduct complaints in a fair manner with a civilian-sworn leadership model of oversight; utilizing a hybrid review panel of community members and police officers to issues recommendations that are just; and supporting an all civilian based commission that recommends policy and training that is positioned to change a culture, build community trust and have a lasting impact on the practice of police oversight. The program provides transparency, citizen engagement, and meaningful participation related to police conduct through the Police Conduct Oversight Commission by advising on police policy, auditing OPCR cases, and engaging the community in discussions and police procedure.

The ultimate goal is to foster mutual respect between the Minneapolis Police Department and all populations of the city of Minneapolis.

Financial Analysis

Expenditure

The total Civil Rights Department's budget increases from \$3.56 million to \$3.63 million from 2015 to 2016. This is an increase of \$70,000, or 2.1%. The Civil Rights Department's 2016 expenditure budget reflects inflationary increases in operation costs, \$200,000 in Mayor's recommended budget enhancements and partially offsetting reduction of \$50,000 of ongoing General Fund in rightsizing initiatives.

Revenue

Revenues are projected to decline by \$11,500 due to a decrease in Equal Employment Opportunities Commission (EEOC) charge resolutions in the City's federal grant fund. The department's total revenues in 2016 are projected to be \$45,500.

Fund Allocation

This department is funded primarily by the General Fund, with the remainder of the department's funding found in the Community Development Block Grant (CDBG) funds and other federal grant funds.

Mayor's Recommended Budget

The Mayor recommended \$92,000 in ongoing General Fund resources for enhancing the Urban Scholar program, and \$150,000 in one-time General Fund resources to conclude the development of the required study of business equity within the City.

The Mayor also recommended rightsizing the department's budget by reducing \$50,000 from the ongoing General Fund allocation.

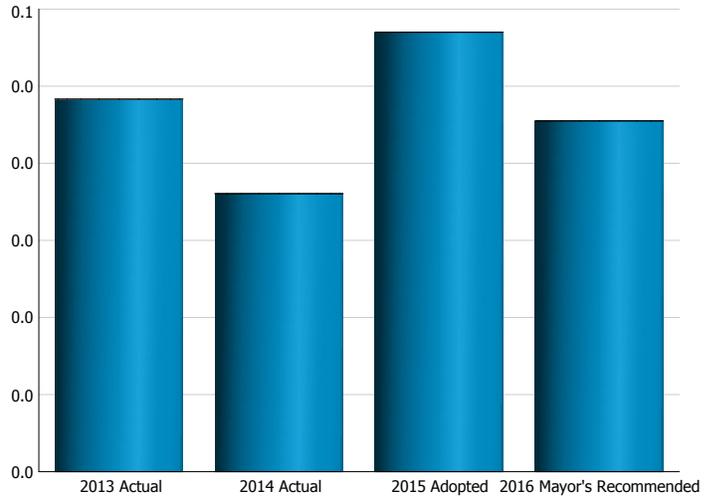
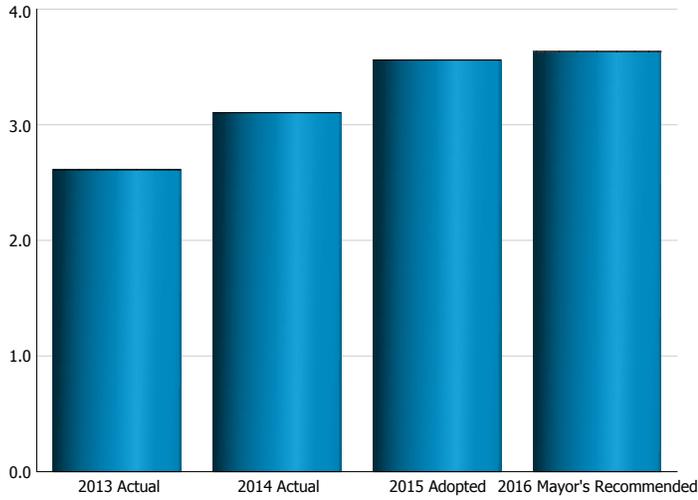
**CIVIL RIGHTS
EXPENSE AND REVENUE INFORMATION**

EXPENSE	2013 Actual	2014 Actual	2015 Adopted	2016 Mayor's Recommended	Percent Change	Change
GENERAL						
SALARIES AND WAGES	1,030,580	1,223,387	1,316,156	1,229,806	-6.6%	(86,350)
FRINGE BENEFITS	362,729	441,685	577,498	570,743	-1.2%	(6,755)
CONTRACTUAL SERVICES	476,885	591,088	933,881	1,114,869	19.4%	180,988
OPERATING COSTS	419,348	518,796	340,150	394,828	16.1%	54,678
CAPITAL						0
TOTAL GENERAL	2,289,542	2,774,956	3,167,684	3,310,246	4.5%	142,562
SPECIAL REVENUE						
SALARIES AND WAGES	197,472	209,946	224,633	235,812	5.0%	11,179
FRINGE BENEFITS	77,842	95,733	101,230	41,629	-58.9%	(59,601)
CONTRACTUAL SERVICES	31,608	3,345	66,137	45,500	-31.2%	(20,637)
OPERATING COSTS	14,956	20,532				0
TOTAL SPECIAL REVENUE	321,877	329,556	392,000	322,940	-17.6%	(69,059)
TOTAL EXPENSE	2,611,419	3,104,512	3,559,684	3,633,187	2.1%	73,503
REVENUE						
	2013 Actual	2014 Actual	2015 Adopted	2016 Mayor's Recommended	Percent Change	Change
GENERAL						
CHARGES FOR SALES	179	72			0.0%	0
CHARGES FOR SERVICES	34				0.0%	0
OTHER MISC REVENUES	8	30			0.0%	0
GENERAL	221	102				0
SPECIAL REVENUE						
CONTRIBUTIONS	4,159	5,500			0.0%	0
FEDERAL GOVERNMENT	43,932	30,459	57,000	45,500	-20.2%	(11,500)
SPECIAL REVENUE	48,091	35,959	57,000	45,500	-20.2%	(11,500)
TOTAL REVENUE	48,312	36,061	57,000	45,500	-20.2%	(11,500)

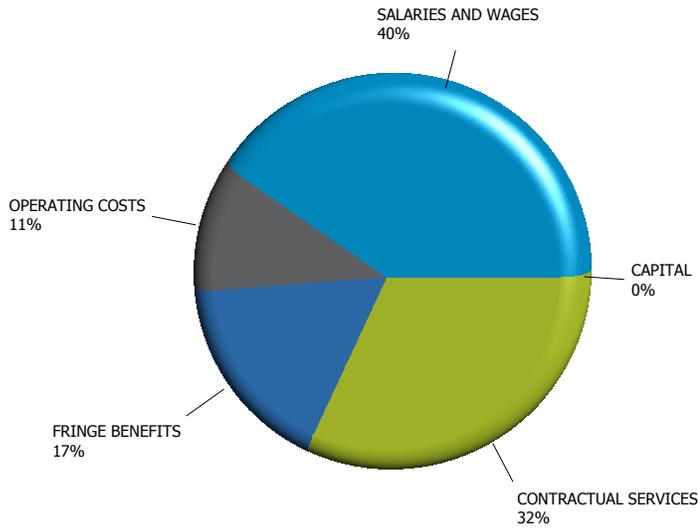
CIVIL RIGHTS EXPENSE AND REVENUE INFORMATION

Expense 2013 - 2016
In Millions

Revenue 2013 - 2016
In Millions



Expense by Category



**CIVIL RIGHTS
Staffing Information**

Division	2013 Budget	2014 Budget	2015 Budget	2016 Mayor's Recommended	% Change	Change
COMPLAINT INVESTIGATION	5.60	5.52	5.52	5.52	0.0%	0
CONTRACT COMPLIANCE	7.80	8.74	9.74	9.74	0.0%	0
EQUITY IN EMPLOYMENT	2.00	2.22	2.22	2.22	0.0%	0
POLICE CONDUCT REVIEW	5.60	5.52	5.52	5.52	0.0%	0
Overall	21.00	22.00	23.00	23.00	0.00	0

Positions 2013-2016

