

## CIVIL RIGHTS

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### **MISSION**

The Minneapolis Department of Civil Rights (MDCR) is the administrative agency responsible for carrying out the City's policy to prevent and prohibit all unlawful discriminatory practices. Such unlawful discriminatory practices injure the public welfare by degrading individuals, foster intolerance and hate, which create and intensify unemployment, substandard housing, under-education, ill health, lawlessness and poverty. Through vigorous enforcement of the civil rights laws, education, mediation and conciliation, the MDCR strives to eliminate unlawful discriminatory practices, thus promoting the health, welfare, peace, and safety of the community.

### **BUSINESS LINES**

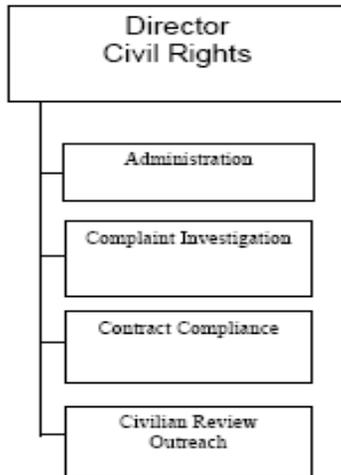
**Civilian Review Authority (CRA)** is the City's administrative agency that investigates and adjudicates citizen complaints of police misconduct. The CRA staff, and the eleven-member citizen board, issue decisions independent of the Minneapolis Police Department.

**Complaint Investigations Unit (CIU)** is a quasi-judicial administrative agency that enforces the Minneapolis Civil Rights Ordinance by investigating, conciliating and adjudicating complaints of discrimination. CIU is also a FEPA (Fair Employment Practices Agency) under federal law, and investigates violations of Title VII of the 1964 Civil Rights Act pursuant to the work share agreement with the Equal Employment Opportunity Commission (EEOC). The Minneapolis Commission on Civil Rights (MCCR) is a twenty-one member citizen board that reviews CIU decisions.

**Contract Compliance Unit (CCU)** establishes, monitors, and enforces employment participation in Davis-Bacon, prevailing wage, Affirmative Action plans, the Equal Benefits Ordinance, along with subcontracting and purchasing goals for women and minority owned businesses on all City funded construction in excess of \$100,000 and purchasing/service contracts in excess of \$50,000.

**Multicultural Services and Community Access** facilitates access to and understanding of City services for all communities and reflects the expressed needs and priorities of the City of Minneapolis, communities of color, American-Indians, people with limited English, deaf and hard of hearing and other protected groups.

**Community Education Unit (CEU) (temporarily reinstated)** promotes the services of the department to the residents and visitors of Minneapolis by conducting public forums, presentations, and workshops in order to inform and disseminate quality and accurate information to the community.



<b>FIVE – YEAR DEPARTMENTAL GOALS, OBJECTIVES, AND PERFORMANCE MEASURES (ALIGNED WITH CITY GOALS AND STRATEGIC DIRECTIONS)</b>					
<b>City Goal (1-6)</b>	<b>City Strategic Direction (A-Z)</b>	<b>Department Goal</b>	<b>Objective</b>	<b>Measure</b>	
1-Safe Place, 2-One Minneapolis	1b, 2c	Enforce the Minneapolis Civil Rights Ordinance prohibiting discriminatory practices	Investigate allegations of discrimination that are legally sound, thorough, professional and timely	# of intake inquiries	
				# of complaints filed	
				% increase in cases resolved through mediation	
				Average time for Completion of investigations	
				Completion of discrimination investigations within the time frame as prescribed the current guidelines or court precedent	
1-Safe Place, 2-One Minneapolis	1b, 2a	Investigations under Title 9, Chapter 172 of the Minneapolis Civilian Police Authority Ordinance	Investigate allegations of police misconduct in a professional, thorough, and timely manner	# of intake inquiries	
				# of complaints filed	
				# of cases under investigation	
				# of hearings held	
				# of complaints awaiting CRA hearing	
1-Safe Place	1b, 1e			# of Civil Rights or CRA sponsored forums or trainings	
				# of reports and presentations by Civil Rights Department and other advisory groups to stakeholders, including City Council	

**FIVE – YEAR DEPARTMENTAL GOALS, OBJECTIVES, AND PERFORMANCE MEASURES  
(ALIGNED WITH CITY GOALS AND STRATEGIC DIRECTIONS)**

City Goal (1-6)	City Strategic Direction (A-Z)	Department Goal	Objective	Measure
1-Safe Place, 2-One Minneapolis	1b, 2a, 2c	Insure equal and timely access to City Services, Decision-making Processes and Resource Opportunities for all customers	Facilitate processes to better inform, engage and educate diverse communities in public policy debate and decision making processes	# of City Departments that have fully implemented their LEP plans and trained staff
1-Safe Place, 2-One Minneapolis	1b, 2a, 2c			Increased utilization of language and deaf and hard of hearing access tools or supports (telephonic interpreting services/requests for face- to-face interpreters and document translation) by City Departments
2-One Minneapolis	2a, 6c	Proactively support workforce diversity in the City of Minneapolis by establishing and monitoring employment hiring goals  Proactively support workforce diversity in the City of Minneapolis by establishing and monitoring employment hiring goals (ctd.)	Correct past practice of underutilization of women and minority owned businesses and underemployment of protected classes within the City of Minneapolis	% increase of women and minority employees participants on construction/building projects funded with City of Minneapolis dollars
				# of Affirmative Action Plans registered
				# and total value of Construction and Development projects (pending, active, closed)
				Davis-Bacon prevailing wage (total projects, value of projects and # receiving restitution)
2-One Minneapolis	2a, 6c		Improve internal Department's knowledge and adherence to SUBP policy and its impact on procurement	

<b>MEASURE DATA AND TARGETS TABLE</b>						
<b>Measure Name</b>	<b>2003 Data</b>	<b>2004 Data</b>	<b>2005 Data</b>	<b>2006 Data</b>	<b>2007 Target</b>	<b>2011 Target</b>
# of intake inquiries	438	985	607	Gathering	700	850
# of complaints filed	155	115	121	Pending	50%	60%
% increase in cases resolved through mediation	9%	3%	29%	Pending	8	16
Average completion time for investigations (days)	441	747	792	689	650	607
Increased MMS utilization(language and deaf and hard of hearing access tools or supports (telephonic interpreting services/requests for face-to-face interpreters and document translation) by City Departments	3,300	4,204	5,103	6,000	7,000	8,000
<b>Measure Name</b>	<b>2003 Data</b>	<b>2004 Data</b>	<b>2005 Data</b>	<b>2006 Data</b>	<b>2007 Target</b>	<b>2011 Target</b>
% of women and minority employees participation on construction/building projects funded with City of Minneapolis dollars	Gathering data	Gathering data	2,091,516 Total Project hours  107,814 / 5.15% – Female participation  256,163 / 14.16% - Minority Skilled Participation  54,504/ 19.27% - Minority Unskilled Participation	Pending	N/A	N/A
# of women and minority owned businesses who are certified to do business with the City	Gathering data	Gathering data	Gathering data	Gathering data	N/A	N/A
# of Affirmative Action Plans registered	551	515	512	246	550	550
# and total value of Construction and Development projects (active, closed, pending)	Active – 54 Closed – 58 Pending – 60 Total 172 2,143,047,106	Active – 53 Closed – 62 Pending – 54 Total 169 1,246,846,205	Active – 52 Pending – 31 Closed – 35 Total - 118 \$625,150,796	Active – 43 Pending – 37 Closed – 17 Total - 97 \$515,145,456	Active – 43 Pending – 37 Closed – 17 Total - 97 \$515,145,456	N/A

Measure Name	2003 Data	2004 Data	2005 Data	2006 Data	2007 Target	2011 Target
Davis-Bacon prevailing wage (total projects, value of projects and # receiving restitution)	44 Projects \$408,022  # receiving restitution = 32 \$ Amount of restitution = \$25,128	15 Projects \$276,800  # receiving restitution = 40 \$ Amount of restitution = \$69,674	43 Projects \$240,839,168  # receiving restitution = 30 \$ Amount of restitution = \$19,186	37 Projects \$210,918,664	37 Projects \$210,918,664	N/A
\$ Amount of City contracts awarded to small and underutilized businesses	Total Contract amount 193,030,939  Total MBE Amount = \$3,087,935 / 1.6%  Total WBE Amount = \$2,118,241 / 1.1%	Total Contract amount \$66,434,858  Total MBE Amount = \$1,535,506 / 2.3%  Total WBE Amount = \$1,085,640 / 1.6%	Total Contract amount \$625,150,797  Total MBE Amount = \$28,071,749 / 3.7%  Total WBE Amount = \$36,534,324 / 5.8%	Total Contract Amount \$515,145,456  Total MBE Amount = \$30,000,762 / 5.8%  Total WBE Amount = \$42,400,597 / 8.2%	Total Contract Amount \$515,145,456  Total MBE Amount = \$30,000,762 / 5.8%  Total WBE Amount = \$42,400,597 / 8.2%	N/A
Completion of investigations of discrimination within the time frame as prescribed the current guidelines or court precedent	50	70	80	30	90	150
# of CRA intake inquiries	610	402	236	257	272	300
# of CRA complaints filed	157	128	84	88	101	45
# of CRA cases under investigation	163	133	84	70	83	90
# of CRA hearings	3	85	179	88	108	96
# of complaints awaiting CRA hearing	78	91	25	15	15	16
# of Civil Rights or CRA sponsored forums or trainings	10	15	19	25	30	120
# of reports and presentations by Civil Rights Commission and other advisory groups to stakeholders, including City Council		2	4	4	4	10

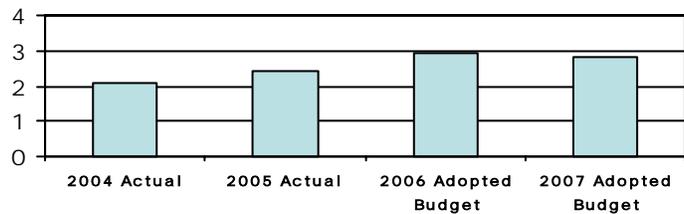
Measure Name	2003 Data	2004 Data	2005 Data	2006 Data	2007 Target	2011 Target
Increased MMS utilization(language and deaf and hard of hearing access tools or supports (telephonic interpreting services/requests for face to face interpreters and document translation) by City Departments	3,300	4,204	5,103	6,000	7,000	8,000

## FINANCIAL ANALYSIS

### EXPENDITURE

The Civil Rights Department's 2007 budget of \$2.8 million is in line with the five-year financial direction, with self-insurance fund charges. This expenditure figure is 4% less than the \$2.9 million in expenditures in the 2006 budget. The department had \$250,000 in one-time funds in 2006. The department's CDBG allocation has declined by 15%, the City-wide assumption.

**Expenditures 2004-2007  
(In millions)**



### REVENUE

The Department's revenue from EEOC (Equal Opportunities Employment Commission) Work Share agreement is projected in 2007 at \$54,000. This represents an 8% increase from the \$50,000 received in 2006.

### FUND ALLOCATION

The Civil Rights Department is funded by the General Fund (88%) and CDBG funds (12%).

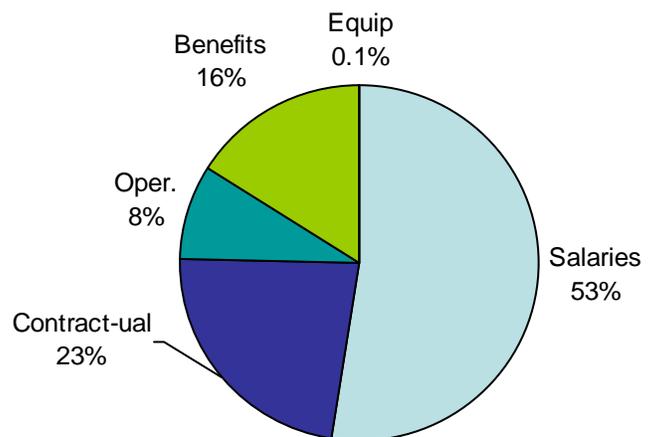
### MAYOR'S RECOMMENDED BUDGET

The Mayor recommended no changes to the Civil Rights budget.

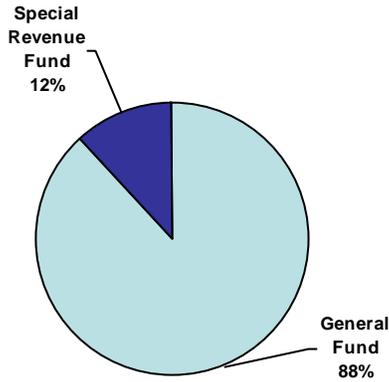
### COUNCIL ADOPTED BUDGET

The Council adopted the Mayor's Recommendations.

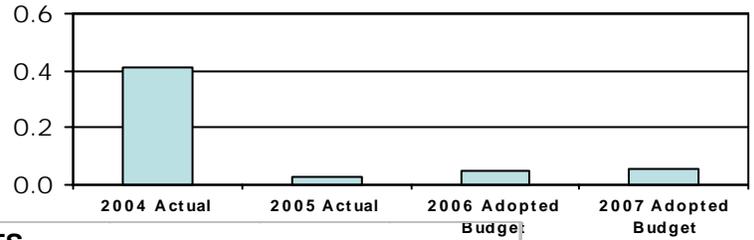
**Expenditures by Type (\$2.8 million)**



**Expenditures by Fund (\$2.8 million)**

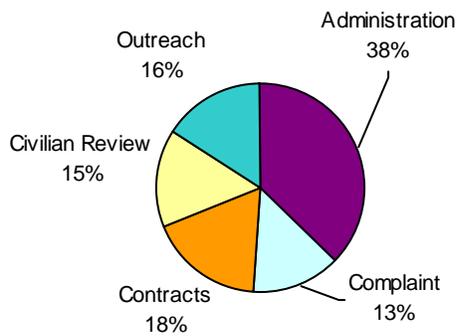


**Revenues 2004-2007  
(In millions)**

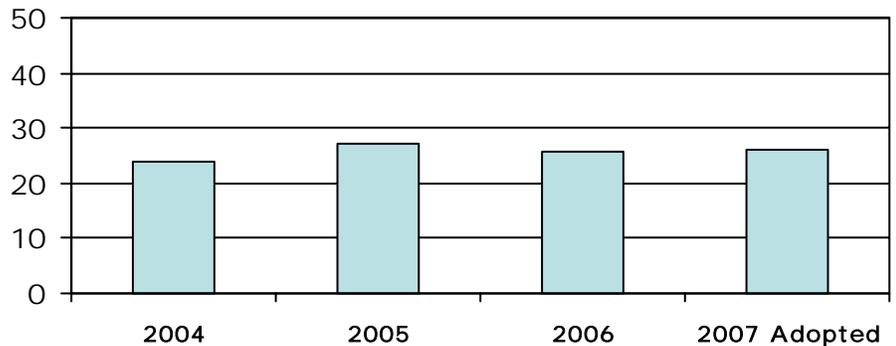


CIVIL RIGHTS						
Staffing Information						
	2004 Adopted Budget	2005 Adopted Budget	2006 Adopted Budget	2007 Adopted Budget	% Change	Change
<b>FTE's by Division</b>						
Administration	7.00	7.00	5.00	4.75	-5.00%	(0.25)
Complaint Investigation	6.00	6.00	5.00	5.25	5.00%	0.25
Contract Compliance	7.00	5.00	6.00	6.00	0.00%	-
Civilian Review Authority	4.00	4.00	4.00	4.00	0.00%	-
Outreach	-	5.00	5.80	6.10	5.17%	0.30
<b>Total FTE's</b>	<b>24.00</b>	<b>27.00</b>	<b>25.80</b>	<b>26.10</b>	<b>1.16%</b>	<b>0.30</b>

**Expenditures by Division**



**Staffing Summary 2004-2007**



**CIVIL RIGHTS  
EXPENSE AND REVENUE INFORMATION**

	<b>2004 Actual</b>	<b>2005 Actual</b>	<b>2006 Adopted Budget</b>	<b>2007 Adopted Budget</b>	<b>Percent Change</b>	<b>Change</b>
<b>Total Expenditures - All Funds</b>	2,058,387	2,446,836	2,914,146	2,798,739	-4.0%	-115,407
<b>Total Revenue - All Funds</b>	414,153	25,243	50,000	54,000	8.0%	4,000
<b>General Fund - City</b>						
Salaries and Wages	1,178,070	1,139,930	1,305,231	1,285,226	-1.5%	-20,005
Contractual Services	315,008	603,292	767,870	542,171	-29.4%	-225,699
Operating Costs	43,985	78,610	67,815	228,371	236.8%	160,556
Fringe Benefits	247,869	288,199	346,724	398,547	14.9%	51,823
Equipment	520		3,103	3,212	3.5%	109
Capital Outlay	5,420	18	3,103	3,212	3.5%	109
<b>Total Expenditures</b>	<b>1,790,872</b>	<b>2,110,049</b>	<b>2,493,846</b>	<b>2,460,739</b>	<b>-1.3%</b>	<b>-33,107</b>
<b>Charges for Service</b>	<b>342,448</b>	<b>368</b>			<b>0.0%</b>	<b>0</b>
<b>Total Revenue</b>	<b>342,448</b>	<b>368</b>			<b>0.0%</b>	<b>0</b>
<b>Special Revenue Funds</b>						
Salaries and Wages	167,970	241,887	223,139	178,090	-20.2%	-45,049
Contractual Services	38,479	34,189	117,369	100,389	-14.5%	-16,980
Operating Costs	8,968	592	8,109	8,393	3.5%	284
Fringe Benefits	49,014	60,120	71,683	51,128	-28.7%	-20,555
Equipment	2,322				0.0%	0
Capital Outlay	761				0.0%	0
<b>Total Expenditures</b>	<b>267,515</b>	<b>336,787</b>	<b>420,300</b>	<b>338,000</b>	<b>-19.6%</b>	<b>-82,300</b>
<b>Federal Government Contributions</b>	<b>71,000 705</b>	<b>24,500 375</b>	<b>50,000</b>	<b>54,000</b>	<b>8.0% 0.0%</b>	<b>4,000 0</b>
<b>Total Revenue</b>	<b>71,705</b>	<b>24,875</b>	<b>50,000</b>	<b>54,000</b>	<b>8.0%</b>	<b>4,000</b>