

EQUAL OPPORTUNITY

Program Goal

The Equal Opportunity Department promotes and enforces equal opportunities for both city employees and the general public through a wide range of voluntary affirmative action, education, community involvement and enforcement programs. These programs are carried out by a combination of staff and volunteer panels appointed by the Mayor and City Council.

Budget Allowance Explanation

The Equal Opportunity operating budget allowance of \$4,257,000 is \$444,000 or 11.7 percent more than 2005-06 estimated expenditures. This increase reflects a carry over of funds for a new Minority/Woman/Small Business Enterprise database and normal inflationary increases. The budget also converts a temporary equal opportunity specialist to regular status.

Expenditure and Position Summary

	2004-05	2005-06	2006-07
Operating Expense	\$3,430,000	\$3,807,000	\$4,251,000
Total Positions	38.0	40.0	40.0
Source of Funds:			
General	\$3,033,000	\$3,402,000	\$3,878,000
Community Development			
Block Grant	177,000	179,000	184,000
Grant	167,000	194,000	157,000
Other Restricted	53,000	32,000	32,000

Equal Opportunity Major Performance Measures and Service Trends

The following significant performance measures and service trends will be achieved with the 2006-07 budget allowance:

	2004-05	2005-06*	2006-07
Discrimination complaints in employment, public accommodations, housing and Americans with Disabilities Act (ADA) accessibility, investigated and closed**	145	241	240
Minority-owned, woman-owned and disadvantaged and small business enterprise (M/W/D/SBE) outreach presentations to area businesses and M/W/D/SBE organizations	37	37	37
M/W/D/SBEs certified or recertified as percent of goal	103%	100%	100%
SBEs certified or recertified as percent of goal	83%	108%	108%
Contracts monitored for use of M/W/D/SBE subcontractors	545	545	545

*Based on 10 months actual experience.

**The number of discrimination complaints received reflects many varied circumstances and can fluctuate significantly.

