

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 \$4,229,000 is \$217,000 or 5.4 percent more than 2006-07 estimated expenditures. This increase includes the addition of a position to meet workloads associated with the M/W/SBE goals compliance program and normal inflationary increases. Also contributing to the increase is the carry forward of unspent funds for the Minority/Women/Small Business Enterprise database.

Expenditure and Position Summary

	2005-06	2006-07	2007-08
Operating Expense	\$3,658,000	\$4,012,000	\$4,229,000
Total Positions	40.0	38.0	39.0
Source of Funds:			
General	\$3,341,000	\$3,636,000	\$3,846,000
Community Development			
Block Grant	153,000	184,000	201,000
Federal and State			
Grants	113,000	137,000	128,000
Other Restricted	51,000	55,000	54,000

Equal Opportunity Major Performance Measures and Service Levels

The following significant performance measures and service trends will be achieved with the 2007-08 budget allowance:

	2005-06	2006-07*	2007-08
Discrimination complaints in employment, public accommodations, housing and Americans with Disabilities Act (ADA) accessibility, investigated and closed**	235	241	241
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
Number/percent of M/W/D/SBEs certified or recertified based on goal of 800 firms	737 / 92%	755 / 94%	744 / 94%
Number/percent of SBEs certified or recertified based on goal of 500 firms	651 / 130%	668 / 134%	668 / 134%
Contracts monitored for use of M/W/D/SBE subcontractors**	1,996	2,270	2,270

*Based on 10 months actual experience.

**Contracts monitored fluctuate depending on the amount of construction work included in the annual Capital Improvement Program. The number of construction contracts monitored is estimated to increase in 2007-08 due to the continuation of several large multi-year projects, including the Phoenix Convention Center, the downtown hotel and light rail projects.