



**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 2008-09 budget allowance of \$3,648,000 is \$41,000 or 1.1 percent less than 2007-08 estimated expenditures. The decrease includes the elimination of user technology specialist and equal opportunity specialist positions. The budget also includes reductions in travel, various contractual services, programming for a new Minority Women Small Business Enterprise (MWSBE) database and computer replacements. These reductions are partially offset by normal inflationary increases and a slight increase in federal grants.

**Expenditure and Position Summary**

	2006-07	2007-08	2008-09
Operating Expense	\$3,872,000	\$3,689,000	\$3,648,000
Total Positions	38.0	37.0	37.0
Source of Funds:			
General	\$3,499,000	\$3,320,000	\$3,253,000
Community Development			
Block Grant	184,000	196,000	207,000
Federal and State			
Grants	100,000	124,000	139,000
Other Restricted	89,000	49,000	49,000

**Equal Opportunity Major Performance Measures and Service Levels**

The following significant performance measures and service level trends will be achieved with the 2008-09 budget allowance:

	2006-07	2007-08*	2008-09
Discrimination complaints in employment, public accommodations, housing and Americans with Disabilities Act (ADA) accessibility, investigated and closed	245	237	237
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	765/96%	809/101%	809/101%
Number/percent of SBEs certified or recertified based on goal of 500 firms	694/139%	756/151%	756/151%
Contracts monitored for use of M/W/D/SBE subcontractors	1,332	1,332	1,332

\*Based on 10 months actual experience.

