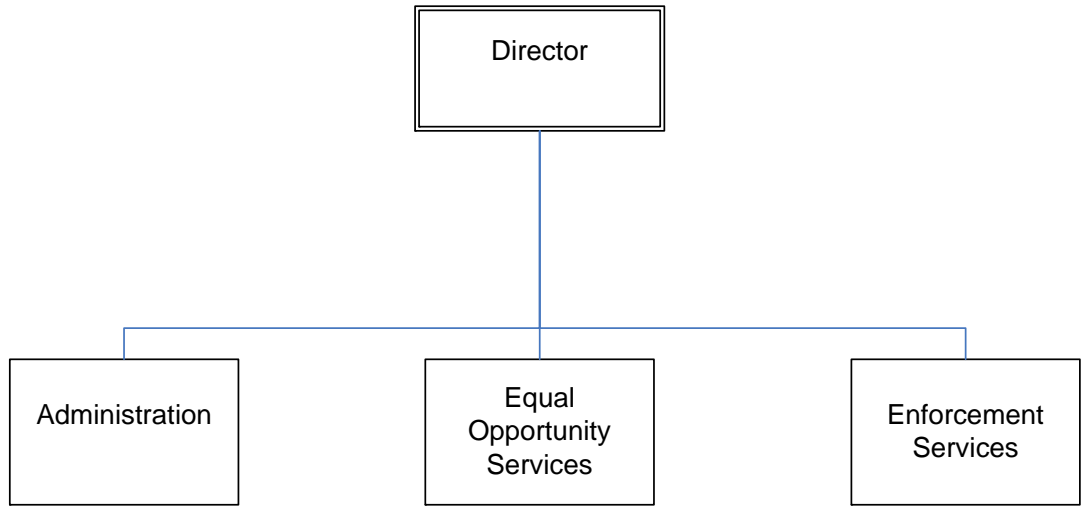




Human Relations Commission



HUMAN RELATIONS COMMISSION

Mission

The Mission of the Louisville and Jefferson County Metro Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Metro Louisville; to eliminate all forms of bigotry, bias and hatred from the community; and to promote interracial and inter-group harmony by acting together to conciliate difference and promote mutual understanding by enlisting the aid of other like-minded groups in the elimination of discriminatory practices.

Programs and Services

Enforcement Services

To achieve a bias-free living and working environment in the Louisville Metro geographical jurisdiction by monitoring equal access programs, enforcing equal access laws, and educating the public.

Equal Opportunity Services

To eliminate discrimination in Louisville Metro's geographical jurisdiction by investigating complaints of discrimination based on race, sex, religion, disability, age, color, sexual orientation, gender identity and national origin through enforcement of employment, public accommodation, housing and hate crime laws, ordinances and policies.

Goals & Indicators

Enforcement Services

- To increase the number of certified businesses.
- To increase efforts to contract and purchase with certified businesses.
- To improve efficiency and monitoring of projects, vendors and contractors in the pre-qualification and good faith effort (affirmative action) process.
- To increase education and outreach efforts on the pre-qualification, certification and affirmative action goals within the community.

Equal Opportunity Services

- To improve complaint processing time at all phases in the process, including in-take, investigation, and hearings.
- To increase the number of closed complaints.
- To increase education and outreach by partnering with other Metro Government agencies and other agencies within the community.
- To increase education and outreach for the police complaint process by increasing communication with citizens who have filed complaints, providing reports that track the citizen police complaints with more detail.

**Human Relations
Commission**

Budget Summary

| | Prior Year Actual 2006-2007 | Original Budget 2007-2008 | Revised Budget 2007-2008 | Mayor's Recommended 2008-2009 | Council Approved 2008-2009 |
|---------------------------------|--|--|---|--|---|
| General Fund Appropriation | 891,300 | 1,000,600 | 1,000,600 | 818,000 | 809,900 |
| Agency Receipts | 8,900 | 9,100 | 9,100 | 9,100 | 9,100 |
| Federal Grants | 37,600 | 35,000 | 130,000 | 117,200 | 117,200 |
| Total Revenue: | 937,800 | 1,044,700 | 1,139,700 | 944,300 | 936,200 |
| Personal Services | 757,900 | 780,400 | 865,300 | 730,500 | 722,400 |
| Contractual Services | 139,800 | 211,100 | 189,300 | 173,100 | 173,100 |
| Supplies | 24,700 | 32,000 | 35,100 | 24,200 | 24,200 |
| Equipment/Capital Outlay | 9,500 | 0 | 0 | 0 | 0 |
| Interdepartment Charges | 5,800 | 21,200 | 22,900 | 16,500 | 16,500 |
| Restricted & Other Proj Exp | 0 | 0 | 27,100 | 0 | 0 |
| Total Expenditure: | 937,700 | 1,044,700 | 1,139,700 | 944,300 | 936,200 |
| Expenditures By Activity | | | | | |
| Director's Office | 343,000 | 370,400 | 370,400 | 302,400 | 300,100 |
| Enforcement Services | 146,000 | 176,200 | 176,200 | 166,100 | 165,100 |
| Equal Opportunity Services | 448,700 | 498,100 | 593,100 | 475,800 | 471,000 |
| Total Expenditure: | 937,700 | 1,044,700 | 1,139,700 | 944,300 | 936,200 |

| Human Relations Commission | Position Detail | |
|--|---------------------------------------|------------------------------------|
| | Mayor's Recommended FY2008-2009 | Council Approved FY2008-2009 |
| Position Allocation (in Full-time Equivalent) | | |
| Full-time | 15 | 15 |
| Permanent Part-time | 0 | 0 |
| Seasonal/Other | 4 | 4 |
| Total Positions | 19 | 19 |

Position Title

| | | |
|--------------------------------|---|---|
| Administrative Assistant | 1 | 1 |
| Administrative Specialist | 1 | 1 |
| Assistant Director | 1 | 1 |
| Community Outreach Coordinator | 1 | 1 |
| Compliance Analyst | 2 | 2 |
| Compliance Officer | 5 | 5 |
| Director | 1 | 1 |
| Receptionist | 1 | 1 |
| Secretary | 2 | 2 |
| Staff Helper/External | 4 | 4 |