

METROPOLITAN HUMAN RELATIONS COMMISSION

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Raquel Foster – Investigator

Jennifer Wiegmann – Investigator

Kristen Arthur-Livingston – Investigator

Raymond Sandoval – Executive Secretary

Christine Marshall – Administrative Assistant

METROPOLITAN HUMAN RELATIONS

The Metropolitan Human Relations Commission (“MHRC”) was established by the Common Council of Fort Wayne to “administer and enforce” anti-discrimination legislation within the territorial boundaries of the City of Fort Wayne. As primary basis for establishing MHRC, the Mayor and Common Council decreed the following:

“Discrimination in social, cultural and economic life in Fort Wayne against any person or persons because of race, sex, color, religion, handicap, ancestry, national origin, or place of birth, is contrary to American principles and is harmful to the social, cultural, and economic life of the city. Discrimination, particularly in employment opportunities, public accommodations and housing, increases the burden and cost of government; and, such discrimination contributes to increased crime, vice, juvenile delinquency, fires and other evils thereby affecting the public safety, public health, and general welfare of the community. It is therefore deemed to be in the best interests of the city to create a metropolitan Commission to administer and enforce anti-discrimination legislation and ordinances, all as authorized by the Indiana Civil Rights Act.”

The Commission has continued to maintain a high level of productivity in the number case resolutions, decrease and reduce the case age in the office, continued to adopt stringent case processing protocols to ensure compliance with new protected classes added by Common Council to MHRC’s enabling Ordinance G-21-78, maintained and increased quality of compliance with the United States Equal Employment Opportunity Commission (“EEOC”) and the United States Housing and Urban Development (“HUD”). MHRC’s contractual commitment continues to increase. This continuing increase translates to increase revenue to the City of Fort Wayne.

MISSION STATEMENT **(Pending final Board Approval)**

MHRC is focused and committed to creating an environment in the City of Fort Wayne, through education, community relations and mediation, effective partnering with established local organizations and faith based entities, and through assertive but tempered enforcement of anti-discrimination legislation, to prevent and eliminate discrimination, so as to ensure and provide equal access, protection, participation, opportunities of rights and privileges to all persons, without regard to race, color, sex, religion, national origin, disability, familial status, age, sexual orientation, ancestry, or place of birth.

GOALS AND OBJECTIVES

- I. To continue to expeditiously investigate all credible allegations and/or conditions that create or promote disparate impact on persons and/or sections of the City, or conditions and/or allegations that result in a discriminatory treatment of persons and/or sections of the City on the bases enumerated in Ordinance G-21-78. While expediency (to reduce case age) remains a priority for the Commission, thoroughness, objectivity, and neutrality will take precedence in each investigation. The number of complaints filed, the number of complaints resolved and the remedies awarded by the Commission where violation exists, will measure the success of this goal.
- II. To expand outreach activities, especially in housing and public accommodation, to schools and colleges within the territorial boundaries of the City of Fort Wayne. This will include partnering with lending institutions and housing providers to promote awareness of the vices of predatory lending and predatory renting.
- III. To advertise MHRC’s educational programs and activities to surrounding localities that do not have MHRC type entity. The goal is to provide MHRC’s services for fee thereby generating revenue for the City.
- IV. To partner with employers who have “best practices” type programs in their workplaces. MHRC will encourage the sharing of such programs with smaller businesses in a mentoring kind of spirit. This will hopefully enhance MHRC’s mission of preventing discrimination in the in the workplace through proactive rather than reactive education.

GOALS AND OBJECTIVES - Continued

- I. To expand MHRC's grant writing activities to seek resources that will enable MHRC to partner and share those resources with local organizations that provide human relations type services to residents of the City in the areas of housing, employment, and education, etc.
- II. To expand the Commission's alternative dispute resolution program (mediation and conciliation). This may even include securing outside mediators to assist in mediating and conciliating cases pending before the Commission.
- III. To actively work with departments of local governments so as to utilize whatever existing programs, equipments, or personnel they may have and can share in order to help avoid duplicity/redundancy/ and costs in operations.
- IV. To ensure that the Commission secures the necessary tools needed to enable it to provide services that are packaged in professionalism but not at the expense of cost effectiveness.

METROPOLITAN HUMAN RELATIONS
Dept # 010-005-OFFC
2006 BUDGET COMPARISON

		<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>\$ INCREASE</u>	<u>% CHANGE</u>
		<u>ACTUAL</u>	<u>APPROVED</u>	<u>SUBMITTED</u>	<u>(DECREASE)</u>	<u>FROM 2005 APPR</u>
			<u>THRU 7/31/05</u>		<u>TO 2006</u>	<u>TO 2006</u>
4111	WAGES-REG	\$ 352,279	\$ 385,375	\$ 414,910	\$ 29,535	7.66%
4131	PERF	19,376	20,469	22,820	2,351	11.49%
4132	FICA	25,976	31,317	31,741	423	1.35%
4134	GROUP HEALTH INSUR	78,000	84,000	94,200	10,200	12.14%
4136	UNEMPLOYMENT	202	205	207	2	1.20%
4137	WORKERS COMP	880	880	888	8	0.91%
413A	PERF/FRINGE	10,568	12,281	12,447	166	1.35%
413R	RETIREE HEALTH INSUR	6,500	-	-	-	0.00%
TOTAL 4100		\$ 493,781	\$ 534,528	\$ 577,213	\$ 42,686	7.99%
4212	STATIONARY/FORMS	\$ 108	\$ 800	\$ 300	\$ (500)	-62.50%
4213	COMPUTER SUPPL	48	250	1,800	1,550	620.00%
4219	OTHR OFFC SUPPL	4,374	4,400	4,800	400	9.09%
4231	GASOLINE	34	-	200	200	100.00%
4247	INSTRCT SUPPL	-	-	5,000	5,000	100.00%
4299	OTHER MTLs	1,176	3,500	-	(3,500)	-100.00%
TOTAL 4200		\$ 5,740	\$ 8,950	\$ 12,100	\$ 3,150	35.20%
4311	LEGAL SRVCS	\$ 3,352	\$ 7,500	\$ 7,500	\$ -	0.00%
4317	INSTRCT SRVCS	-	6,000	4,000	(2,000)	-33.33%
431K	SEMINAR FEES	1,005	-	3,242	3,242	100.00%
4320	HUD TRAVEL	-	-	30,304	30,304	100.00%
4322	POSTAGE	6,877	8,700	7,200	(1,500)	-17.24%
4323	TELEPHONE	2,786	2,640	2,820	180	6.82%
4324	TRAVEL	24,612	25,000	2,290	(22,710)	-90.84%
4325	BOARD TRAVEL	670	4,000	3,966	(34)	-0.85%
4326	MILEAGE	303	600	240	(360)	-60.00%
4329	EEOC TRAVEL	-	-	5,476	5,476	100.00%
432C	CELL PHONE	146	1,700	1,380	(320)	-18.82%
432L	LONG DISTANCE	600	720	480	(240)	-33.33%
4331	PRINTING	1,115	1,500	1,680	180	12.00%
4342	LIABILITY INSUR	389	389	432	43	11.05%
4343	OFCL/CRIME BOND	97	55	61	6	10.91%
4369	CONT SRVCS	3,600	3,300	4,432	1,132	34.30%
4377	CC BLD PKG	310	500	500	-	0.00%
4391	SUBS & DUES	487	1,736	585	(1,151)	-66.30%
4399	OTHR SRVCS	398	-	-	-	0.00%
TOTAL 4300		\$ 46,747	\$ 64,340	\$ 76,588	\$ 12,248	19.04%
4445	PUR COMPUTER	\$ -	\$ 9,922	\$ -	\$ (9,922)	-100.00%
4451	PUR FURNITURE	-	1,200	-	(1,200)	-100.00%
4454	BETTERMENTS	1,200	3,000	-	(3,000)	-100.00%
TOTAL 4400		\$ 1,200	\$ 14,122	\$ -	\$ (14,122)	-100.00%
TOTAL EXPENSES		\$ 547,468	\$ 621,940	\$ 665,901	\$ 43,962	7.07%

Metropolitan Human Relations 2006-2010 Capital Improvement Program

<u>FUNDING SOURCE CODE:</u>	GRP-Grant Pending	PT-Property Tax
CC-Cumulative Capital Fund	LE-Lease	RB-Revenue Bond
CDBG-Community Development Block Grant	InfraBd-Infrastructure Bond	ST-State Source
CEDIT-Co. Economic Development Income Tax	LRS-Local Roads & Streets	SU-Sewer Utility
CO-County Source	MISC-Miscellaneous	SWU-Stormwater Utility
FED-Federal Source	MVH-Motor Vehicle Highway	TIF-Tax Increment Financing
GOB-General Obligation Bond	PCBF-Park Cumulative Bldg. Fund	UF-User Fee
GRA-Grant Approved	PS-Private Source	WU-Water Utility

Item #	Project Title & Description	Funding Source	Expenditure				
			2006	2007	2008	2009	2010
1	Computer	LE	3,800	5,500	4,300	5,500	5,500
2	Printer replacement	LE	1,200	-	1,200	-	-
3	Upgrade/Coordinate Office Furnishings	FED	-	1,200	1,200	1,200	1,200
4	Office Equipment	LE	1,000	500	500	500	500
TOTAL			6,000	7,200	7,200	7,200	7,200

STAFFING LEVELS
BUDGETED
METROPOLITAN HUMAN RELATIONS COMMISSION

CLASSIFICATION TITLE	EXEMPT GRID/* UNION														
		98	99	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
Executive Director *	H	1	1	1	1	1	1	1	1	1	1	1	1	1	
Deputy Director	I	0	0	1	1	1	0	0	0	0	0	0	0	0	
Chief Investigator	E	1	1	1	1	1	0	0	0	0	0	0	0	0	
Chief Investigator	E	1	1	1	1	1	1	1	1	0	1	1	1	1	
Investigator III	E	2	2	2	2	2	5	5	5	7	5	5	5	5	
Investigator II	E	1	1	1	1	1	0	0	0	0	0	0	0	0	
Investigator I *	B	1	1	1	1	1	1	1	1	0	1	1	1	1	
System Administrator *	B	1	1	1	1	1	1	1	1	1	1	1	1	1	
Administrative Assistant *	A	1	1	1	1	1	1	1	1	1	1	1	1	1	
Executive Secretary *	A	1	1	1	1	1	1	1	1	1	1	1	1	1	
Outreach Specialist *	E	0	1	1	1	1	1	1	1	1	1	1	1	1	
TOTAL		10	11	12	12	12	12	12	12	12	12	12	12	12	

* Represents Grid and Salary Ordinance changes