

METROPOLITAN HUMAN RELATIONS COMMISSION

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Vacant for Now – Investigator

Vacant for Now – Investigator

Vacant for Now - Investigator

Raymond Sandoval – Executive Secretary

Annette Clifford – 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 continues to maintain a high level of productivity in case resolutions, reducing case age in the office, and implementing stringent case processing protocols to ensure timely resolution of cases. MHRC has set measurable goals to increase quality of compliance with the regulations of its federal partners, 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 from EEOC and HUD, thereby reducing the Commission’s reliance on property tax dollars.

VISION STATEMENT

MHRC is focused and committed to creating an environment in the City of Fort Wayne that will produce an inclusive community where trust, acceptance, fairness and equality are the City’s norms. To achieve this vision, the Commission must be FIT...Fair, Impartial, and Thorough in all material aspects.

GOALS

- I. To continue to expeditiously investigate all credible allegations and/or conditions that create or promote adverse effects 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.
- 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 continued partnering with lending institutions and housing providers to promote fair housing and fair lending practices.
- III. To advertise MHRC’s educational programs and activities to surrounding localities that do not have MHRC type entity in order to create additional revenue generating scheme for the Commission.
- 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.
- V. To provide channels of communication among various racial, religious and ethnic groups in the City.
- VI. To provide community mediation services to assist with inter-group conflicts.

- VII. To develop Commission employees into first rate fair, impartial, and thorough civil rights workers.
- VIII. 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.
- IX. 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.
- X. 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.
- XI. 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.

METRO HUMAN RELATIONS
 Dept # 0005
 2009 BUDGET COMPARISON

	2007 ACTUAL	2008 ACTUAL THRU 30-Jun-2008	2008 REVISED BUDGET	2009 SUBMITTED	\$ INCREASE (DECREASE) FROM 2008 APPR	% CHANGE FROM 2008 APPR TO 2009
5111 TOTAL WAGES	416,237		460,386	452,286	(8,100)	- 1.76%
5131 PERF - EMPLOYERS SHARE	25,555		32,227	33,517	1,290	
5132 FICA	30,414		35,220	35,366	146	
5134 LIFE MEDICAL & HEALTH INSURAN	102,000		108,000	108,000	-	
5136 UNEMPLOYMENT COMPENSATION	415		460	462	2	
5137 WORKERS COMP INSURANCE	696		756	756	-	
513A PERF - EMPLOYEES/PD BY CITY	12,266		13,812	13,869	57	
Total 5100	\$587,582	\$294,760	\$650,861	\$644,256	(\$6,605)	- 1.01%
5212 STATIONERY & PRINTED FORMS	65		-	72	72	
5213 COMPUTER SUPPLIES	469		-	528	528	
5219 OTHER OFFICE SUPPLIES	9,906		-	8,980	8,980	
5231 GASOLINE	363		-	1,380	1,380	
5247 INSTRUCTIONAL SUPPLIES	6,647		-	4,000	4,000	
5299 OTHER MATERIALS & SUPPLIES	288		-	324	324	
Total 5200	\$17,738	\$505	\$-	\$15,284	\$15,284	
5311 LEGAL SERVICES	5,515		-	7,600	7,600	
5317 INSTRUCTIONAL SERVICES	6,197		-	5,000	5,000	
531K SEMINAR FEES	5,551		-	4,000	4,000	
531R ADMIN SERVICES POOL	1,517		-	1,704	1,704	
5320 HUD TRAVEL EXPENSES	19,721		-	-	-	
5322 POSTAGE	4,588		-	5,136	5,136	
5323 TELEPHONE & TELEGRAPH	2,719		-	2,719	2,719	
5324 TRAVEL EXPENSES	6,184		9,500	5,000	(4,500)	
5325 COUNCIL AND/OR BOARD TRAVEL	3,435		-	4,000	4,000	
5326 MILEAGE	632		-	708	708	
5329 EEOC TRAVEL EXPENSES	733		-	-	-	
532C CELL PHONE	1,812		-	2,028	2,028	
532L LONG DISTANCE CHARGES	376		-	420	420	
5331 PRINTING OTHER THAN OFFC SUPPL	5,466		-	5,120	5,120	
5342 LIABILITY INSURANCE	474		728	-	(728)	
5369 CONTRACTED SERVICE	2,555		-	2,800	2,800	
5377 CC BUILDING PARKING	334		900	1,200	300	
5391 SUBSCRIPTIONS AND DUES	1,015		-	1,140	1,140	
5399 OTHER SERVICES AND CHARGES	2,198		-	-	-	
Total 5300	\$71,024	\$4,637	\$11,128	\$48,575	\$37,447	336.51%
5443 PURCHASE OF OFFICE EQUIPMENT	381		-	750	750	
5445 PURCHASE OF COMPUTER EQUIP	-		-	1,002	1,002	
5451 PURCHASE OF FURNITURE	-		-	1,248	1,248	
Total 5400	\$381	\$-	\$-	\$3,000	\$3,000	
Total	\$676,725	\$299,902	\$661,989	\$711,115	\$49,126	7.42%

Metropolitan Human Relations 2009-2013 Capital Improvement Program

FUNDING SOURCE CODE:	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				
			2009	2010	2011	2012	2013
1	Computer	PT	1,002	-	-	-	-
2	Printer replacement	PT	-	-	-	-	-
3	Upgrade/Coordinate Office Furnishings	PT	1,248	-	-	-	-
4	Office Equipment	PT	750	-	-	-	-
TOTAL			3,000	-	-	-	-

STAFFING LEVELS
BUDGETED
METROPOLITAN HUMAN RELATIONS COMMISSION

CLASSIFICATION TITLE	EXEMPT GRID/* UNION														
		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
Executive Director	H	1	1	1	1	1	1	1	1	1	1	1	1	1	
Deputy Director	I	1	1	0	0	0	0	0	0	0	0	0	0	0	
Chief Investigator	E	1	1	0	0	0	0	0	0	0	0	0	0	0	
Lead Investigator	E	1	1	1	1	1	0	0	2	2	2	2	2	2	
Legal Counsel	E	2	2	5	5	5	7	0	1	1	1	1	1	1	
Investigator - II	E	1	1	0	0	0	0	0	0	0	0	0	0	0	
Investigator/Intake Administrator	B	1	1	1	1	1	0	0	0	0	0	0	0	0	
Investigator	E	0	0	0	0	0	0	7	6	6	6	6	6	6	
Staff Attorney	H	0	0	0	0	0	0	0	0	0	0	0	0	0	
System Administrator	B	1	1	1	1	1	1	1	0	0	0	0	0	0	
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	
Education & Outreach Specialist	E	1	1	1	1	1	1	1	0	0	0	0	0	0	
TOTAL		12	12	12	12	12	12	12	12	12	12	12	12	12	