

# METROPOLITAN HUMAN RELATIONS

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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**

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 and G-33-92. 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 ensure that all persons are protected from unfounded charges of discrimination.
- III. 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.
- IV. To advertise MHRC’s educational programs and activities to surrounding localities that do not have a MHRC type entity. The goal is to provide MHRC’s services for a fee thereby generating revenue for the City.

## **GOALS AND OBJECTIVES - Continued**

- I. 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 workplace through proactive rather than reactive education.
- II. 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.
- III. 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.
- IV. 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.
- V. 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**  
**2007 BUDGET COMPARISON**

		<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>\$ INCREASE</u>	<u>% CHANGE</u>
		<u>ACTUAL</u>	<u>APPROVED</u>	<u>SUBMITTED</u>	<u>(DECREASE)</u>	<u>FROM 2006 APPR</u>
			<u>THRU 06/30/06</u>		<u>FROM 2006 APPR</u>	<u>TO 2007</u>
					<u>TO 2007</u>	<u>TO 2007</u>
<b>4111</b>	<b>WAGES-REG</b>	\$ 345,447	\$ 414,910	\$ 449,833	\$ 34,923	8.42%
4131	PERF	17,257	22,820	25,000	2,180	
4132	FICA	25,766	31,741	34,412	2,672	
4134	GROUP HEALTH INSUR	84,000	94,200	102,000	7,800	
4136	UNEMPLOYMENT	204	207	450	242	
4137	WORKERS COMP	876	888	696	(192)	
413A	PERF/FRINGE	10,355	12,447	13,495	1,048	
<b>TOTAL 4100</b>		<b>\$ 483,905</b>	<b>\$ 577,213</b>	<b>\$ 625,886</b>	<b>\$ 48,673</b>	<b>8.43%</b>
4212	STATIONARY/FORMS	\$ -	\$ 300	\$ 300	\$ -	
4213	COMPUTER SUPPL	118	1,800	1,800	-	
4219	OTHR OFFC SUPPL	4,984	4,800	5,500	700	
4231	GASOLINE	270	200	600	400	
4247	INSTRCT SUPPL	1,994	5,000	9,400	4,400	
4299	OTHER MTLs	2,697	-	-	-	
<b>TOTAL 4200</b>		<b>\$ 10,063</b>	<b>\$ 12,100</b>	<b>\$ 17,600</b>	<b>\$ 5,500</b>	<b>45.45%</b>
4311	LEGAL SRVCS	\$ 2,281	\$ 7,500	\$ 15,000	\$ 7,500	
4317	INSTRCT SRVCS	595	4,000	7,500	3,500	
431K	SEMINAR FEES	8,253	3,242	6,560	3,318	
431R	ADMIN POOL	1,170	-	-	-	
4320	HUD TRAVEL	-	30,304	-	(30,304)	
4322	POSTAGE	7,051	7,200	7,200	-	
4323	TELEPHONE	2,743	2,820	2,820	-	
4324	TRAVEL	20,984	2,290	8,000	5,710	
4325	BOARD TRAVEL	1,309	3,966	8,000	4,034	
4326	MILEAGE	402	240	240	-	
4329	EEOC TRAVEL	-	5,476	6,500	1,024	
432C	CELL PHONE	1,179	1,380	1,800	420	
432L	LONG DISTANCE	368	480	480	-	
4331	PRINTING	1,742	1,680	3,500	1,820	
4342	LIABILITY INSUR	384	432	420	(12)	
4343	OFCL/CRIME BOND	55	61	54	(7)	
4369	CONT SRVCS	3,066	4,432	4,200	(232)	
4374	OTHR EQ RENT	95	-	-	-	
4377	CC BLD PKG	423	500	-	(500)	
4391	SUBS & DUES	1,188	585	1,400	815	
4399	OTHR SRVCS	1,606	-	2,500	2,500	
<b>TOTAL 4300</b>		<b>\$ 54,894</b>	<b>\$ 76,588</b>	<b>\$ 76,174</b>	<b>\$ (414)</b>	<b>-0.54%</b>
4443	PUR OFFC EQP	\$ -	\$ -	\$ 500	\$ 500	
4445	PUR COMPUTER	11,378	-	-	-	
4451	PUR FURNITURE	-	-	1,200	1,200	
4454	BETTERMENTS	1,946	-	-	-	
<b>TOTAL 4400</b>		<b>\$ 13,324</b>	<b>\$ -</b>	<b>\$ 1,700</b>	<b>\$ 1,700</b>	<b>1700%**</b>
<b>TOTAL EXPENSES</b>		<b>\$ 562,186</b>	<b>\$ 665,901</b>	<b>\$ 721,360</b>	<b>\$ 55,459</b>	<b>8.33%</b>

\*\* Percentage high due to the fact that 4400's in 2006 were covered with lease dollars.

**Metropolitan Human Relations 2007-2011 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				
			2007	2008	2009	2010	2011
1	Computer	FED	-	4,300	5,500	5,500	2,500
2	Printer replacement	FED	-	1,200	-	-	1,200
3	Upgrade/Coordinate Office Furnishings	FED	1,200	1,200	1,200	1,200	1,200
4	Office Equipment	FED	500	500	500	500	1,100
<b>TOTAL</b>			<b>1,700</b>	<b>7,200</b>	<b>7,200</b>	<b>7,200</b>	<b>6,000</b>

**STAFFING LEVELS**  
**BUDGETED**  
**METROPOLITAN HUMAN RELATIONS COMMISSION**

CLASSIFICATION TITLE	EXEMPT GRID/* UNION														
		99	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
Executive Director	H	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Deputy Director	I	0	1	1	1	0	0	0	0	0	0	0	0	0	0
Chief Investigator	E	1	1	1	1	0	0	0	0	0	0	0	0	0	0
Chief Investigator	E	1	1	1	1	1	1	1	1	0	1	1	1	1	1
Investigator - III	E	2	2	2	2	5	5	5	7	5	5	5	5	5	
Investigator - II	E	1	1	1	1	0	0	0	0	0	0	0	0	0	
Investigator/Intake Administrator	B	1	1	1	1	1	1	1	0	1	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	
Education & Outreach Specialist	E	1	1	1	1	1	1	1	1	1	1	1	1	1	
<b>TOTAL</b>		11	12	12	12	12	12	12	12	12	12	12	12	12	

\* Represents Grid and Salary Ordinance changes