

# **METROPOLITAN HUMAN RELATIONS COMMISSION**

## **COMMISSION CHAIR**

**C. Lockwood Marine**

## **COMMISSION VICE CHAIR**

**Leslie Alford**

## **Commissioners**

**Larry Wardlaw**

**James Ridley**

**Linda Buskirk**

**Peter Witte**

**Maye Johnson**

## **Staff**

**Gerald Foday, Esq., - Executive Director**

**Dawn Cummings – Legal Counsel**

**Delinda Phillips – Lead Investigator**

**Tamara Roy – Lead Investigator**

**Tracy Yost – Investigator**

**April Rose – Investigator**

**Ronda Irby – Investigator**

**Shannon Van Ryn – Investigator**

**Vacant for Now – Investigator**

**Vacant for Now - Investigator**

**Raymond Sandoval – Executive Secretary**

**Vacant for Now – Administrative Assistant**

# 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 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.

**METROPOLITAN HUMAN RELATIONS**  
**Dept # 010-005-OFFC**  
**2008 BUDGET COMPARISON**

		<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>\$ INCREASE</u>	<u>% CHANGE</u>
		<u>ACTUAL</u>	<u>APPROVED</u>	<u>SUBMITTED</u>	<u>(DECREASE)</u>	<u>FROM 2007 APPR</u>
					<u>TO 2008</u>	<u>TO 2008</u>
<b>4111</b>	<b>WAGES-REG</b>	\$ 393,869	\$ 449,833	\$ 460,386	\$ 10,553	2.35%
4131	PERF	21,665	25,000	32,227	7,227	
4132	FICA	29,172	34,412	35,220	808	
4134	GROUP HEALTH INSUR	94,200	102,000	108,000	6,000	
4136	UNEMPLOYMENT	204	450	460	11	
4137	WORKERS COMP	888	696	756	60	
413A	PERF/FRINGE	11,815	13,496	13,812	316	
<b>TOTAL 4100</b>		<b>\$ 551,813</b>	<b>\$ 625,886</b>	<b>\$ 650,861</b>	<b>\$ 24,974</b>	<b>3.99%</b>
4212	STATIONARY/FORMS	\$ 33	\$ 300	\$ -	\$ (300)	
4213	COMPUTER SUPPL	1,579	1,800	-	(1,800)	
4219	OTHR OFFC SUPPL	8,853	5,500	-	(5,500)	
4231	GASOLINE	416	600	-	(600)	
4247	INSTRCT SUPPL	2,402	9,400	-	(9,400)	
4299	OTHER MTLs	648	-	-	-	
<b>TOTAL 4200</b>		<b>\$ 13,931</b>	<b>\$ 17,600</b>	<b>\$ -</b>	<b>\$ (17,600)</b>	<b>-100.00%</b>
4311	LEGAL SRVCS	\$ 4,028	\$ 15,000	\$ -	\$ (15,000)	
4317	INSTRCT SRVCS	2,185	7,500	-	(7,500)	
431K	SEMINAR FEES	4,829	6,560	-	(6,560)	
431R	ADMIN POOL	1,269	-	-	-	
4320	HUD TRAVEL	23,213	17,900	-	(17,900)	
4322	POSTAGE	5,340	7,200	-	(7,200)	
4323	TELEPHONE	2,703	2,820	-	(2,820)	
4324	TRAVEL	8,739	8,000	9,500	1,500	
4325	BOARD TRAVEL	3,163	8,000	-	(8,000)	
4326	MILEAGE	173	240	-	(240)	
4329	EEOC TRAVEL	4,253	6,500	-	(6,500)	
432C	CELL PHONE	1,631	1,800	-	(1,800)	
432L	LONG DISTANCE	256	480	-	(480)	
4331	PRINTING	1,534	3,500	-	(3,500)	
4342	LIABILITY INSUR	432	420	668	248	
4343	OFCL/CRIME BOND	61	54	60	6	
4369	CONT SRVCS	4,171	4,200	-	(4,200)	
436N	GARAGE NON-TARGET	5	-	-	-	
4377	CC BLD PKG	426	-	900	900	
4391	SUBS & DUES	1,901	1,400	-	(1,400)	
4399	OTHR SRVCS	100	2,500	-	(2,500)	
<b>TOTAL 4300</b>		<b>\$ 70,412</b>	<b>\$ 94,074</b>	<b>\$ 11,128</b>	<b>\$ (82,946)</b>	<b>-88.17%</b>
4443	PUR OFFC EQP	\$ -	\$ 500	\$ -	\$ (500)	
4451	PUR FURNITURE	-	1,200	-	(1,200)	
<b>TOTAL 4400</b>		<b>\$ -</b>	<b>\$ 1,700</b>	<b>\$ -</b>	<b>\$ (1,700)</b>	<b>1700.00%</b>
<b>TOTAL EXPENSES</b>		<b>\$ 636,156</b>	<b>\$ 739,260</b>	<b>\$ 661,989</b>	<b>\$ (77,272)</b>	<b>-10.45%</b>

**Metropolitan Human Relations 2008-2012 Capital Improvement Program**

<b>FUNDING SOURCE CODE:</b>	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				
			2008	2009	2010	2011	2012
1	Computer	FED	2,000	5,500	5,500	2,000	2,000
2	Printer replacement	FED	-	500	1,000	1,000	1,000
3	Vehicle	LE-Lease	25,000	-	-	-	-
4	Upgrade/Coordinate Office Furnishings	FED	2,500	1,200	1,200	1,200	1,200
5	Office Equipment	FED	1,500	500	500	500	500
<b>TOTAL</b>			<b>31,000</b>	<b>7,700</b>	<b>8,200</b>	<b>4,700</b>	<b>4,700</b>

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

CLASSIFICATION TITLE	EXEMPT GRID/* UNION	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
		Executive Director	H	1	1	1	1	1	1	1	1	1	1	1
Deputy Director	I	1	1	1	0	0	0	0	0	0	0	0	0	0
Chief Investigator	E	1	1	1	0	0	0	0	0	0	0	0	0	0
Lead Investigator	E	1	1	1	1	1	1	0	0	2	2	2	2	2
Legal Counsel	E	2	2	2	5	5	5	7	0	1	1	1	1	1
Investigator - II	E	1	1	1	0	0	0	0	0	0	0	0	0	0
Investigator/Intake Administrator	B	1	1	1	1	1	1	0	0	0	0	0	0	0
Investigator	E	0	0	0	0	0	0	0	7	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	1	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	1	0	0	0	0	0
<b>TOTAL</b>		<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>