

# HUMAN RELATIONS COMMISSION

## Mission Statement

Promote unity, understanding, and equal opportunity among all people of Metro Louisville; Eliminate all forms of bigotry, bias, and hatred from the community; Promote interracial and inter-group harmony by acting together to conciliate difference; Promote mutual understanding by enlisting the aid of other like-minded groups in the elimination of discriminatory practices.

### Legal References:

- Kentucky Revised Statute (KRS) 344.310-320 and 67C.119(14-29)
- Louisville Metro Code of Ordinances (LMCO) 30.25(B)(1), 32.761, 32.757-759, 130.52, 37.66, 37.69, 92.03-04, 92.40-92.99, 92.05-07, 32.760, 92.08-92.18, 37.27-29, 37.30, 37.68, 37.75

## Major Services

- Compliance Enforcement Services
- Equal Opportunity Enforcement Services
- Police Citizen Advocate Service

## Objectives

- Increase the number of certified businesses
- Increase efforts to contract and purchase with certified businesses
- Improve efficiency and monitoring of projects, vendors, and contractors in the pre-qualification and good faith effort process
- Increase education and outreach efforts related to compliance enforcement, equal opportunity enforcement, and the police complaint process within the community
- Improve complaint processing time at all phases in the process, including intake, investigation, hearings, and closeout

## Website

To view the agency's strategic plan along with other important information, please visit <http://www.louisvilleky.gov/HumanRelations/>

## Human Relations Commission

## Budget Summary

	<b>Prior Year Actual 2012-2013</b>	<b>Original Budget 2013-2014</b>	<b>Revised Budget 2013-2014</b>	<b>Mayor's Recommended 2014-2015</b>
General Fund Appropriation	606,100	640,500	640,500	669,100
Carryforward & Designated	197,500	-	174,400	302,800
Agency Receipts	2,000	20,100	20,100	20,100
Federal Grants	279,100	288,200	407,200	312,500
<b>Total Revenue:</b>	<b>1,084,700</b>	<b>948,800</b>	<b>1,242,200</b>	<b>1,304,500</b>
Personnel Services	623,000	717,900	824,500	799,800
Contractual Services	226,100	201,300	286,800	260,900
Supplies	6,800	12,200	21,700	15,200
Equipment/Capital Outlay	2,400	-	-	-
Direct Reimbursements	-	1,400	1,400	2,000
Interdepartment Charges	5,800	100	100	1,100
Restricted & Other Proj Exp	-	15,900	107,800	225,500
<b>Total Expenditure:</b>	<b>864,100</b>	<b>948,800</b>	<b>1,242,300</b>	<b>1,304,500</b>
<b>Expenditure by Activity</b>				
Director's Office	253,500	250,600	240,200	268,600
Enforcement Services	201,800	210,200	217,800	215,300
Equal Opportunity Services	408,800	488,000	784,300	820,600
<b>Total Expenditure:</b>	<b>864,100</b>	<b>948,800</b>	<b>1,242,300</b>	<b>1,304,500</b>

## Human Relations Commission

## Filled Position Detail

	FY12	FY13	FY14 by Quarter			
	Average	Average	7/1/13	10/1/13	1/1/14	4/1/14
Regular Full-time	12	11	10	11	11	11
Regular Part-time	5	5	2	3	3	3
Seasonal/Other	0	0	0	0	0	0
<b>Filled Position Total</b>	<b>17</b>	<b>16</b>	<b>12</b>	<b>14</b>	<b>14</b>	<b>14</b>
<b>Position Title</b>						
Administrative Clerk	2	2	2	2	2	2
Compliance Analyst	2	2	2	2	2	2
Compliance Officer	6	5	2	2	2	2
Compliance Specialist	1	1	0	0	0	0
Director	1	1	1	1	1	1
Executive Assistant	1	1	1	1	1	1
Human Relations Clerk	2	2	1	1	1	1
Human Relations Supervisor	0	0	1	1	1	1
Intern	0	0	0	1	1	1
Ombudsman	0	0	0	1	1	1
Public Education Coordinator	1	1	1	1	1	1
Secretary	1	1	1	1	1	1