

## OFFICE OF HUMAN RIGHTS

The Office of Human Rights (OHR) provides the citizens of Pinellas County protection against discrimination pursuant to local, State, and Federal law. In particular, the office provides protection from discrimination based upon religion, political affiliation, race, color, age, sex, national origin, or disabled/handicapped status. The Office of Human Rights enforces two sections of the Pinellas County Code, "Employment Discrimination" (Division 2, Chapter 70) and "Human Rights" (Section 2.02(e), Article 2, Pinellas County Charter). The Office of Human Rights also has Worksharing Agreements with the United States Department of Housing and Urban Development and the United States Equal Employment Opportunity Commission (EEOC). These contracts provide reimbursement to the county for case processing, training and in the case of HUD, for administration. The HUD Agreement provides additional funds for Special Enforcement Efforts such as hiring of expert witnesses and litigation costs.

### 0101 General Fund

Department Revenues by Fund		FY07 Budget	FY08 Request	Variance	%
0101	FEDERAL GRANTS	192,380	112,100	-80,280	-41.7%
	OTHER MISCELLANEOUS REVENUES	0	950	950	n/a
	TOTAL REVENUE	192,380	113,050	-79,330	-41.2%
0101	GENERAL FUND TAX SUPPORT	1,024,680	1,108,680		
		84.2%	90.7%		
Department Expenditures by Fund/Cost Center		FY07 Budget	FY08 Request	Variance	%
0101	5501000 OFFICE OF HUMAN RIGHTS	1,119,560	1,135,730	16,170	1.4%
	5503000 FAIR HOUSING ASSISTANCE PROGRAM	97,500	86,000	-11,500	-11.8%
	TOTAL EXPENDITURES	1,217,060	1,221,730	4,670	0.4%

### Personnel Summary

Total Permanent Positions	11	11	0
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Pinellas County FY08 Budget Development  
Summary of Departmental Programs for Total Budget Justification

**Name of Department:** Office of Human Rights  
**Strategic Focus Area:** Effective Government

Revised based on OHR cost allocation information

Program	Classification	Description	FY08 Total Program Allocation (\$)	FTE's	FY09 (2nd Year) Program Allocation (\$)	Performance Measures	Estimated FY08
County Charter - Human Rights Anti-Discrimination Enforcement County-wide	Mandatory	Investigation of complaints of discrimination based on religion, political affiliation, race, color, age, sex or national origin in housing and public accommodations. This includes the Fair Housing Assistance Program, which is partially supported by revenue from the United States Department of Housing and Urban Development (HUD). Also, the Office of Human Rights coordinates compliance with the Americans with Disabilities Act for County government and the Sixth Judicial Circuit Courts.	\$385,250	4.4	\$400,660	Fair Housing Assistance Program	80
						Requests for ADA Accommodations	150
						Public Accommodations Complaints Processed	10
Human Rights Ordinance Enforcement - Employment Discrimination - North County	Mandatory	Investigation of employment discrimination complaints north of Ulmerton Road. This program is partially supported by revenue from the United States Equal Employment Opportunity Commission (EEOC).	\$275,380	3.4	\$286,400	Value of all Employment Mediation Settlements	\$ 100,000
						Fair Employment Practice Complaints	250
Human Rights Ordinance Enforcement - Employment Discrimination - South County	Non- Mandatory	Payment to City of St. Petersburg for services investigating employment discrimination complaints south of Ulmerton Road	\$135,000	0.0	\$136,000		
Human Rights protection for County employees	Non- Mandatory	Coordination of the County's Affirmative Action and Equal Employment Opportunity programs. Investigation of complaints regarding Family and Medical Leave Act and Florida Veterans Preference Act issues.	152,930	2.0	\$159,050	Personnel Transactions Processed	500
						Number of County Employees Trained by OHR	500
						EEO Complaints Investigated	10

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Other Administrative	Administrative	Director, Administrative Secretary, Risk Cost Plan Allocation, operating expenses	\$273,170	2.0	\$284,100		
						Total Complaint Intakes and inquiries received pursuant to Pinellas County Code Chapter 70	650
						Total Inquiries and Requests from the General Public and County Employees	13,000
<b>TOTALS:</b>			<b>\$1,221,730</b>	<b>11.8</b>	<b>\$1,266,210</b>		

## Pinellas County FY08 Budget Development

### Budget Summary Analysis

#### **SFA: Effective Government**

#### **Department: Office of Human Rights**

#### **Fund 0101 – General Fund**

- **The FY08 Request reflects an increase of \$4,670 or 0.4% over the FY07 Revised Budget.**
  - Personal Services increase only \$23,470 or 2.58% reflecting employee turnover and vacancies.
  - In addition to the 11 full-time positions, the office employs one part-time Equal Opportunity Coordinator (32 hrs/week).
  - Operating Expenses and Capital Outlay have been reduced by a total of \$15,800.
  - This budget includes continuing payment to the City of St. Petersburg (\$135,000) for providing employment anti-discrimination services to the area south of Ulmerton Road.
- Over the 6-year period from FY 2001 through FY 2005, the Office of Human Rights generated over \$1.1 million in total revenue from the Fair Housing Assistance Program and Equal Employment Opportunity Commission (EEOC).
  - Uncertainties in the Federal budgeting process make revenue projections difficult. The White House has proposed cuts in EEOC program funding.

## Pinellas County FY08 Budget Development - Growth Trends - 5-Year History

### Office of Human Rights

Year	Budget	Increase (Decrease) from Previous Year	Percent Change from Previous Year	Positions	Increase (Decrease) from Previous Year	Percent Staff Change From Previous Year
2002	\$951,510			11		
2003	\$927,850	(\$23,660)	-2.5%	11	0	0.0%
2004	\$1,023,500	\$95,650	10.3%	12	1	9.1%
2005	\$1,075,910	\$52,410	5.1%	11	-1	-8.3%
2006	\$1,152,590	\$76,680	7.1%	11	0	0.0%
2007	\$1,217,060	\$64,470	5.6%	11	0	0.0%

**Office of Human Rights Budget 2002 - 2007**

