**Employment and Fair Housing Beyond 2020 Staff Options with**

**City of Tacoma/OEHR**

**Scope of Work**

* The purpose of Employment/Public Accommodation and Fair Housing is to enforce local and/or Federal Anti-discrimination law within the City of Tacoma.
* Work involves the responsibility for performing both field and office work in the intake and investigation of discrimination complaints, and informing concerned parties on matters concerning policies and procedures relative to the filing and processing of Employment/Public Accommodation and Fair Housing complaints.Both positions focus of Enforcement of Federal, State, and local municipal codes.
* Proposed dispositions of claims are either reported to or approved by the City’s Human Rights Commission, per the authority TMC 1.29.
* Funding for both positions comes from the City’s General Fund (approximately 75%) and reimbursements from EEOC and HUD for investigation completions (approximately 25%) of their respective areas.

Equal Employment/ Public Accommodation

Human Rights Manager

Landlord/Tenant

Crime Free Housing

Fair Housing

Tacoma Rental Housing Code Enforcement

Human Rights Commission

**Human & Civil Rights**

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| **HRC Staffing Options** | **Budget** | **Level of Service** | **Customer Service &**  **HRC Impact** |
| **Current Staffing for Employment/Pub. Acc. And Fair Housing Investigators** | Salaries/Benefits: $59,000 X 2 X 1.3 = $153,400 | Intake Calls 150  Cases Opened 40  Cases Closed 30  Settled 10  Avg Annual Settlement Total $30,000  Outreach Engagements 20 | City of Tacoma residents are aware of the City actively enforcing TMC 1.29 and Federal Anti-discrimination laws.  High level of customer support: Calls are responded to within 0-2 business days. |
| **Current Staffing Model with Split of EEOC Investigator to part-time (0.4 FTE)** | Salaries/Benefits: $59,000 X 1.4 X 1.3 = $107,380 | Intake Calls  Cases Opened  Cases Closed  Settled  Avg Annual Settlement Total  Outreach Engagements | Educational and operational duties are maintained.  Average wait time for EEOC response time and case closure increases by ~50%. |
| **State Provide Intake and Investigation Service via MOU** | Salaries/Benefits: $0 | State Staff would provide intake and investigation services on behalf of the State.  State Staff would have set office hours to conduct intake and answer discrimination inquires.  Response timeline would increase from ***0-2 business days to 3-4 months***. | With state staff designated to Tacoma, we would have limited control over the quality of customer service and of the investigations themselves.  The primary function of the HRC, to finalize HRC complaints, would not be needed, so their scope of influence would be dramatically reduced. The HRC would continue to lead community activities such as community conversations about Red Lining and work with Planning Commission. |
| **Independent Contractor Providing Investigation/Outreach**  **Services (Only an option in the case of an existing backlog of cases)** | (Based on 2015 invoice of Independent Contractor)  $650.00 per completed investigation for employment.  14 cases X $650= $9,100  Housing 14 cases X $2,000= $28,000 | We would no longer be actively enforcing local or federal anti-discrimination law for Tacoma residents.  Information based on Independent Contractor completing investigations of complaints already opened by former City Staff  Intake Calls 0  Cases Opened 0  Cases Closed 7  Settled (Unknown)  Settlement Amounts (Unknown)  Outreach Engagements 0 | City of Tacoma residents will not be aware of City of Tacoma actively enforcing TMC 1.29 and Federal Anti-discrimination laws. City Staff could however refer callers to Washington State Human Rights Commission with discrimination inquiries.  Investigation completions will be reported or approved by City HRC. Payment would be due to Contractor after HRC completed charges are either reported or approved by HRC. |