

Office of Human Rights Program Review

April 30, 2026



Presented by:
Local Government Solutions

Report Highlights

Part 1: Project Goals

Part 2: Limited Recommendations

Part 3: OHR Overview

Part 4: Funding Comparison & Program Overview

Part 5: Questions

Addendum: Detailed Program Impacts

Project Goals

While recommendations were not included as goals for this project, we have included four recommendations in the following slide.

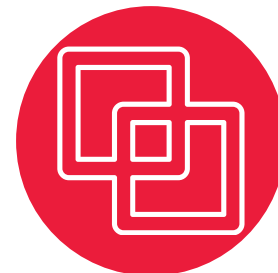
For Each Program:



Clarify Purpose, Authority, & Customers



Determine Budget, Funding Sources, Staffing, & Performance



Identify Program Overlap



Compare to Peer Agencies



Assess Risks of Reorganization, Reduction, or Elimination

Limited Recommendations

While recommendations were not the goal of this project, we have included four recommendations that relate to additional revenue recapture and continued environmental scanning. Administration is already working on these items.



Maximize Indirect Cost Recovery from Grants



Evaluate Cost Recovery for Services Provided to Constitutional Offices

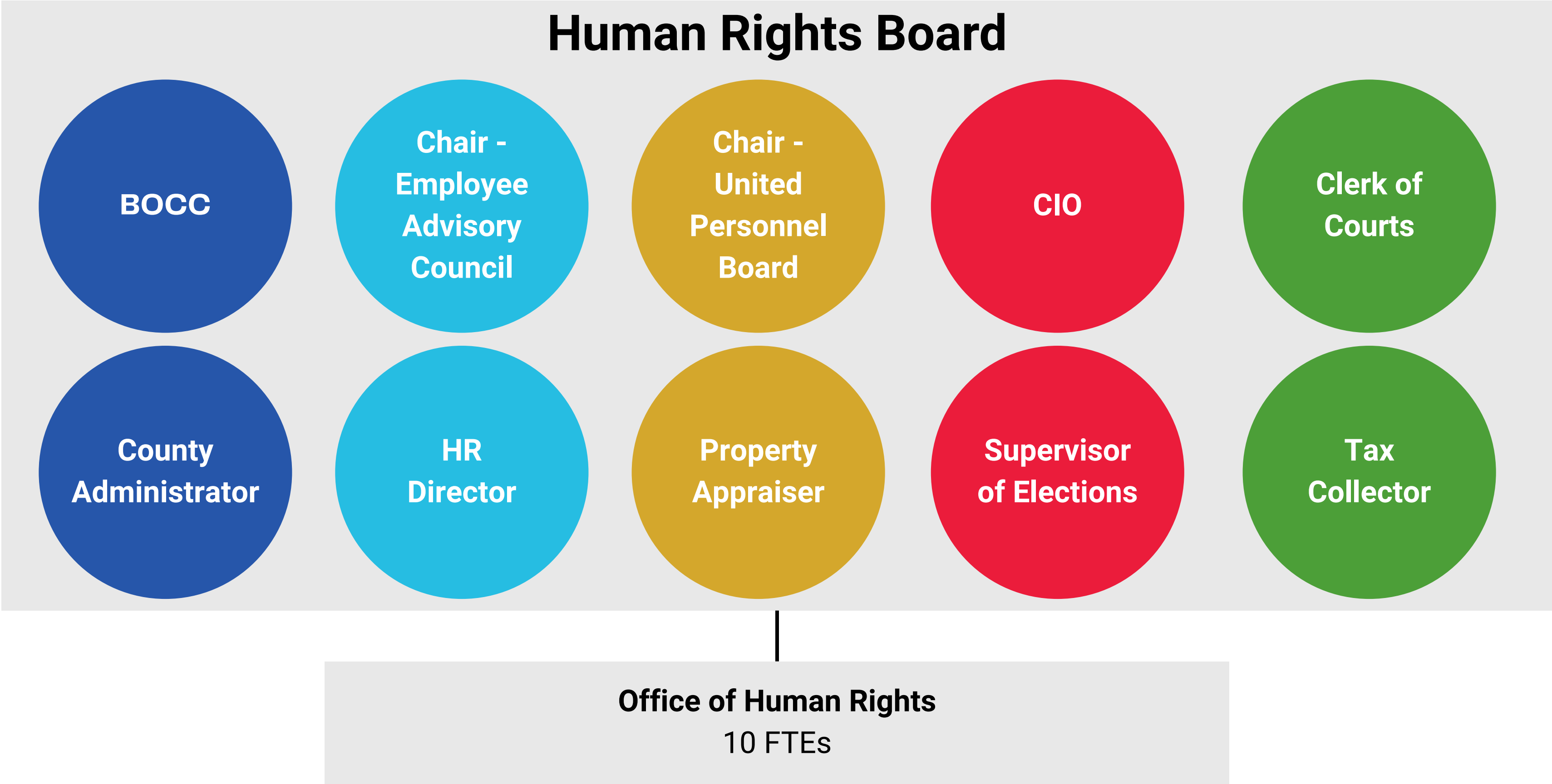


Assess Additional Revenue Opportunities for Wage Theft Cases

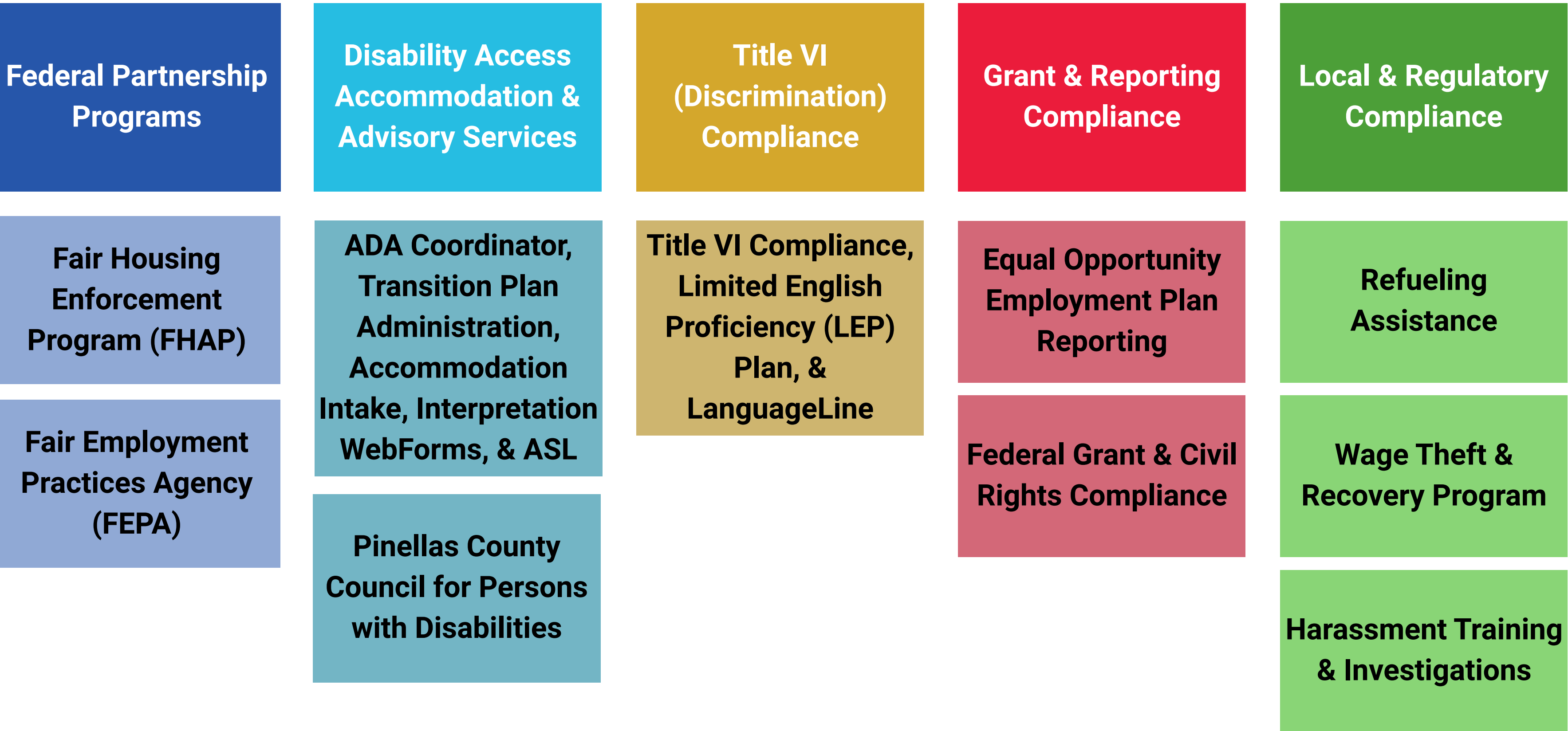


Monitor Evolving Federal Guidance

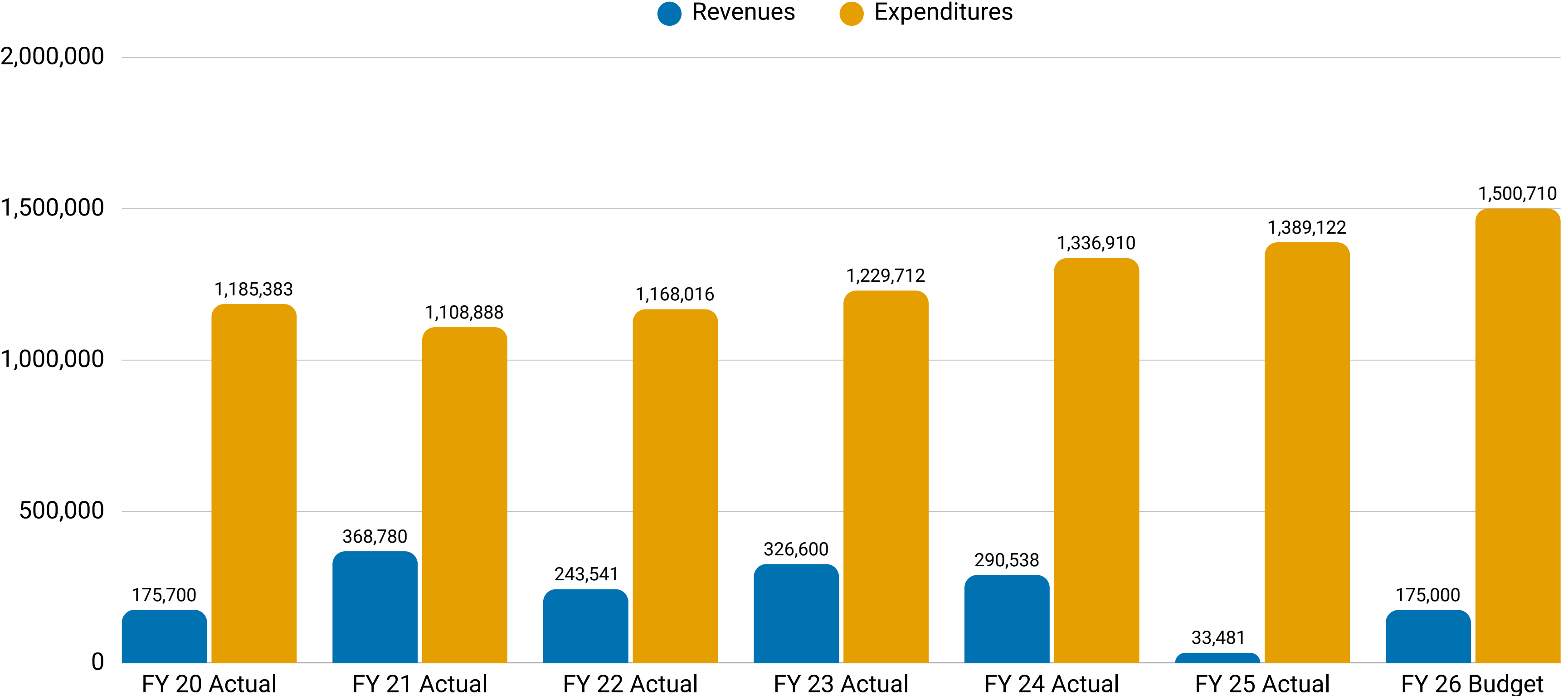
OHR Overview: Governance Structure



OHR Overview: Program Chart



OHR Overview: 5-Year Budget Trend



Note. OHR expenditures have increased by 16.8% from FY 20 - FY 25. Revenues are extremely variable due to inconsistent timelines for reimbursement from the Federal Government. Most revenue for OHR is derived from the FHAP and FEPA programs. OHR is working on a FY 27 budget submission that is approximately \$89,000 less than FY 26 budget.

OHR Peer Program Comparison

Program	Peer Counties					
	Broward	Hillsborough	Miami-Dade	Palm Beach	Pasco	Sarasota
ADA Compliance	✓	✓	✓	✓	✓	✓
Title VI Compliance (Nondiscrimination/LEP)	✓	✓	✓	✓	✓	✓
Federal Grant & Civil Rights Compliance	✓	✓	✓	✓	✓	✓
Harassment Training & Investigations	✓	✓	✓	✓	✓	✓
EEOP Reporting	✓	✓	✓	✓	✓	✓
Council for Persons with Disabilities	✓	✓	✓	-	-	✓
Fair Employment Practices Agency (FEPA)	- ¹	✓ ¹	✓ ¹	✓ ¹	-	-
Fair Housing Enforcement (FHAP)	✓ ²	- ²	- ²	✓ ²	-	-
Refueling Assistance	✓	✓	✓	✓	✓	-
Wage Theft	✓	✓	✓	✓	-	-

Note. "✓" = provides program. "-" = does not provide program.

¹Provides a local program covering employees for employers of between 5 and 14 employees.

²Provides a local program for housing enforcement.

Funding Comparison

Program	Typical Funding in Other Jurisdictions
ADA Coordinator, Transition Plan, Accommodation, Interpretation WebForms, Reasonable Accommodation Intake, & ASL Interpretation Services	General Fund
Title VI Nondiscrimination Compliance Including Limited English Proficiency (LEP) Plan, LanguageLine	General Fund
Federal Grant & Civil Rights Compliance	General Fund Indirect Cost Recovery (minimal)
Harassment Training & Investigations	General Fund
Equal Employment Opportunity Plan Reporting	General Fund Indirect Cost Recovery (minimal)
Pinellas County Council for Persons with Disabilities	General Fund
Fair Housing Enforcement (FHAP) & Fair Employment Practices Agency (FEPA)	Federal Funds General Fund
Refueling Assistance & Wage Theft and Recovery Program	General Fund

Program Overview: “Required” Programs

Program	Customers (Internal or External)	Required by			Revenue	Expenditures	FTEs
		Federal	State	County			
ADA Coordinator, Transition Plan, Accommodation, Interpretation WebForms, Reasonable Accommodation Intake, & ASL	Both	Yes	Yes	Yes	\$0	\$120,057	0.80
Title VI Nondiscrimination Compliance: LanguageLine, & Limited English Proficiency (LEP) Plan ¹	Both	Yes	Yes	Yes	\$0	\$90,043	0.60
Federal Grant & Civil Rights Compliance	Internal	Yes	Yes	Yes	\$0	\$90,043	0.60
Harassment Training & Investigations	Internal	Yes	Yes	Yes	\$0	\$172,582	1.15
Equal Employment Opportunity Plan Reporting	Both	Yes	No	Yes	\$0	\$120,057	0.80
Subtotal “Required” Programs					\$0	\$592,782	3.95

Note. FY 2026 budget amounts reflect estimated staff effort by program. Because staff work across multiple programs, eliminating a single program may not result in proportional staffing or budget reductions

¹While the County is required to provide meaningful access to those with disabilities, the specific method is not required.

“Required” = Mandated or cost of suspending program far outweighs the benefits of continuation

Program Overview “Locally Authorized” Programs

Program	Customers (Internal or External)	Required by			Revenue	Expenditures	FTEs
		Federal	State	County			
Pinellas County Council for Persons with Disabilities	Both	No	No	Yes	\$0	\$30,014	0.20
Fair Employment Practices Agency (FEPA)	External	No	No	Yes	\$25,000	\$270,128	1.80
Fair Housing Enforcement (FHAP)	External	No	No	Yes	\$150,000	\$420,199	2.80
Refueling Assistance	External	No	No	Yes	\$0	\$15,007	0.10
Wage Theft and Recovery Program	External	No	No	Yes	\$0	\$172,580	1.15
Subtotal “Locally Authorized” Programs					\$175,000	\$907,928	6.05
Total All Programs					\$175,000	\$1,500,710	10.00

Note. These programs are established by County ordinance; not federally or state mandated. FY 2026 budget amounts reflect estimated staff effort by program. Because staff work across multiple programs, eliminating a single program may not result in proportional staffing or budget reductions

Overlapping Program Impact

Program	Local Service Level	State Service Level	Federal Service Level
Fair Employment Practices Agency (FEPA)	<ul style="list-style-type: none"> Employees of employers with ≥ 5 employees Determination ≤ 180 days; if no finding, complaint may proceed in court. 	<ul style="list-style-type: none"> Employees of employers with ≥ 15 employees Determination ≤ 180 days; if no finding, complaint may proceed in court. 	<ul style="list-style-type: none"> Employees of employers with ≥ 15 employees Determination ≤ 180 days; if no finding, complaint may proceed in court.
Fair Housing Enforcement (FHAP)	<ul style="list-style-type: none"> 100 days to complete investigations Lower % of investigations exceeding 100 days than FHEO (Estimated 30%) 	<ul style="list-style-type: none"> 100 days to complete investigations % of investigations exceeding 100 days for FHAP agencies is similar to FHEO (68%) 	<ul style="list-style-type: none"> 100 Days to complete investigations % of investigations exceeding 100 days for FHEO agencies is greater than OHR or FHAP agencies (70%)
Refueling Assistance	Cases resolved ≤ 60 days	N/A: Only applies to full-service stations offering discounted self-service fuel	Relies on private enforcement through civil litigation
Harassment Training and Investigations	Cases resolved = 58 days	Right to Sue ≤ 180 days	Right to Sue ≤ 180 days
Wage Theft and Recovery Program	Target of 90 days	N/A: State does not maintain a wage enforcement agency	Applies only to businesses with \geq \$500K in annual revenue and interstate commerce

Questions?



Addendum

An added section of information in a letter or report.

Detailed Program Impacts

Detailed Program Impacts

ADA Coordinator & Accessibility Services

Program Goals: Ensures the County complies with disability access laws and provides equal access to programs, services, and facilities.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
Yes	While eliminating these programs may save about \$120,000 in operations and 0.80 FTEs worth of time, the County could face increased risk to federal funding tied to Title VI compliance of about \$160 million , in addition to potential legal costs	Disabled visitors, residents, and businesses who rely on these services would be impacted the hardest as well as internal departments who rely on OHR for assistance in these matters.	Required under ADA, Section 504, and related regulations.

Detailed Program Impacts

Title VI / LEP / Language Access

Program Goals: Ensures individuals can access County services without discrimination, including those with limited English proficiency.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
Yes	While eliminating these programs may save about \$90,000 in operations and 0.60 FTEs worth of time, the County could face increased risk to federal funding tied to Title VI compliance of about \$160 million , in addition to potential legal costs.	Reduced access for LEP individuals and increased risk of discrimination complaints by staff and customers, with limited ability to resolve issues internally .	Required under Title VI of the Civil Rights Act and as a condition of receiving federal funding .

Detailed Program Impacts

Grant Civil Rights Compliance

Program Goals: Ensures the County meets civil rights requirements tied to federal funding and maintains eligibility for those funds.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
Yes	While eliminating these programs may save about \$90,000 in operations and 0.60 FTEs worth of time, the County could face increased risk to federal funding tied to compliance of about \$160 million , in addition to potential legal costs.	Departments would lack support in meeting grant and civil rights requirements and compliance.	Required under federal grant regulations (e.g., 2 CFR Part 200).

Detailed Program Impacts

Harassment Training & Investigations

Program Goals: Provides a process to prevent, investigate, and resolve workplace harassment and discrimination within County government.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
Yes	Eliminating may save about \$173,000 in operations and 1.15 FTEs worth of time , but the County could face increased exposure to litigation , settlements, and outside counsel costs.	Employees would lose internal reporting and resolution mechanisms , relying instead on external agencies such as the EEOC with longer timelines . This may increase unresolved issues and workplace risk without ongoing training.	Increased compliance risk under federal and state employment laws, including Title VII . Eliminating the program may reduce the County's ability to demonstrate reasonable prevention and response efforts, increasing exposure to liability.

Detailed Program Impacts

Equal Employment Opportunity Program Reporting

Program Goals: Ensures the County meets required employment reporting standards to maintain eligibility for federal grant funding.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
Yes	While eliminating this program may save about \$120,000 in operations and 0.80 FTEs worth of time, the County would risk losing approximately \$3.2M in DOJ grant funding.	If grant funding is lost, broad impacts will be felt within justice system partners and grant-supported services (i.e., courts, sheriff, victims, etc.).	Required to maintain eligibility for DOJ grants; subject to EEOC reporting requirements.

Detailed Program Impacts

Council for Persons with Disabilities

Program Goals: Provides advisory input to improve accessibility and identify barriers for individuals with disabilities.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
No	Eliminating this program may save approximately \$30,014 and 0.20 FTEs worth of time ; however, this would result in minimal direct operational savings, as the effort does not represent a full-time position.	Reduced advisory input from residents with disabilities may limit the County's ability to proactively identify accessibility needs and improve services.	Not federally or state mandated; however elimination would require amendment to the County ordinance.

Detailed Program Impacts

Fair Employment Practices Agency (FEPA)

Program Goals: Provides a local option for investigating and resolving employment discrimination complaints.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
No	Up to \$270,128 and 1.8 FTE's , with reductions based on other programs	Employees working in Pinellas County for employers who have between 5 and 14 employees will no longer have an alternative to legal action. Those in larger companies would need to file complaints through federal or state agencies, increasing timelines and reducing local accessibility for resolution.	Not required. Would lead to loss of program funding (about \$25,000) . Individuals must still file a charge with the EEOC or a state agency and receive a right-to-sue notice prior to litigation. Would limit ability to provide local employment discrimination enforcement covering employers with 5 to 14 employees.

Detailed Program Impacts

Fair Housing Assistance Program (FHAP)

Program Goals: Provides local investigation and resolution of housing discrimination complaints and supports fair housing access.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
No	Up to \$420,199 and 2.8 FTE's , with reductions based on other programs	Reduced access to timely, local housing discrimination investigation and resolution, particularly for vulnerable populations . Residents would need to rely on federal processes with longer timelines , potentially impacting housing stability and access to workforce housing.	Not required. Elimination would result in the loss of associated HUD funding (about \$150,000) and would shift enforcement responsibility to federal or State agencies and limit ability to provide local fair housing enforcement.

Detailed Program Impacts

Refueling Assistance

Program Goals: Ensures individuals with disabilities can access fueling services through local ordinance enforcement.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
No	Elimination may save about \$15,007 and 0.10 FTEs worth of time. Actual savings would be minimal as the effort does not represent a full-time position and there is currently no significant work in this area.	Individuals with disabilities would pursue complaints through state or federal channels, increasing timelines. Neither the state nor Pinellas indicate they have seen complaints in the recent past.	Required only by local ordinance. Stations still must abide by state and federal regulations which are slightly less stringent than the County ordinance.

Detailed Program Impacts

Wage Theft Program

Program Goals: Provides a local process to recover unpaid wages and protect low-wage workers from wage violations.

Mandated	Financial Impact	Customer Impact	Regulatory Impact
No	Elimination may save about \$173,000 in net costs and 1.15 FTEs worth of time.	Reduced access to a timely, local remedy for low-wage workers. Residents must rely on courts or federal agencies with longer timelines and higher costs, creating barriers for those least able to navigate the process.	Not required; however, elimination would remove a locally established enforcement mechanism, shifting complaints to courts or external agencies, reducing the County's ability to address wage theft proactively.