

OFFICE OF HUMAN RIGHTS

Department Director: Jeffery Lorick

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<http://www.pinellascounty.org/Humanrights/default.htm>

Department Purpose

The Office of Human Rights (OHR) is committed to protecting all residents of Pinellas County from cases of discrimination in the areas of fair housing, employment, public accommodations, and government programs and assistance.

Budget Summary

Revenues for FY23 reflect a decrease of \$16,600 or 6.1%, less than the FY22 Budget. The decline is due to a reduction in case referrals and online complaint submissions from the department's federal partners, Housing and Urban Development (HUD) and the Equal Employment Opportunity Commission (EEOC). These two federal partners pay on a per-case basis. The investigators' have an overall lower workload of cases, allowing them to spend more time per case and looking for cases from other jurisdictions. This also allows staff to work on the Americans with Disabilities Act (ADA) Transitional Plan for Pinellas County.

Revenue Account	2022			2023		
	General Fund	Non- General Fund	Total	General Fund	Non- General Fund	Total
Intergovernmental Revenue	\$190,000		\$190,000	\$200,000		\$200,000
Other Miscellaneous Revenues	\$80,750		\$80,750	\$54,150		\$54,150
Revenue Total	\$270,750		\$270,750	\$254,150		\$254,150

Expenditures for FY23 reflect an increase of \$17,350 or 1.4%, over the FY22 Budget. The increase is mostly due to a rise in regular salaries and wages and county-wide increases in health benefit costs. Operating reflects a nominal increase due to workplace related expenses for compliance with new requirements by HUD to mail all correspondence via certified mail.

Expenditure Account	2022			2023		
	General Fund	Non- General Fund	Total	General Fund	Non- General Fund	Total
Personal Services	\$1,096,390		\$1,096,390	\$1,108,230		\$1,108,230
Operating Expenses	\$177,190		\$177,190	\$182,700		\$182,700
Expenditure Total	\$1,273,580		\$1,273,580	\$1,290,930		\$1,290,930
FTE	10		10	10		10

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Budget Summary by Program and Fund

Office of Human Rights Program

Protects residents of the county from discrimination in employment and places of public accommodations (establishments open to the public for commerce). Prepares reports mandated by federal government (EEO-4, Workforce Utilization), and ensures county compliance with a multitude of applicable civil rights laws. Provides training to internal and external clients and conducts education and outreach. Enforces County ordinance requiring gas retailers to provide refueling assistance to persons with disabilities. Protects residents of the county from theft of wages earned but unpaid by employer.

Program	Fund	FY20 Actual	FY21 Actual	FY22 Budget	FY23 Budget
7101-Office of Human Rights Program	0001 - General Fund	\$597,285	\$569,714	616,950	\$621,530
	Total	\$597,285	\$569,714	\$616,950	\$621,530

Fair Housing Assistance Program

Enforcement of the Fair Housing Act, Title VIII of the Civil Rights Act of 1968, and Pinellas County Code, Chapter 70, to protect citizens from Housing Discrimination. Engages in education and outreach efforts.

Program	Fund	FY20 Actual	FY21 Actual	FY22 Budget	FY23 Budget
7102-Fair Housing Assistance Program	0001 - General Fund	\$606,377	\$525,982	656,630	\$669,400
	Total	\$606,377	\$525,982	\$656,630	\$669,400

Emergency Events

Expenditures incurred during a disaster event to allow for accurate tracking of those expenses in support of reimbursement of eligible expenditures from the Federal Emergency Management Agency's (FEMA) Public Assistance Grant Program or other funding sources, as applicable.

Program	Fund	FY20 Actual	FY21 Actual	FY22 Budget	FY23 Budget
1123-Emergency Events	0001 - General Fund	\$0	\$50,000	0	\$0
	Total	\$0	\$50,000	\$0	\$0

FY22 Accomplishments

- The office fulfilled its contractual obligations to our federal partners, Equal Employment Opportunity Commission (EEOC) and the United States Department of Housing and Urban Development (HUD). To

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date, the office has closed 22 "Dual Filed" cases with EEOC, exceeding the FY22 number of seven cases, and the office is on track to meet additional benchmarks.

- The Office of Human Rights collaborated with the Board of County Commissioners (BCC) and assisted the County in developing resources and materials for tenant's rights.
- The office has successfully conducted an OHR Brochure Campaign to promote our services to agencies and organizations who provide housing, employment, education, and food services to local communities in Pinellas County. The office continues to conduct community outreach and education by participating in resource fairs, attending community programs, conducting Fair Housing training and more.
- The office has provided Anti-Harassment Policy training to over 700 employees as of May 2022.
- The office completed two mandatory federal reports and received an official letter of approval, good for two years:
 - The Equal Employment Opportunity Program (EEO) ensures that recipients of financial assistance from the Justice Department are providing equal employment opportunities to men and women regardless of sex, race, or national origin.
 - The EEO-4 report requires demographic workforce data, including data by race/ethnicity, sex, job category, and salary band.

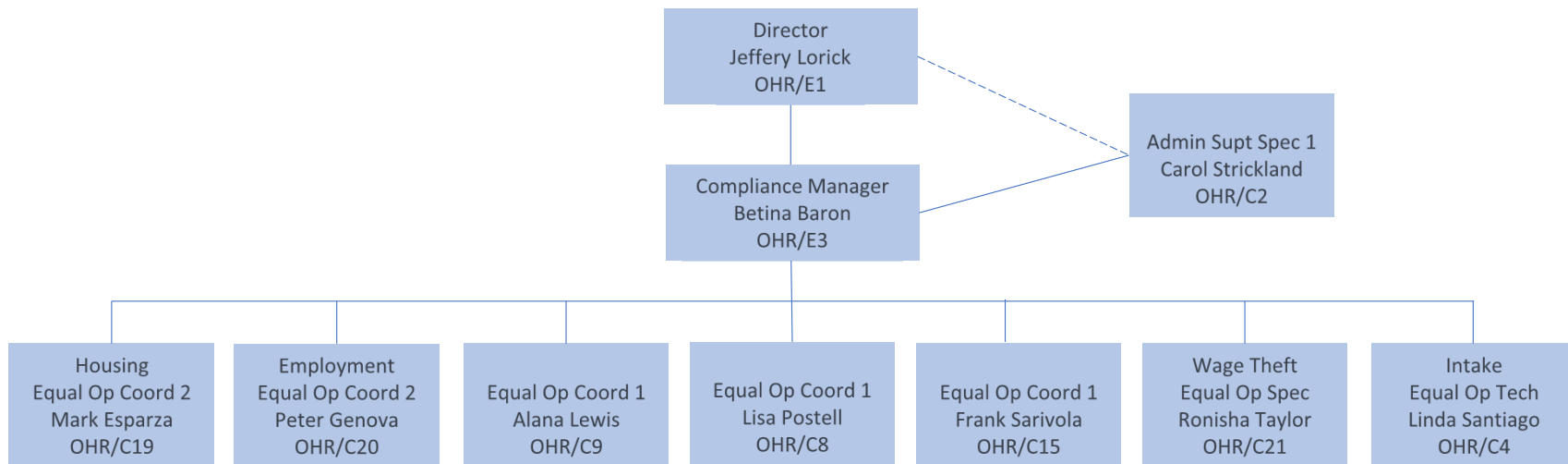
Performance Measures

Performance Measure	Unit of Measure	FY20 Actual	FY21 Actual	FY22 Estimate	FY23 Target
Percentage of housing cases closed within 100 Days for maximum HUD reimbursement	Percentage	79%	60%	67%	75%
Percentage of "post-determination conciliations" of fair housing complaints	Percentage	100%	60%	0%	60%
Number of closed cases "Dual Filed" with EEOC	County	110	50	13	50
Percentage of internal investigations closed within 4 weeks	Percentage	63%	50%	57%	75%
Percentage of wage theft closed by mediation	Percentage	48%	50%	49%	50%
Percentage of wage theft cases closed within 90 days	Percentage	45%	50%	44%	50%

Attachments:

1. Organization Chart – Page 4
2. Budget Reports – Page 5
 - a. Department Revenue by Major Object
 - Department Expenditures by Major Object

Pinellas County Office of Human Rights FY23 Organization Chart



Updated 2/28/22

Pinellas County
Standard Detail
Department: Balance Sheet and Revenue Centers
Version: County Admin Review

Attachment 2 - Budget Reports

Revenues

Major Object	FY19 Actual	FY20 Actual	FY21 Actual	FY22 Budget	FY22 Estimate	FY23 Request	Budget to Budget Change	Budget to Budget % Change
Intergovernmental Revenue	279,900	175,700	155,000	190,000	190,000	200,000	10,000	5.26%
Other Miscellaneous Revenues	83,540	0	213,780	80,750	36,000	54,150	(26,600)	-32.94%
Revenues Total	363,440	175,700	368,780	270,750	226,000	254,150	(16,600)	-6.13%
	363,440	175,700	368,780	270,750	226,000	254,150	(16,600)	-6.13%

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Attachment 2 - Budget Reports

Expenditures

Major Object	FY19 Actual	FY20 Actual	FY21 Actual	FY22 Budget	FY22 Estimate	FY23 Request	Budget to Budget Change	Budget to Budget % Change
Personal Services	984,296	1,038,534	1,039,325	1,096,390	991,200	1,108,230	11,840	1.08%
Operating Expenses	110,658	144,728	69,563	177,190	177,790	182,700	5,510	3.11%
Capital Outlay	0	2,121	0	0	0	0	0	0.00%
Expenditures Total	1,094,954	1,185,383	1,108,888	1,273,580	1,168,990	1,290,930	17,350	1.36%
	(1,094,954)	(1,185,383)	(1,108,888)	(1,273,580)	(1,168,990)	(1,290,930)	(17,350)	-1.36%