

Attachment 1
 Federal Workshare Performance Measures
 Office of Human Rights Program - 7101
 Fair Housing Program - 7102

Programs	Performance Measures	FY18 Target	FY18 Actual	FY19 Target	FY19 Actual	FY20 Target	FY20 Actual	FY21 Target	FY21 Actuals	FY22 Target
Office of Human Rights - 7101	Number of closed cases "Dual Filed" with EEOC	100	112	100	107	120	110	120	50	80
	Percentage increase in Post-Determination Conciliation of Employment Complaints	50%	38%	Maintain conciliation rate of 75%	0%	Maintain conciliation rate of 75%	40%	Maintain conciliation rate of 75%	75%	75%
Fair Housing Assistance - 7102	Percentage of "Post-Determination Conciliations" of fair housing complaints*	Maintain conciliation rate of 60+%	33%	Maintain conciliation rate of 60+%	100%	Maintain conciliation rate of 60+%	100%	Maintain conciliation rate of 60+%	60%	60%
	Percentage of housing cases closed within 100 Days for maximum HUD reimbursement	80%	77%	80%	81%	60% (consistent with target set by Human Rights Board)	79%	60% (consistent with target set by Human Rights Board)	60%	70%
Wage Theft	Percentage of internal investigations closed within 4 weeks	75%	38%	75%	75%	50%	63%	50%	50%	75%
	Percentage of Wage Theft Cases Closed by Mediation	50%	44%	50%	42%	50%	48%	50%	50%	50%
	Percentage of Wage Theft Cases Closed w/in 90 Days	50%	60%	50%	46%	50%	45%	50%	50%	50%

*To maintain "substantial equivalency" with federal law (and receive federal funding), PCOHR must be prepared to litigate cause cases which don't conciliate. Successful conciliations should lead to significant savings from litigation costs. For FY20 and onward, we look to conciliate at least three (3) cause-cases a year.

**There are no EEOC cases older than 1 year at present.