

EQUAL OPPORTUNITY

Program Goal

The Equal Opportunity Department promotes and enforces equal opportunities for both city employees and the general public through a wide range of voluntary affirmative action, education, community involvement and enforcement programs. These programs are carried out by a combination of staff and volunteer panels appointed by the Mayor and City Council.

Budget Allowance Explanation

The Equal Opportunity operating budget allowance of \$3,750,000 is \$300,000 or 8.7 percent more than 2004-05 estimated expenditures. This increase reflects normal inflationary increases and replacement of the M/D/W/SBE computer database. These increases are partially offset by budget reductions.

Expenditure reductions include eliminating one equal opportunity specialist position. This will result in reduced staff support for various commission subcommittees and various outreach efforts.

Expenditure and Position Summary

	2003-04	2004-05	2005-06
Operating Expense	\$3,491,000	\$3,450,000	\$3,750,000
Total Positions	37.0	38.0	38.0
Source of Funds:			
General	\$3,070,000	\$2,995,000	\$3,341,000
Community Development			
Block Grant	196,000	198,000	193,000
Grant	177,000	209,000	168,000
Other Restricted	48,000	48,000	48,000

Equal Opportunity Major Performance Measures and Service Trends

The following significant performance measures and service trends will be achieved with the 2005-06 budget allowance:

	2003-04	2004-05*	2005-06
Discrimination complaints in employment, public accommodations, housing and Americans with Disabilities Act (ADA) accessibility, investigated and closed	169	161	161
Minority-owned, woman-owned and disadvantaged and small business enterprise (M/W/D/SBE) outreach presentations to area businesses and M/W/D/SBE organizations	55	55	55
M/W/D/SBEs certified or recertified as percent of goal	100%	100%	100%
SBEs certified or recertified as percent of goal	93%	100%	100%
Contracts monitored by for use of M/W/D/SBE subcontractors	394	394	419

*Based on 10 months actual experience.

The decrease in discrimination complaints from 2003-04 may reflect an increase in the number of training classes provided by the department. Contracts monitored fluctuate depending on the amount of construction work included in the annual capital program. Civic Plaza expansion, the light rail project and new concessions at Sky Harbor Terminal 4 will increase monitoring in 2005-06.

