



## Recommendation for Action

**File #:** 19-1382, **Agenda Item #:** 6.

6/6/2019

### **Posting Language**

Approve an ordinance authorizing acceptance of \$47,470 in additional grant funds from the Equal Employment Opportunity Commission; and amending the Fiscal Year 2018-2019 Human Resources Department Operating Budget Special Revenue Fund (Ordinance No. 20180911-001) to appropriate these grant funds for expenses related to investigations of employment discrimination allegations made against private employers located within the Austin city limits.

### **Lead Department**

Human Resources Department

### **Fiscal Note**

Funding in the amount of \$230,970 is available from The Equal Employment Opportunity Commission. A City match is not required. A fiscal note is attached.

### **For More Information:**

Joya Hayes, Human Resources Department Director, 512-974-3246

### **Additional Backup Information:**

The City of Austin Equal Employment and Fair Housing Office (EE/FHO) investigates complaints of discrimination made against private employers on employment protections in Title VII of the Civil Rights Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act. If someone feels they have been discriminated against by a private employer located within the Austin city limits, the individual can file a complaint with EE/FHO to be investigated.

The contract the City of Austin has with the U.S. Equal Employment Opportunity Commission (EEOC) provides a set amount for each case the City investigates. Each year, the City reviews previous trends to establish an estimated number of cases and projected amount the EE/FHO might receive in the following fiscal year. Each year, the amount received is based on funding for the previous year. In Fiscal Year (FY) 18, the EE/FHO investigated more cases than was originally estimated. Based on the increased workload in FY18, EE/FHO staff estimate an increased number in FY19. This action will accept and appropriate \$47,470 of additional grant funds from the EEOC based on actual case workloads performed in FY 2017-2018 and anticipated increase in case workloads in FY 2018-2019.

The General Fund will not be required to contribute additional funds beyond those currently budgeted to this grant. When the grant funds expire, the Human Resources Department's need for continuing funding will be evaluated and may be denied.