

2024 Proposed Budget: Human Rights and Equal Economic Opportunity

The Department of Human Rights and Equal Economic Opportunity (HREEO) mission is serving Saint Paul residents and businesses by advancing justice and equity through advocacy and enforcement. HREEO's major functions include:

- Procurement (Contract & Analysis Services)
- Contract Compliance & Business Development
- Commissions
- Human Rights/Labor Standards

Learn More: stpaul.gov/departments/human-rights-equal-economic-opportunity

Department Facts

Total General Fund Budget:	\$4,319,741
Total Special Fund Budget:	\$247,366
Total FTEs:	32.50

- HREEO's work is primary split between serving the public and serving the enterprise.
- The Procurement Division oversees and executes purchasing and contract services for the City of Saint Paul, Saint Paul Regional Water Service, and the Housing and Redevelopment Authority.
- The HREEO Department is home to five public commissions and committees: the HREEO Commission; the Mayor's Advisory for People with Disabilities; the Police Civilian Internal Affairs Review Commission; the Advisory Committee on Aging; and the Labor Standards Advisory Committee.

Department Goals

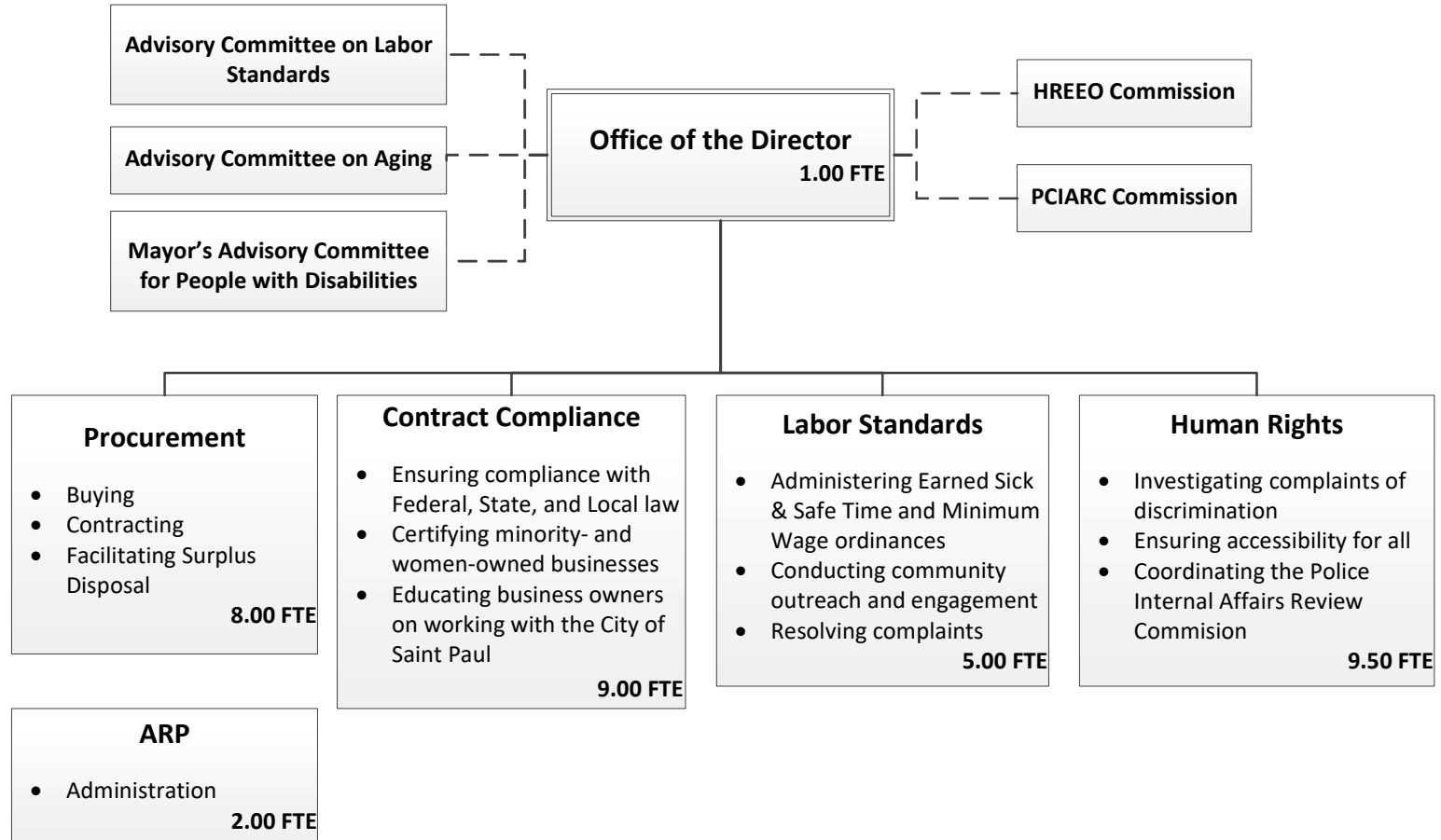
- Hiring, training, and retention
- Continuous improvement, codifying SOPs based on best practices, and achieving outcomes
- Executing our core functions in service to the enterprise and the community

Recent Accomplishments

- The **Procurement** division issued 129 solicitation events, executed 499 contracts and managed \$398,454,038 in City spending. They saw a 14% increase in the number of contracts managed and an 11% increase in total purchase orders issued.
- **Contract Compliance** division reviewed and certified more than 300 vendor Affirmative Action Plans in 2022 and monitored 18% more city construction contracts and development projects than the previous year. They report that we achieved the highest workforce and small business inclusion on city projects in recent memory.
- Total **CERT vendor (Small, Women, and Minority Business Enterprise)** spend was 18% of the total city spend in 2022.
- **Prevailing Wage** monitored federal, state, and local labor compliance requirements on city construction projects totaling more than \$1 Billion in total development costs, including the Highland Bridge redevelopment. The staff member recovered over \$16,000 in restitution owed to underpaid workers on City of Saint Paul publicly funded construction projects.
- In the last half of 2022, the **Human Rights Investigators** closed 43 cases and got settlements totaling \$67,750, doubling the number of cases they closed the year prior and increasing settlement dollars for complainants by 169%.
- In the last half of 2022, the **Labor Standards team** ordered \$32,942.15 in back wages to be paid to 475 low wage employees. In the first 4 months of 2023, they ordered \$31,517.72 in back wages and 1,936 banked ESST hours that can be used for employees to care for themselves and/or their family. They fielded over 125 inquiries and are currently investigating cases that involve over 2000 low wage workers.
- The **Accessibility** division updated our City's federally required LEP Plan. We have determined that Saint Paul has grown to now have 4 primary languages in addition to English instead of 3: Spanish, Hmong, Somali, and Karen. This change accentuates the vitality of our City and the strength in our diverse communities.
- The entire department is working together to do **outreach & engagement**. In 2022, we participated in 4 events. In 2023, we have committed to 20 and counting!

Human Rights and Equal Economic Opportunity

Mission: HREEO champions justice and equity by confronting issues of discrimination and providing innovative avenues for accessibility and economic opportunities for all residents and businesses.



(Total 34.50 FTE)

2.00 FTE included in this total are budgeted in General Government Account

2024 Proposed Budget
HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fiscal Summary

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year	FY 2023 Adopted Budget FTE	FY 2024 Proposed Budget FTE
Spending							
100: CITY GENERAL FUND	2,747,307	3,784,689	3,879,270	4,319,741	440,471	29.58	30.58
200: CITY GRANTS	2,587	7,035	0	0	0	0.00	0.00
211: GENERAL GOVT SPECIAL PROJECTS	603,336	232,156	235,688	247,366	11,678	1.92	1.92
Total	3,353,230	4,023,880	4,114,958	4,567,107	452,149	31.50	32.50
Financing							
100: CITY GENERAL FUND	983,491	601,640	601,640	601,640	0		
200: CITY GRANTS	0	7,035	0	0	0		
211: GENERAL GOVT SPECIAL PROJECTS	54,036	232,152	235,688	247,367	11,679		
Total	1,037,527	840,827	837,328	849,007	11,679		

Budget Changes Summary

The Human Rights and Equal Economic Opportunity (HREEO) 2024 General Fund budget features the addition of a Public Information Specialist tasked with planning, organization, and execution of a comprehensive public relations program for HREEO's multitude of internal and external responsibilities, as well as a net increase in other current service level adjustments, including salary and benefit costs.

Special fund changes reflect current service level adjustments.

ARP Funding: HREEO's budget includes ARP administrative staff (2 FTEs) each year for the term of the grant. The FTE counts and budgets on these pages do not include this funding; please see the American Rescue Plan Act State and Local Fiscal Recovery Funds section for additional information.

**Human Rights and Equal Economic Opportunity
Spending Reports**

CITY OF SAINT PAUL
Spending Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: CITY GENERAL FUND

Budget Year: 2024

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year
Spending by Major Account					
EMPLOYEE EXPENSE	2,388,848	3,329,077	3,435,833	3,876,475	440,642
SERVICES	175,239	83,342	74,285	74,285	0
MATERIALS AND SUPPLIES	55,047	76,023	72,523	72,523	0
PROGRAM EXPENSE	125,417	293,304	293,304	293,304	0
ADDITIONAL EXPENSES	0	0	0	0	0
OTHER FINANCING USES	2,756	2,943	3,325	3,154	-171
Total Spending by Major Account	2,747,307	3,784,689	3,879,270	4,319,741	440,471
Spending by Accounting Unit					
10015100 - HREEO ADMINISTRATION	331,306	353,471	463,560	3,930,759	3,467,199
10015110 - LABOR STANDARDS	120,832	403,870	501,460	0	-501,460
10015200 - CONTRACT COMPLIANCE	434,392	392,247	404,925	-2,796	-407,721
10015300 - PROCUREMENT CAS	601,073	876,769	859,091	2,687	-856,404
10015400 - HUMAN RIGHTS	561,211	806,902	775,295	0	-775,295
10015500 - HREEO SPECIAL PROJECTS	92,616	0	0	0	0
10015600 - PCIARC	69,436	121,786	122,324	0	-122,324
10015700 - MINORITY BUSINESS DEVELOPMENT	536,441	829,644	752,615	389,092	-363,523
Total Spending by Accounting Unit	2,747,307	3,784,689	3,879,270	4,319,741	440,471

CITY OF SAINT PAUL
Spending Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: CITY GRANTS

Budget Year: 2024

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year
Spending by Major Account					
SERVICES	2,364	7,035	0	0	0
MATERIALS AND SUPPLIES	223	0	0	0	0
Total Spending by Major Account	2,587	7,035	0	0	0
Spending by Accounting Unit					
20015100 - PCIARC GRANTS	2,587	7,035	0	0	0
Total Spending by Accounting Unit	2,587	7,035	0	0	0

CITY OF SAINT PAUL
Spending Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: GENERAL GOVT SPECIAL PROJECTS

Budget Year: 2024

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year
Spending by Major Account					
EMPLOYEE EXPENSE	136,389	161,665	206,182	216,898	10,716
SERVICES	40,285	54,439	20,700	21,814	1,114
MATERIALS AND SUPPLIES	384	15,750	8,634	8,465	-169
PROGRAM EXPENSE	14,650	0	0	0	0
ADDITIONAL EXPENSES	-4,800	0	0	0	0
OTHER FINANCING USES	416,428	302	172	189	17
Total Spending by Major Account	603,336	232,156	235,688	247,366	11,678
Spending by Accounting Unit					
21115210 - PED MINORITY BUSINESS DEVEL	430,950	1	0	0	0
21115220 - CERT PROGRAM	88,796	127,741	127,739	127,739	0
21115230 - SECTION 3 COLLABORATIVE	25,149	33,000	35,595	47,274	11,679
21115405 - EQUAL EMPLOYMENT OPPORTUNITY	25,698	32,124	33,064	33,064	0
21115410 - HUD WORKSHARE AGREEMENT	32,743	39,290	39,290	39,290	0
Total Spending by Accounting Unit	603,336	232,156	235,688	247,366	11,678

**Human Rights and Equal Economic Opportunity
Financing Reports**

CITY OF SAINT PAUL
Financing Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: CITY GENERAL FUND

Budget Year: 2024

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year
Financing by Major Account					
CHARGES FOR SERVICES	27,224.55	61,674	61,674	61,674	0
OTHER FINANCING SOURCES	956,266	539,966	539,966	539,966	0
Total Financing by Major Account	983,491	601,640	601,640	601,640	0
Financing by Accounting Unit					
10015300 - PROCUREMENT CAS	4,116.34	42,674	42,674	42,674	0
10015400 - HUMAN RIGHTS	18,675	19,000	19,000	19,000	0
10015500 - HREEO SPECIAL PROJECTS	4,433.21	0	0	0	0
10015700 - MINORITY BUSINESS DEVELOPMENT	956,266	539,966	539,966	539,966	0
Total Financing by Accounting Unit	983,491	601,640	601,640	601,640	0

**CITY OF SAINT PAUL
Financing Plan by Department**

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY
Fund: CITY GRANTS

Budget Year: 2024

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year
Financing by Major Account					
MISCELLANEOUS REVENUE	0	7,035	0	0	0
Total Financing by Major Account	0	7,035	0	0	0
Financing by Accounting Unit					
20015100 - PCIARC GRANTS	0	7,035	0	0	0
Total Financing by Accounting Unit	0	7,035	0	0	0

CITY OF SAINT PAUL
Financing Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY
Fund: GENERAL GOVT SPECIAL PROJECTS

Budget Year: 2024

	FY 2021 Actuals	FY 2022 Adopted Budget	FY 2023 Adopted Budget	FY 2024 Proposed Budget	Change From Prior Year
Financing by Major Account					
INTERGOVERNMENTAL REVENUE	0	71,413	72,354	72,354	0
CHARGES FOR SERVICES	54,037.5	160,739	160,739	160,739	0
MISCELLANEOUS REVENUE	-1.35	0	0	0	0
OTHER FINANCING SOURCES	0	0	2,595	14,274	11,679
Total Financing by Major Account	54,036	232,152	235,688	247,367	11,679
Financing by Accounting Unit					
21115220 - CERT PROGRAM	54,037.5	127,739	127,739	127,739	0
21115230 - SECTION 3 COLLABORATIVE	0	33,000	35,595	47,274	11,679
21115405 - EQUAL EMPLOYMENT OPPORTUNITY	0	32,123	33,064	33,064	0
21115410 - HUD WORKSHARE AGREEMENT	-1.35	39,290	39,290	39,290	0
Total Financing by Accounting Unit	54,036	232,152	235,688	247,367	11,679