



2026 Proposed Budget: Human Rights and Equal Economic Opportunity

Department Mission: The mission of the Department of Human Rights & Equal Economic Opportunity (HREEO) is to serve Saint Paul residents and businesses by advancing justice and equity through education, advocacy, and enforcement.

Learn More: stpaul.gov/HREEO

Department Facts

- **Total General Fund Budget:** \$4,570,697
- **Total Special Fund Budget:** \$123,655
- **Total FTEs:** 32.00

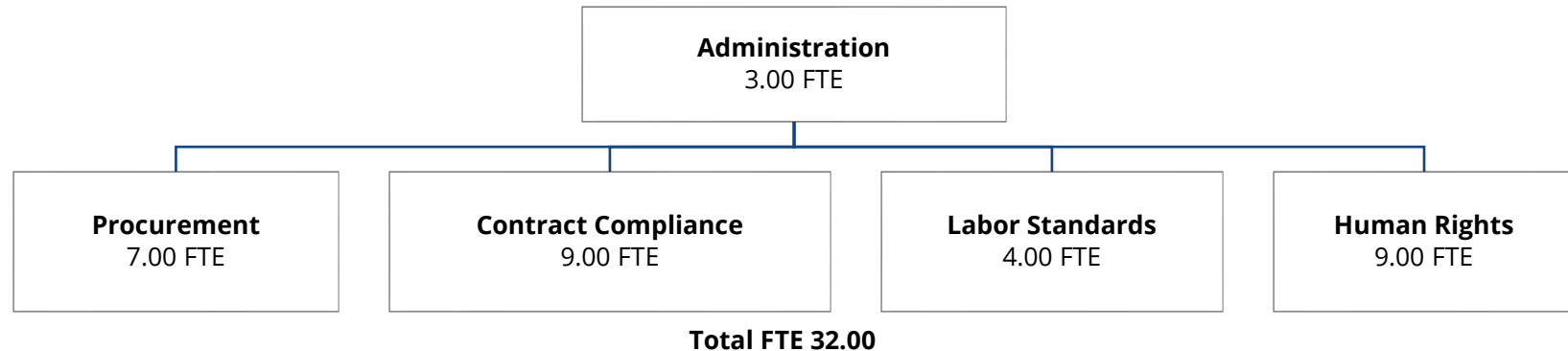
Department Goals

- Hiring, training, and retention.
- Continuous improvement, codifying standard operating procedures based on best practices, and achieving outcomes.
- Executing department core functions in service to the enterprise and the community.

Recent Accomplishments

- The **Procurement division** issued 104 solicitation events, executed 502 contracts, and issued a record 3,573 purchase orders. They also had 53 Request for Proposals (RFPs), 44 Request for Bids (RFBs), and 7 Request for Quotes (RFQs).
- The **Contract Compliance division** reviewed and certified 325 vendor Affirmative Action Plans in 2024 and approved 179 contracts requiring compliance with affirmative action. More than 6,000 workers were reported on prevailing wage compliance payrolls totaling more than 1,000,000 construction hours. Small, Women, and/or Minority Business Enterprise (SWMBE) inclusion on projects required by the Vendor Outreach Program totaled 27.9%.
- The **Section 3 Program** advanced economic inclusion by certifying 49 Business Certifications, 142 Worker Certifications, and 23 Targeted Worker Certifications. In 2024, between two active projects, there were 145 contractors/subcontractors/businesses and 16 Section 3 certified businesses.
- The **Human Rights Investigation Division** investigated 74 charges in 2024 and negotiated more than \$70,000 in direct payments to complainants.
- The **Police Civilian Internal Affairs Review Commission (PCIARC)** saw a 53% increase in the number of cases sent for review.
- The **Labor Standards Enforcement & Education Division** closed 35 cases in 2024, ordered \$10,968 in financial remedies, and reclaimed 673 EST hours.
- The **Accessibility** Division is working with city departments to create or update Americans with Disabilities Act (ADA) transition plans that focus on reducing barriers to access facilities, programs, services, and information.

Human Rights and Equal Economic Opportunity Organizational Chart



Department Division Descriptions

Human Rights and Equal Economic Opportunity is managed by the HREEO Director and department support staff. It includes the following divisions:

- **Procurement:** The Procurement division (Contract and Analysis Services) provides buying, contracting, and surplus disposal services to the City of Saint Paul, Saint Paul Regional Water Services, and the Saint Paul Port Authority.
- **Contract Compliance:** The Contract Compliance and Business Development division ensures that the community can participate in the economic opportunities created by the City of Saint Paul. Its key responsibilities include:
 - Assisting contractors doing business with the City of Saint Paul in meeting contract compliance obligations;
 - Supporting minority-owned, women-owned, small and Section 3 businesses through outreach, training, and capacity building to help them pursue City contracting opportunities. The section 3 program specifically focuses on strengthening the pipeline of the City's residents and business owners traditionally underutilized on public contracts;
 - Ensuring contractors doing business with the City of Saint Paul have an up-to-date and approved Affirmative Action / Equal Employment Opportunity plans; and,
 - Ensuring prevailing wage(s) and other labor standards requirements are met.
- **Labor Standards:** The Division of Labor Standards Enforcement and Education of Human Rights & Equal Economic Opportunity (HREEO) focuses solely on compliance with the City of Saint Paul's Earned Sick and Safe Time (ESST), Minimum Wage, and Wage Theft Ordinances. The Labor Standards Division works to ensure workers and business owners are aware of their rights and responsibilities established by these ordinances. The Division resolves complaints, conducts community outreach and engagement, and provides free training for employers and employees.
- **Human Rights:** The Human Rights Division enforces the City of Saint Paul's [Human Rights Ordinance, Chapter 183](#), which prohibits discrimination against [13 protected classes](#) in the areas of Employment, Real Property (Housing), Education, Public Accommodations, Public Services, Reprisal, Business, and Credit in Saint Paul. The division includes Investigations, Accessibility, and the PCIARC. The Investigation division handles discrimination complaints that are alleged to have taken place within the geographic boundaries of the City of Saint Paul. The Accessibility Coordinator increases language access and accessibility under the ADA throughout the enterprise for community. The PCIARC Coordinator ensures the process around the civilian review of investigations into allegation of police misconduct is run well and transparently. The Division also leads communication, outreach, and community engagement for the Department as a whole and oversees five community boards and commissions.

2026 Proposed Budget

HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fiscal Summary

Spending	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year	FY 2025 Adopted Budget FTE	FY 2026 Proposed Budget FTE
100: CITY GENERAL FUND	3,107,233	4,299,844	4,382,035	4,570,697	188,662	32.58	31.48
211: GENERAL GOVT SPECIAL PROJECTS	173,767	202,409	123,654	123,655	1	0.52	0.52
Total	3,281,000	4,502,253	4,505,689	4,694,352	188,663	33.10	32.00

Financing	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
100: CITY GENERAL FUND	652,199	601,640	601,640	601,640	-
211: GENERAL GOVT SPECIAL PROJECTS	163,116	202,409	123,654	123,655	1
Total	815,315	804,049	725,294	725,295	1

Budget Changes Summary

The 2026 Human Rights and Equal Economic Opportunity (HREEO) General Fund budget includes the reduction of a vacant Labor Standards Investigator II and a vacant 0.10 FTE Human Rights Investigator I, as well as a reallocation of funds designated for general professional services. The budget contains increases in current service level adjustments, including salary and benefit costs.

Special fund changes reflect current service level adjustments.

Human Rights and Equal Economic Opportunity Spending Reports

CITY OF SAINT PAUL

Spending Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: 100 - CITY GENERAL FUND

Budget Year: 2026

Spending by Major Account	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
EMPLOYEE EXPENSE	2,932,211	3,856,578	4,189,148	4,375,560	186,412
SERVICES	83,101	74,285	143,974	113,224	(30,750)
MATERIALS AND SUPPLIES	90,672	72,523	48,913	81,913	33,000
PROGRAM EXPENSE	1,250	293,304	-	-	-
OTHER FINANCING USES	-	3,154	-	-	-
Total Spending by Major Account	3,107,233	4,299,844	4,382,035	4,570,697	188,662

Spending by Accounting Unit	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
10015100 - HREEO ADMINISTRATION	520,625	3,910,862	4,015,538	4,170,817	155,279
10015110 - LABOR STANDARDS	100,817	-	-	-	-
10015200 - CONTRACT COMPLIANCE	860,197	(2,796)	-	-	-
10015300 - PROCUREMENT CAS	1,159,714	2,687	-	-	-
10015400 - HUMAN RIGHTS	353,047	-	-	-	-
10015500 - HREEO SPECIAL PROJECTS	7,043	-	-	-	-
10015600 - PCIARC	15,765	-	-	-	-
10015700 - MINORITY BUSINESS DEVELOPMENT	90,025	389,092	366,497	399,880	33,383
Total Spending by Accounting Unit	3,107,233	4,299,844	4,382,035	4,570,697	188,662

CITY OF SAINT PAUL

Spending Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: 211 - GENERAL GOVT SPECIAL PROJECTS

Budget Year: 2026

Spending by Major Account	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
EMPLOYEE EXPENSE	157,376	66,462	71,734	74,457	2,723
SERVICES	16,391	127,293	51,921	49,198	(2,723)
MATERIALS AND SUPPLIES	-	8,465	-	-	-
OTHER FINANCING USES	-	189	-	-	-
Total Spending by Major Account	173,767	202,409	123,654	123,655	1

Spending by Accounting Unit	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
21115220 - CERT PROGRAM	105,368	74,405	-	-	-
21115230 - SECTION 3 COLLABORATIVE	-	47,274	43,333	43,333	0
21115405 - EQUAL EMPLOYMENT OPPORTUNITY	31,784	17,390	16,982	16,982	0
21115410 - HUD WORKSHARE AGREEMENT	36,615	63,340	63,340	63,340	-
Total Spending by Accounting Unit	173,767	202,409	123,654	123,655	1

Human Rights and Equal Economic Opportunity Financing Reports

CITY OF SAINT PAUL

Financing Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: 100 - CITY GENERAL FUND

Budget Year: 2026

Financing by Major Account	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
CHARGES FOR SERVICES	112,233	61,674	61,674	61,674	-
MISCELLANEOUS REVENUE	0	-	-	-	-
OTHER FINANCING SOURCES	539,966	539,966	539,966	539,966	-
Total Financing by Major Account	652,199	601,640	601,640	601,640	-

Financing by Accounting Unit	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
10015100 - HREEO ADMINISTRATION	0	-	-	-	-
10015300 - PROCUREMENT CAS	92,277	42,674	42,674	42,674	-
10015400 - HUMAN RIGHTS	19,939	19,000	19,000	19,000	-
10015500 - HREEO SPECIAL PROJECTS	17	-	-	-	-
10015700 - MINORITY BUSINESS DEVELOPMENT	539,966	539,966	539,966	539,966	-
Total Financing by Accounting Unit	652,199	601,640	601,640	601,640	-

CITY OF SAINT PAUL

Financing Plan by Department

Department: HUMAN RIGHTS AND EQUAL ECONOMIC OPPORTUNITY

Fund: 211 - GENERAL GOVT SPECIAL PROJECTS

Budget Year: 2026

Financing by Major Account	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
INTERGOVERNMENTAL REVENUE	34,300	80,730	80,322	80,322	0
CHARGES FOR SERVICES	128,816	107,405	33,000	33,000	-
OTHER FINANCING SOURCES	-	14,274	10,333	10,333	0
Total Financing by Major Account	163,116	202,409	123,654	123,655	1

Financing by Accounting Unit	FY 2023 Actuals	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Proposed Budget	Change From Prior Year
21115220 - CERT PROGRAM	105,926	74,405	-	-	-
21115230 - SECTION 3 COLLABORATIVE	5,500	47,274	43,333	43,333	0
21115405 - EQUAL EMPLOYMENT OPPORTUNITY	17,390	17,390	16,982	16,982	0
21115410 - HUD WORKSHARE AGREEMENT	34,300	63,340	63,340	63,340	-
Total Financing by Accounting Unit	163,116	202,409	123,654	123,655	1