



# 2027 Proposed Budget: Human Rights and Equal Economic Opportunity

**Department Mission:** The mission of the Department of Human Rights and 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](http://stpaul.gov/HREEO)

## Department Facts

- **Total General Fund Budget:** \$4,651,745
- **Total Special Fund Budget:** \$43,333
- **Total FTEs:** 30.00

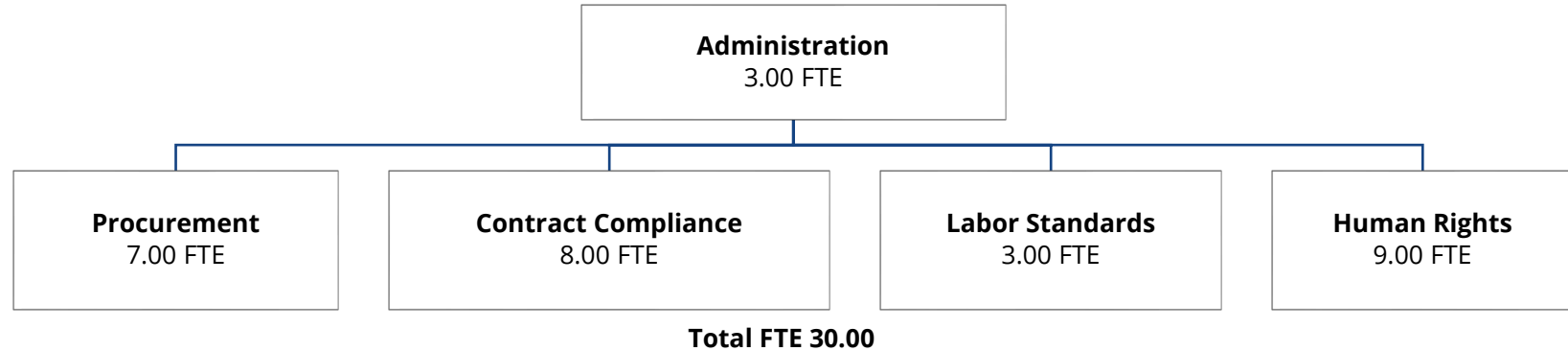
## Department Goals

- 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

- Procurement executed 545 new contracts across 131 solicitation events in 2025, supporting city functions from public safety to infrastructure to language access.
- The Vendor Outreach Program directed \$51.2 million — 31.3% of subcontracting dollars — to small, women-owned, and minority-owned businesses.
- More than 8,000 workers were reported on prevailing wage compliance payrolls in 2025, totaling over 1,000,000 construction hours monitored.
- Labor Standards ordered \$178,492 in financial remedies for employees in closed cases in 2025.
- The Human Rights Investigation Division negotiated more than \$110,000 in direct payments to complainants in 2025.
- HREEO supported more than 30,000 Limited English Proficiency (LEP) encounters in 2025, ensuring residents could access city services in the language of their choice at no cost.
- Staff engaged with 1,817 community members in 2025 through 51 events and 22 Know Your Rights presentations.

# 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 the community can participate in the economic opportunities created by the City of Saint Paul, helping contractors meet compliance obligations, supporting minority-owned, women-owned, small, and Section 3 businesses through outreach and capacity building, verifying Affirmative Action / Equal Employment Opportunity plans, and enforcing prevailing wage and other labor standards requirements.
- **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 Investigations unit handles discrimination complaints alleged to have taken place within the geographic boundaries of Saint Paul, and the Division leads communication, outreach, and community engagement for the Department as a whole, overseeing five community boards and commissions.
- **Accessibility:** The Accessibility Coordinator enforces Title II of the Americans with Disabilities Act (ADA) and Limited English Proficiency (LEP) services across the city, working with departments on ADA transition plans and ensuring residents can access city services and information in the language of their choice at no cost.
- **PCIARC:** The Police Civilian Internal Affairs Review Commission (PCIARC) is the City's civilian oversight body for complaints about police misconduct. Composed of Saint Paul residents, PCIARC reviews investigations and recommends disciplinary actions and policy updates to the Saint Paul Chief of Police.

# Fiscal Summary: Human Rights And Equal Economic Opportunity

## 2027 Proposed Budget

| Spending                           | 2024 Actuals     | 2025 Adopted     | 2026 Adopted     | 2027 Proposed    | Change From Prior Year | 2026 Adopted FTE | 2027 Proposed FTE |
|------------------------------------|------------------|------------------|------------------|------------------|------------------------|------------------|-------------------|
| 100: CITY GENERAL FUND             | 3,584,926        | 4,382,035        | 4,495,697        | 4,651,745        | 156,048                | 31.48            | 30.00             |
| 211: GENERAL GOVT SPECIAL PROJECTS | 120,689          | 123,654          | 123,655          | 43,333           | (80,322)               | 0.52             | -                 |
| <b>Total</b>                       | <b>3,705,615</b> | <b>4,505,689</b> | <b>4,619,352</b> | <b>4,695,078</b> | <b>75,726</b>          | <b>32.00</b>     | <b>30.00</b>      |

| Financing                          | 2024 Actuals   | 2025 Adopted   | 2026 Adopted   | 2027 Proposed  | Change From Prior Year |
|------------------------------------|----------------|----------------|----------------|----------------|------------------------|
| 100: CITY GENERAL FUND             | 606,750        | 601,640        | 601,640        | 601,640        | -                      |
| 211: GENERAL GOVT SPECIAL PROJECTS | 120,868        | 123,654        | 123,655        | 43,333         | (80,322)               |
| <b>Total</b>                       | <b>727,618</b> | <b>725,294</b> | <b>725,295</b> | <b>644,973</b> | <b>(80,322)</b>        |

## Budget Changes Summary

The 2027 Human Rights and Equal Economic Opportunity (HREEO) General Fund budget includes the reduction of a vacant 1.0 FTE Compliance Coordinator and a vacant 1.0 FTE Labor Standards Investigator I, a shift of 0.52 FTE Human Rights Investigator II from expiring special fund revenue into the General Fund, as well as an increase in the stipend for members of the Police Civilian Internal Affairs Review Commission (PCIARC). The budget includes the planned removal of one-time savings from the HREEO Director vacancy, as well as increases in current service level adjustments, including salary and benefit costs.

Special fund changes include the elimination of special fund budgets for the HUD Workshare Agreement and the Equal Employment Opportunity Commission (EEOC) to reflect expiring revenue, the shift of 0.52 FTE Human Rights Investigator II into the General Fund, as well as current service level adjustments.

| 100: General Fund | Human Rights and Equal Economic Opportunity |
|-------------------|---------------------------------------------|
|-------------------|---------------------------------------------|

| Current Service Level Adjustments | Change from 2026 Adopted |
|-----------------------------------|--------------------------|
|-----------------------------------|--------------------------|

Current service level adjustments include inflationary increases due to salary and benefit costs, adjustments to department contributions to citywide services such as property insurance and telephone monthly charges, planned removal of one-time budget items, and other revenue and expense adjustments.

|                                                                 |         |   |   |
|-----------------------------------------------------------------|---------|---|---|
| Planned removal of one-time savings from HREEO Director vacancy | 75,000  | - | - |
| Other current service level adjustments                         | 197,135 | - | - |
| <b>Subtotal:</b>                                                | 272,135 | - | - |

| Mayor's Proposed Changes | Change from 2026 Adopted |
|--------------------------|--------------------------|
|--------------------------|--------------------------|

|                                                       | FY 2019     | FY 2020     | FY 2021     |
|-------------------------------------------------------|-------------|-------------|-------------|
| <b>Department Budget Reductions and Reallocations</b> |             |             |             |
| <b>Department of Health Services</b>                  |             |             |             |
| Public Health                                         | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Administration                        | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Planning                              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Research                              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Training                              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Evaluation                            | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Information Systems                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Quality Improvement                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Regulatory Affairs                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Compliance                            | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Legal Affairs                         | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Policy Development                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Advocacy                              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Outreach                              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Community Engagement                  | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Public Relations                      | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Media Relations                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Marketing                             | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Communications                        | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Technical Support                     | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Administrative Support                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Facilities Management                 | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Information Technology                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Security                              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Risk Management                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Insurance                             | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Finance                               | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Accounting                            | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Human Resources                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Training & Development                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Professional Development              | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Career Development                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Employee Assistance                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Wellness Programs                     | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Safety Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Environmental Programs                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Energy Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Sustainability Programs               | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Diversity Programs                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Inclusion Programs                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Accessibility Programs                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Universal Design Programs             | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Social Justice Programs               | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Equity Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Anti-Racism Programs                  | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services LGBTQ+ Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Disability Programs                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Elder Care Programs                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Child Care Programs                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Youth Programs                        | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Adult Programs                        | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Senior Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Family Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Community Programs                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Neighborhood Programs                 | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services City-Wide Programs                    | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services State-Wide Programs                   | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services National Programs                     | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services International Programs                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Global Programs                       | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Transnational Programs                | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Cross-Border Programs                 | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Multi-Sectoral Programs               | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Inter-Sectoral Programs               | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Multi-Stakeholder Programs            | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Multi-Level Programs                  | \$1,678,000 | \$1,678,000 | \$1,678,000 |
| Health Services Multi-Disciplinary Programs           | \$1,678,000 | \$1,678,000 | \$1,678,000 |

The 2027 budget includes the reduction of one vacant Compliance Coordinator, one vacant Labor Standards Investigator I, a shift of 0.52 FTE Human Rights Investigator II from expiring special fund revenue into the General Fund, and an increase in the stipend for PCIARC.

|                                                                          |                                       |                  |          |               |
|--------------------------------------------------------------------------|---------------------------------------|------------------|----------|---------------|
|                                                                          | Vacant Compliance Coordinator         | (115,432)        | -        | (1.00)        |
|                                                                          | Vacant Labor Standards Investigator I | (104,842)        | -        | (1.00)        |
| Shift remaining 0.52 FTE Human Rights Investigator II from special funds |                                       | 77,187           | -        | 0.52          |
|                                                                          | PCIARC Stipend                        | 27,000           | -        | -             |
|                                                                          | <b>Subtotal:</b>                      | <b>(116,087)</b> | <b>-</b> | <b>(1.48)</b> |

|                                      |                |          |               |
|--------------------------------------|----------------|----------|---------------|
| <b>Fund 100 Budget Changes Total</b> | <b>156,048</b> | <b>-</b> | <b>(1.48)</b> |
|--------------------------------------|----------------|----------|---------------|

211: General Government Special Projects

Human Rights and Equal Economic Opportunity

This fund includes housing complaint investigations and equal employment opportunity investigations.

Current Service Level Adjustments

Current service level adjustments include inflationary increases due to salary and benefit costs, contract negotiations, adjustments to department contributions to citywide services such as property insurance and telephone monthly charges, as well as other revenue and expense adjustments.

|                                   | Change from 2026 Adopted |           | FTE |
|-----------------------------------|--------------------------|-----------|-----|
|                                   | Spending                 | Financing |     |
| Current service level adjustments | 2,784                    | 2,784     | -   |
| Subtotal:                         | 2,784                    | 2,784     | -   |

Mayor's Proposed Changes

Budget Reductions and Reallocations

The 2027 budget includes the elimination of the special fund budgets for the HUD Workshare Agreement and the Equal Employment Opportunity Commission (EEOC) to reflect expiring revenue, as well as the shift of 0.52 FTE Human Rights Investigator II into the General Fund.

|                                                                       | Change from 2026 Adopted |           | FTE    |
|-----------------------------------------------------------------------|--------------------------|-----------|--------|
|                                                                       | Spending                 | Financing |        |
| HUD Workshare Agreement non-employee expenses                         | (1,773)                  | (1,773)   | -      |
| EEOC non-employee expenses                                            | (4,146)                  | (4,146)   | -      |
| Shift remaining 0.52 FTE Human Rights Investigator II to General Fund | (77,187)                 | (77,187)  | (0.52) |
| Subtotal:                                                             | (83,106)                 | (83,106)  | (0.52) |

|                               |          |          |        |
|-------------------------------|----------|----------|--------|
| Fund 211 Budget Changes Total | (80,322) | (80,322) | (0.52) |
|-------------------------------|----------|----------|--------|

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

# Spending Plan by Department: Human Rights And Equal Economic Opportunity

Budget Year: 2027

## Fund: 100 - CITY GENERAL FUND

| Spending by Major Account              | 2024 Actuals     | 2025 Adopted     | 2026 Adopted     | 2027 Proposed    | Change From Prior Year |
|----------------------------------------|------------------|------------------|------------------|------------------|------------------------|
| Employee Expense                       | 3,433,405        | 4,189,148        | 4,300,561        | 4,429,775        | 129,214                |
| Services                               | 116,783          | 143,974          | 113,223          | 140,057          | 26,834                 |
| Materials And Supplies                 | 34,394           | 48,913           | 81,913           | 81,913           | -                      |
| Additional Expenses                    | 344              | -                | -                | -                | -                      |
| <b>Total Spending by Major Account</b> | <b>3,584,926</b> | <b>4,382,035</b> | <b>4,495,697</b> | <b>4,651,745</b> | <b>156,048</b>         |

| Spending by Accounting Unit              | 2024 Actuals     | 2025 Adopted     | 2026 Adopted     | 2027 Proposed    | Change From Prior Year |
|------------------------------------------|------------------|------------------|------------------|------------------|------------------------|
| 10015100 - HREEO ADMINISTRATION          | 2,447,806        | 4,015,538        | 4,095,817        | 4,235,079        | 139,262                |
| 10015200 - CONTRACT COMPLIANCE           | 233,043          | -                | -                | -                | -                      |
| 10015300 - PROCUREMENT CAS               | 583,310          | -                | -                | -                | -                      |
| 10015400 - HUMAN RIGHTS                  | 247,663          | -                | -                | -                | -                      |
| 10015600 - PCIARC                        | 7,515            | -                | -                | -                | -                      |
| 10015700 - MINORITY BUSINESS DEVELOPMENT | 65,589           | 366,497          | 399,880          | 416,666          | 16,786                 |
| <b>Total Spending by Accounting Unit</b> | <b>3,584,926</b> | <b>4,382,035</b> | <b>4,495,697</b> | <b>4,651,745</b> | <b>156,048</b>         |

# Spending Plan by Department: Human Rights And Equal Economic Opportunity

Budget Year: 2027

Fund: 211 - GENERAL GOVT SPECIAL PROJECTS

| Spending by Major Account       | 2024 Actuals | 2025 Adopted | 2026 Adopted | 2027 Proposed | Change From Prior Year |
|---------------------------------|--------------|--------------|--------------|---------------|------------------------|
| Employee Expense                | 68,422       | 71,734       | 74,457       | -             | (74,457)               |
| Services                        | 52,267       | 51,921       | 49,198       | 43,333        | (5,865)                |
| Total Spending by Major Account | 120,689      | 123,654      | 123,655      | 43,333        | (80,322)               |

| Spending by Accounting Unit             | 2024 Actuals | 2025 Adopted | 2026 Adopted | 2027 Proposed | Change From Prior Year |
|-----------------------------------------|--------------|--------------|--------------|---------------|------------------------|
| 21115220 - CERT PROGRAM                 | 47,103       | -            | -            | -             | -                      |
| 21115230 - SECTION 3 COLLABORATIVE      | 3,941        | 43,333       | 43,333       | 43,333        | -                      |
| 21115405 - EQUAL EMPLOYMENT OPPORTUNITY | 31,375       | 16,982       | 16,982       | -             | (16,982)               |
| 21115410 - HUD WORKSHARE AGREEMENT      | 38,270       | 63,340       | 63,340       | -             | (63,340)               |
| Total Spending by Accounting Unit       | 120,689      | 123,654      | 123,655      | 43,333        | (80,322)               |

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

# Financing Plan by Department: Human Rights And Equal Economic Opportunity

**Fund: 100 - CITY GENERAL FUND**

**Budget Year: 2027**

| Financing by Major Account              | 2024 Actuals   | 2025 Adopted   | 2026 Adopted   | 2027 Proposed  | Change From Prior Year |
|-----------------------------------------|----------------|----------------|----------------|----------------|------------------------|
| Charges For Services                    | 66,784         | 61,674         | 61,674         | 61,674         | -                      |
| Other Financing Sources                 | 539,966        | 539,966        | 539,966        | 539,966        | -                      |
| <b>Total Financing by Major Account</b> | <b>606,750</b> | <b>601,640</b> | <b>601,640</b> | <b>601,640</b> | <b>-</b>               |

| Financing by Accounting Unit              | 2024 Actuals   | 2025 Adopted   | 2026 Adopted   | 2027 Proposed  | Change From Prior Year |
|-------------------------------------------|----------------|----------------|----------------|----------------|------------------------|
| 10015300 - PROCUREMENT CAS                | 42,859         | 42,674         | 42,674         | 42,674         | -                      |
| 10015400 - HUMAN RIGHTS                   | 23,925         | 19,000         | 19,000         | 19,000         | -                      |
| 10015700 - MINORITY BUSINESS DEVELOPMENT  | 539,966        | 539,966        | 539,966        | 539,966        | -                      |
| <b>Total Financing by Accounting Unit</b> | <b>606,750</b> | <b>601,640</b> | <b>601,640</b> | <b>601,640</b> | <b>-</b>               |

**Fund: 211 - GENERAL GOVT SPECIAL PROJECTS**

| Financing by Major Account              | 2024 Actuals   | 2025 Adopted   | 2026 Adopted   | 2027 Proposed | Change From Prior Year |
|-----------------------------------------|----------------|----------------|----------------|---------------|------------------------|
| Intergovernmental Revenue               | 92,800         | 80,322         | 80,322         | -             | (80,322)               |
| Charges For Services                    | 28,068         | 33,000         | 33,000         | 33,000        | -                      |
| Other Financing Sources                 | -              | 10,333         | 10,333         | 10,333        | -                      |
| <b>Total Financing by Major Account</b> | <b>120,868</b> | <b>123,654</b> | <b>123,655</b> | <b>43,333</b> | <b>(80,322)</b>        |

| Financing by Accounting Unit              | 2024 Actuals   | 2025 Adopted   | 2026 Adopted   | 2027 Proposed | Change From Prior Year |
|-------------------------------------------|----------------|----------------|----------------|---------------|------------------------|
| 21115220 - CERT PROGRAM                   | 14,068         | -              | -              | -             | -                      |
| 21115230 - SECTION 3 COLLABORATIVE        | 24,000         | 43,333         | 43,333         | 43,333        | -                      |
| 21115405 - EQUAL EMPLOYMENT OPPORTUNITY   | 23,760         | 16,982         | 16,982         | -             | (16,982)               |
| 21115410 - HUD WORKSHARE AGREEMENT        | 59,040         | 63,340         | 63,340         | -             | (63,340)               |
| <b>Total Financing by Accounting Unit</b> | <b>120,868</b> | <b>123,654</b> | <b>123,655</b> | <b>43,333</b> | <b>(80,322)</b>        |