



Department of Human Rights and Ethics

FY2015 Budget Presentation

October 20, 2014 at 11:30a.m.



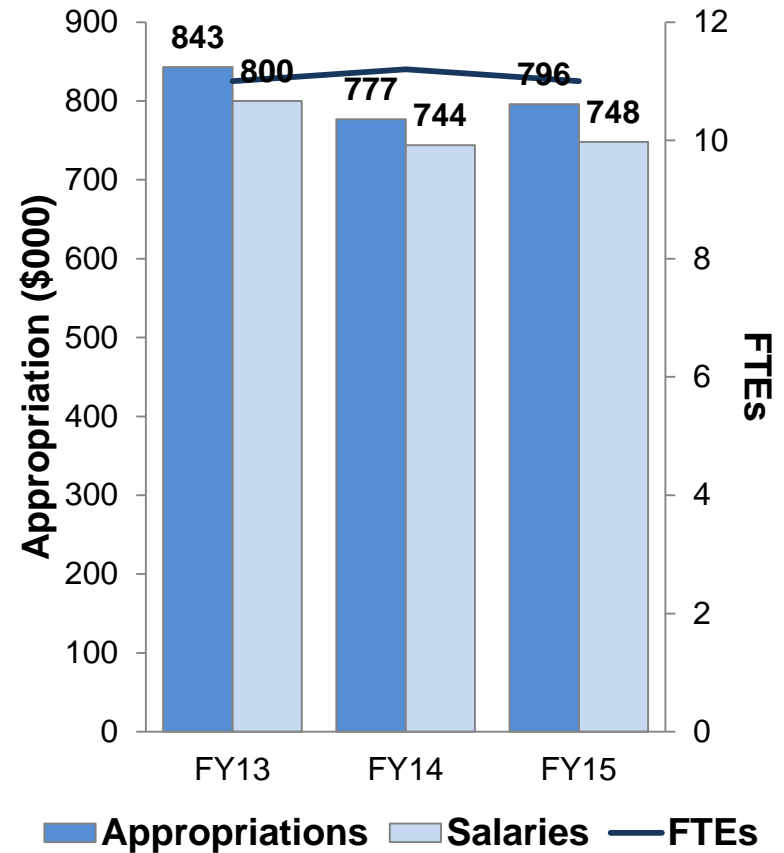
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Mission

The Department of Human Rights and Ethics supports the Cook County Commission on Human Rights and the Cook County Board of Ethics.

Budget and staffing



Human Rights and Ethics – FY2014 Accomplishments

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- Substantial progress eliminating backlog of more than 160 active/pending cases dating back to 2000. By changing leadership, implementing case management technology, increasing staffing levels and streamlining investigation processes, the Department exceeded its FY 2015 year-end target in the second quarter of 2014 and has reduced the overall size of the backlog by more than 72 percent.
- Leveraged relationships with the Cook County Office of Administrative Hearings and the Center for Conflict Resolution to reduce the cost of its mediation and adjudication activities while continuing to deliver high-quality services to litigants.
- Significantly revised its ethics curriculum to reduce lesson time and improve ease of understanding. The revised curriculum has already been used in 76 in-person trainings and made its online debut in October 2014.
- Increased proactive ethics activities. As of September 2014, performed more than 1,693 audits, issued 24 advisory opinions and responded to more than 165 inquiries this year.

Human Rights and Ethics – FY2015 Budget Highlights

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- Set more aggressive targets to completely eliminate the Commission's backlog in FY 2015, more than a year ahead of schedule. With a smaller docket of active/pending cases, the Commission can focus on providing speedy resolutions to cases.
- Improve the transparency and accountability of the Commission and the Board's operations by digitizing more than 20 years of precedent and guidance. Information will be available to the public in a searchable, online database.
- Expand both agency's outreach and education activities.
- Shift Department staffing to a two deputy/legal counsel structure where one attorney can specialize in ethics issues and the other in human rights issues. This aims to ensure that ethics cases/inquiries are addressed in a timely fashion without regard to the Department's other workload.
- Continued focus on professionalizing of investigations staff, including by cross-training Department investigators on both types of investigations to be better equipped to respond to unanticipated surges in demand.
- Intervene earlier in circumstances that could lead to an unwitting ethics violation, through increased transparency regarding ethics investigations and enforcement.



Human Rights and Ethics – 2015 STAR goals and targets

FY2015 Performance Targets

Performance Metric	FY2013 Actual	FY2014 Projected YE	FY2015 Target
Inventory of Pending/Active Human Rights Cases	125	50	30
Average Case Clearance Rate for Human Rights Investigators	16	38	20
Number of Ethics Compliance Audits Performed	-	1174	1468
Number of Persons Receiving In-Person or Online Ethics Training	876	2700	3375
Number of Ethics Advisory Opinions Issued	10	19	24

Human Rights Commission Backlog Reduction

