



Department of Human Rights and Ethics

FY2014 Budget Presentation

October 21, 2013



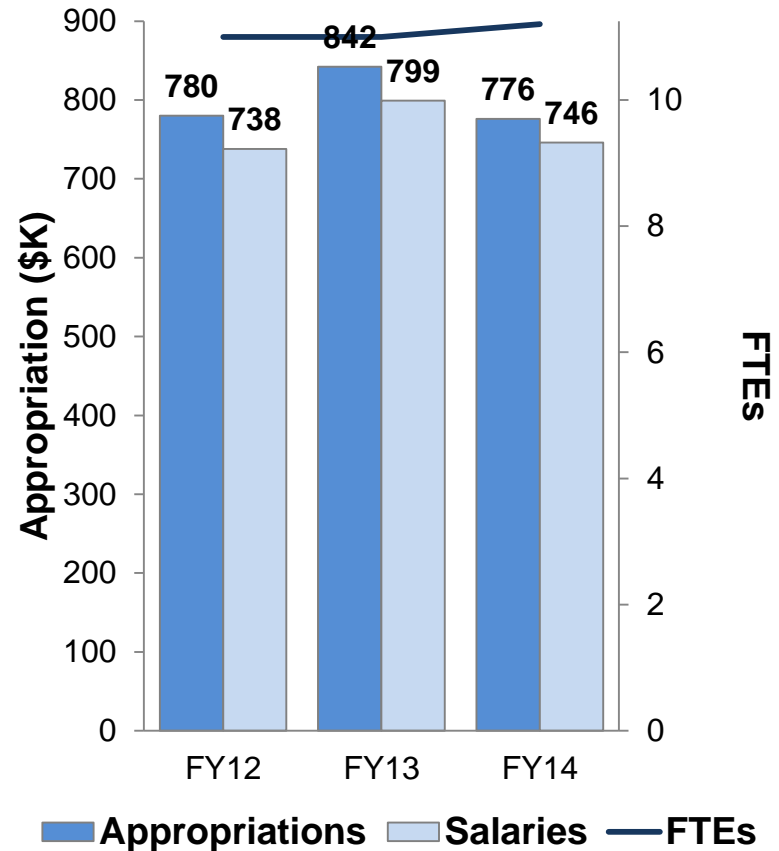
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Mission

- To protect the rights of people who live and work in Cook County to be free from discrimination and harassment in employment, housing, public accommodations, credit, and access to Cook County facilities, services, programs and contracts by enforcement of the Cook County Human Rights Ordinance.
- To ensure that Cook County elected officials, employees and vendors comply with the highest standards of ethical conduct, and to strengthen the confidence of the people of Cook County in the fair and honest administration of their government by enforcement of the Cook County Ethics Ordinance and the Cook County Contingency Fund Guidelines Ordinance.

Budget and Staffing





Inter-agency collaboration

- Instead of retaining additional attorneys, the Department will refer human rights cases for which an investigation has found substantial evidence of a violation of the Human Rights Ordinance to judges already retained by the Dept. of Administrative Hearings
- FY2014 savings of \$13,280 and additional anticipated FY2015 savings of \$10,000
- Eliminates the Department's single largest non-personnel expense by FY2015

Utilizing existing County resources and eliminating unnecessary expenses

- Obtaining permission to dispose of documents stored in a private facility or move them to a County-owned facility
- Using County fleet and car share programs for offsite investigations
- Disconnecting unused communications services for an additional savings

Focusing on investigative and adjudicative functions of supporting the Board of Ethics and the Commission on Human Rights

Support for Commission on Women's Issues transferred to the Office of the President



Improving transparency and accountability

- New Public Information Officer (“PIO”) will revamp the Ethics and Human Rights websites to include orders, advisory opinions, and investigation findings, where appropriate
- The goal is to increase compliance with the Cook County Human Rights and Ethics ordinances by being more transparent about enforcement and increasing access to information that may help prevent unwitting violations before they occur
- PIO will allow investigators to focus on cases without neglecting educational outreach

Increasing training programs to professionalize investigations staff

- A \$708 budgetary increase will afford each investigator at least one opportunity per year to receive training on investigation techniques, report writing, case management, ethics/anticorruption or antidiscrimination law
- The Department will also partner with other investigatory agencies on training programs to increase awareness of Department services

Investing in stronger leadership

- The Department has several Shakman-exempt leadership positions (e.g., legislative coordinator, deputy director) that could be filled in future years. By funding a summer fellowship, the Department will be able to observe the work product of a candidate for one of these positions before making the decision to hire him or her



Implementing case management technology and processes

- An audit initiated by the interim director and completed by the new director found a backlog of approximately 140 human rights cases
- Part of the reason this backlog developed was because cases were not centrally tracked so that they could be reassigned when an investigator left the Department
- Implementation of a very simple, zero-cost case management tool in September allowed the Department to identify and close more cases than it has closed in any previous 30-day window during the fiscal year

Hiring additional investigators to restore to full staffing

- In addition to the sizeable backlog of human rights cases, a number of ethics investigations have aged over one year without a final determination by the Board of Ethics
- The department has hired one human rights investigator and is in the process of hiring two additional ethics and human rights investigators to address the problem of understaffed investigative responsibilities

Successful online ethics training

- Over 2,300 Cook County employees have already been trained. This exceeds the FY2013 goal of 2,200 persons trained

Department of Human Rights and Ethics –

2014 STAR Goals

FY2014 Budget Presentation



Performance Metric	FY2013 YTD	FY2013 Projected YE	FY2014 Target
Decrease inventory of open/pending human rights cases	140	150	100
Improve average case clearance rate of human rights investigators	12	16	20
Increase number of officials and employees receiving in person or online Ethics training	2384	2500	2700
Decrease the number of open ethics investigations pending more than one year	10	8	0

County Employees Participating in Online Ethics Training (Aggregate YTD)

