



# **Cook County Department of Human Rights and Ethics (DHRE)**

## **FY2017 Budget Presentation**

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**Scheduled for October 19, 2016 (11:30 a.m.)**

# Cook County Department of Human Rights and Ethics

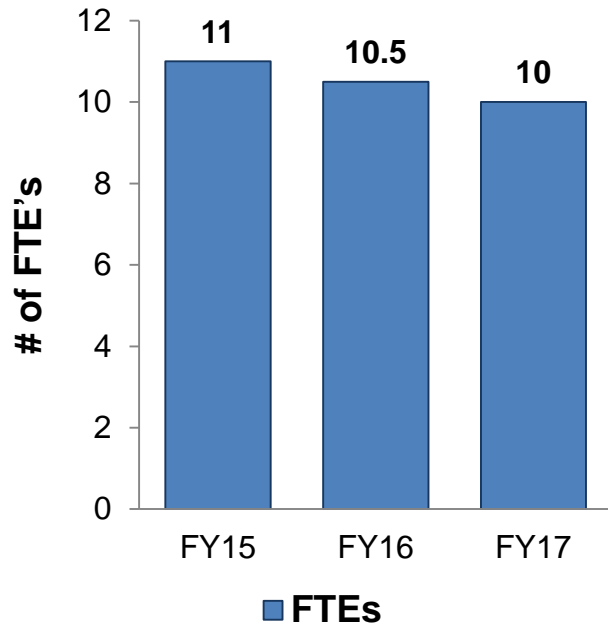
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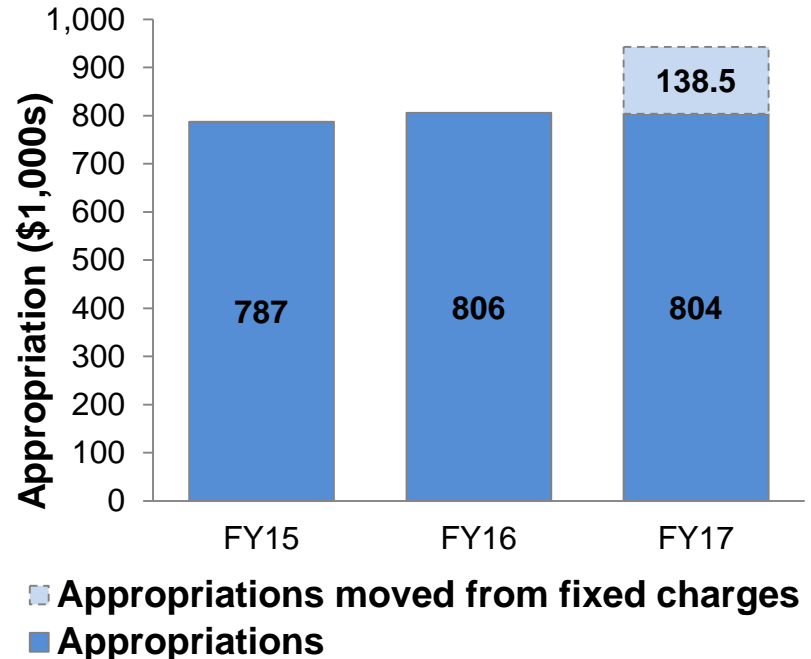
## Mission

The Department of Human Rights and Ethics supports the Cook County Commission on Human Rights, the Cook County Board of Ethics and the Cook County Commission on Women's Issues.

### Staffing



### Budget



# DHRE – Program Inventory

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## **Executive Office and Administrative (4 FTE)**

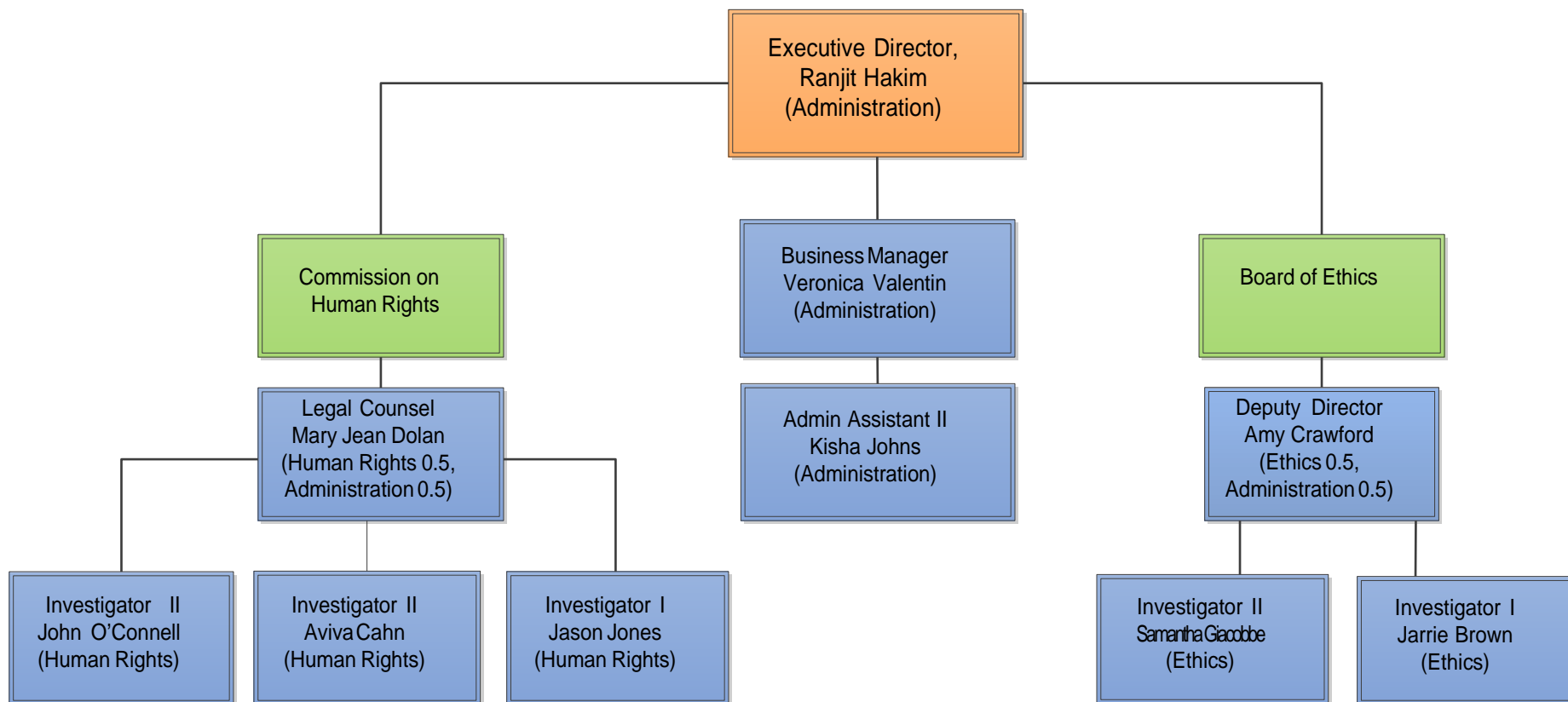
Provides supervision of and support for the Human Rights and Ethics Program. Provides legal counsel and coordinates outreach, media and legislation. Engages in activities relating to budget and purchasing, staff development, personnel and procurement and capacity building.

## **Human Rights and Ethics (6 FTE)**

Investigates, mediates and adjudicates complaints. Performs audits, responds to inquiries and issues advisory opinions. Designs and manages online and in-person training.

# DHRE – Organization Chart

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# Cook County Department of Human Rights and Ethics

## Discussion of 2016 Department and Program Outcomes

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- By partially automating some of its audit functions, the Board of Ethics has greatly increased the number of compliance audits and investigations that it can perform with the same limited number of investigators.
  - In FY2015, each ethics investigator performed approximately 1,350 compliance audits.
  - In FY2016, each investigator is on track to triple that figure.
  - Freed time resources have been reinvested into additional compliance activities.
- The Commission on Human Rights is improving the delivery of its investigative and adjudicative services with the same small staff.
  - Today, on average, a matter filed with the Commission will receive final disposition in 426 days (inclusive of all available administrative and judicial appeals).
  - This figure is on the order of 700-800 days shorter than the comparable measure in FY2013.

# **Cook County Department of Human Rights and Ethics**

## **Budget, Cost Analysis, and 2017 Strategic Initiatives & Goals**

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- Resume budgetary and personnel support for the Cook County Commission on Women's Issues for the first time since FY 2013.
- Propose major update and overhaul of the Cook County Human Rights Ordinance.
- Design notices and postings, issue regulations and otherwise prepare for enforcement of the Cook County Earned Sick Leave Ordinance.
- Complete capacity building exercises, including investigations manual for the Cook County Board of Ethics and a legal guide for the Cook County Commission on Human Rights.
- Issue guidance to Cook County registered lobbyists based on first year of enforcement of the Cook County Lobbyist Registration Ordinance.

# DHRE – 2017 STAR goals and targets

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Performance Metric	FY2015 Actual	FY2016 Projected YE	FY2017 Target
<b>Human Rights and Ethics Output Metric</b>			
Total number of persons receiving ethics training from the Board of Ethics	5,764	6,704	7,000
<b>Human Rights and Ethics Efficiency Metric</b>			
Ethics audits and investigations performed per ethics investigator	1,352	4,172	4,000
<b>Human Rights and Ethics Outcome Metric</b>			
Percentage of Commission on Human Rights cases resolved within 400 days	N/A	N/A	80%
<b>Zero Based Budget Metric</b>			
Cost per person receiving ethics training	\$5.84	\$5.84	\$5.82

# DHRE – 2017 STAR goals and targets

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## Average Number of Days Between Ethics Inquiry or Request for Advisory Opinion and Issuance of Guidance by the Board of Ethics (FY16)

