



Department of Human Rights & Ethics

FY2018 Budget Presentation

Monday, October 30, 2017

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Mission

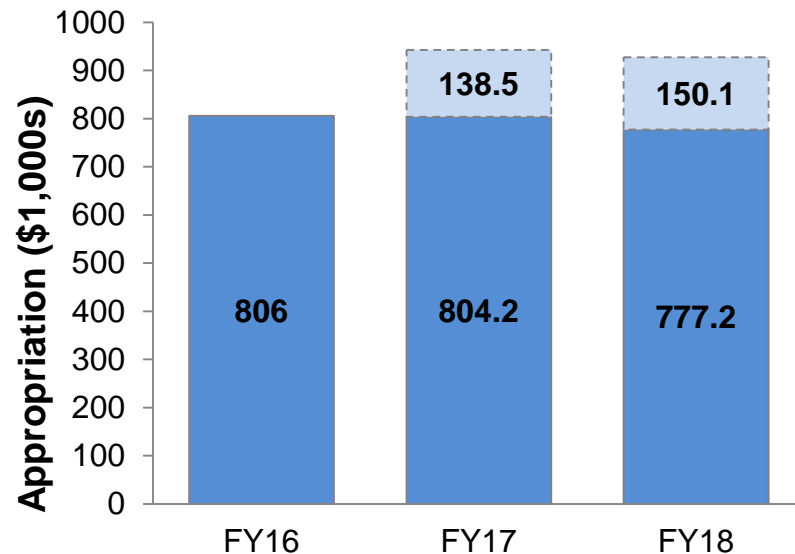
DHRE supports the Cook County Commission on Human Rights to protect the people who live and work in Cook County from discrimination and harassment, inadequate wages and unfair work conditions. DHRE also supports the Cook County Board of Ethics to ensure that Cook County officials, employees, appointees, candidates for office, lobbyists 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.

Programming

Human Rights and Ethics (9 FTEs)

Supports the Cook County Board of Ethics and Cook County Commission on Human Rights. Investigates, mediates, and adjudicates complaints. Performs audits, responds to inquiries and issues advisory opinions. Designs and manages online and in-person training

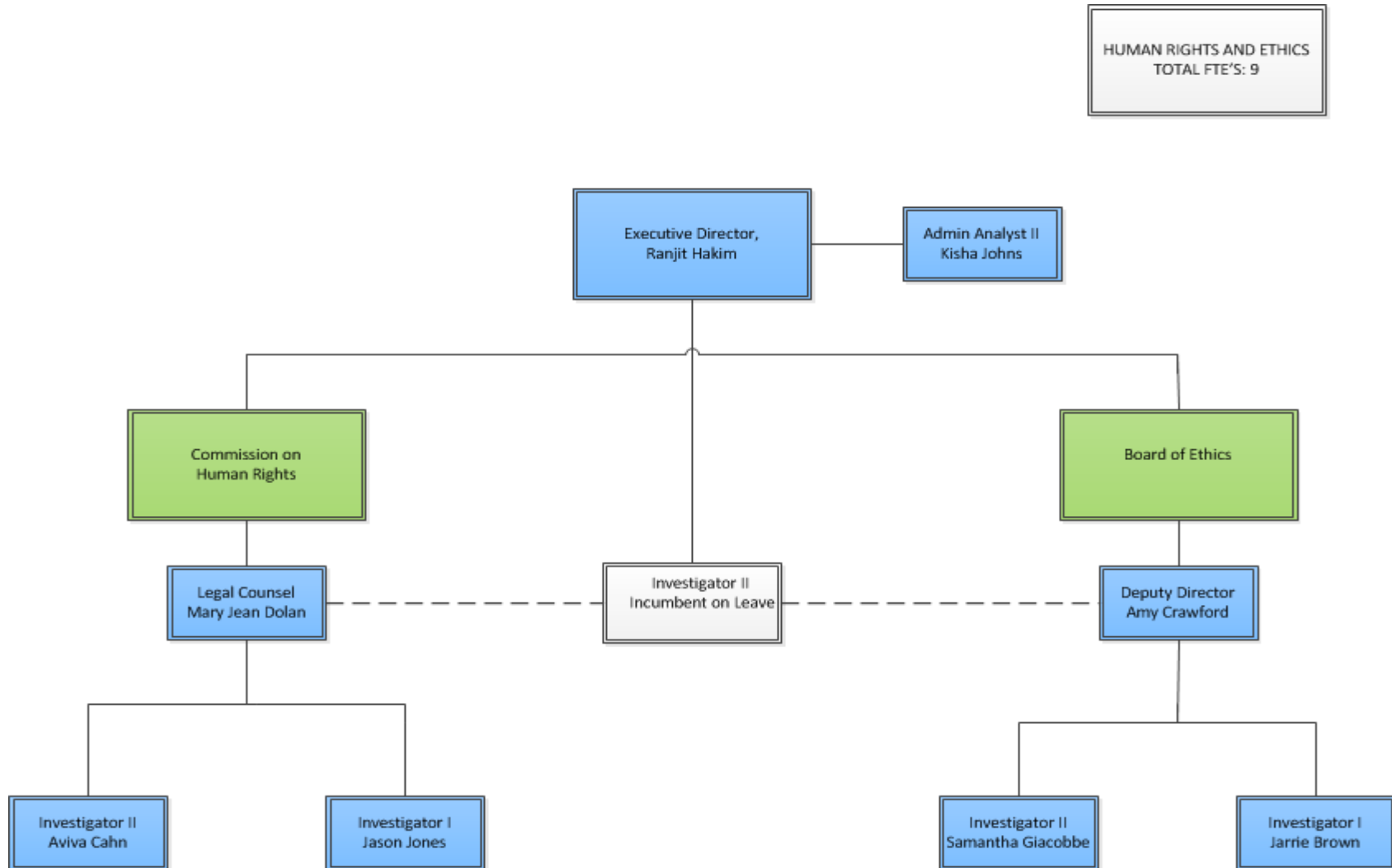
Budget



- Appropriations moved from fixed charges
- Appropriations

DHRE – Organization Chart

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Department of Human Rights & Ethics

Discussion of 2017 Department and Program Outcomes

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Budget

- Reduced salary expenses 5% by combining two administrative roles into a single position with the job duties of both.

Commission on Human Rights

- Undertook public rulemaking related to the Cook County Earned Sick Leave and Minimum Wage Ordinances.
- Decreased case resolution time from, on average, more than 1,460 days in FY13 to 332 days in FY17.

Board of Ethics

- Began expanding ethics training to all County officials/offices, starting with Assessor, Clerk, Recorder, and Treasurer.
- Prompt provision of advisory opinions to guide decision-making – average response time is 2 days.



Operations

- Mandate continued professional development for department investigators and attorneys to compensate for decreasing headcount and increasing enforcement responsibilities over the last three budget cycles.
- Invest \$15,955 to fund mandatory professional development.

Further Cost Reductions

- Discontinue budgetary support of the Cook County Commission on Women's Issues.
- Office space reductions in 69 W. Washington.

Strategic Initiatives

- Commission on Human Rights: Public rulemaking related to 2017 amendments to the Cook County Living Wage Ordinance; planned 2018 legislative update of Human Rights Ordinance.
- Board of Ethics: Complete ethics training for all County officials/offices.

DHRE – 2018 STAR goals and targets

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Performance Metric	FY2016 Actual	FY2017 Projected YE	FY2018 Target
Human Rights and Ethics Output Metric			
Number of persons receiving ethics training from the Board of Ethics	5,806	5,800	5,750
Human Rights and Ethics Efficiency Metric			
Ethics audits and investigations performed per investigator	N/A	357	180
Human Rights and Ethics Outcome Metric			
Percentage of Commission on Human Rights cases resolved within 400 days	N/A	83%	80%
Zero Based Budget Metric			
Cost per person receiving ethics training	\$5.84	\$5.84	\$5.82