



SAINT PAUL

HUMAN RIGHTS & EQUAL
ECONOMIC OPPORTUNITY

STPAUL.GOV

2023 Budget Presentation to Saint Paul City Court
October 26, 2022



HREEO Mission, Values, and Strategic Direction

- HREEO Mission: Serving Saint Paul residents and businesses by advancing justice and equity through education, advocacy, and enforcement.
- HREEO Values:
 - Trust & Accountability
 - Community Inclusion
 - Openness
 - Continuous Improvement
- Strategic Direction



HREEO Overview – Human Rights & Labor Standards



- Investigations
 - Saint Paul Leg. Code Ch. 183
 - HUD Fair Housing Assistance Program (FHAP)
 - EEOC Fair Employment Practices Agency
 - Earned Sick and Safe Time, Leg. Code Ch. 233
 - Minimum Wage, Leg. Code Ch. 224
 - Hospitality Ordinance, Leg. Code Ch. 233A
- Conversion Therapy, Saint Paul Leg. Code Ch. 190
- Education and Outreach, Adm. Code Ch. 11.03-05.
- City external-facing ADA Program (public complaints about City ADA issues)
- PCIARC



Contract Compliance

- Prevailing Wage
 - Federal, 40 U.S.C. 3141-3148
 - State, Minn. Stat. Ch. 177.41-.44
 - Local, City Adm. Code Ch. 82.07
- Living Wage, City Adm. Code Ch. 98
- Affirmative Action
 - City Leg. Code Ch. 183.04
 - City Adm. Code Ch. 86.06
- Vendor Outreach Program, City Adm. Code Ch. 84
- HUD Section 3, 12 U.S.C. 1701u



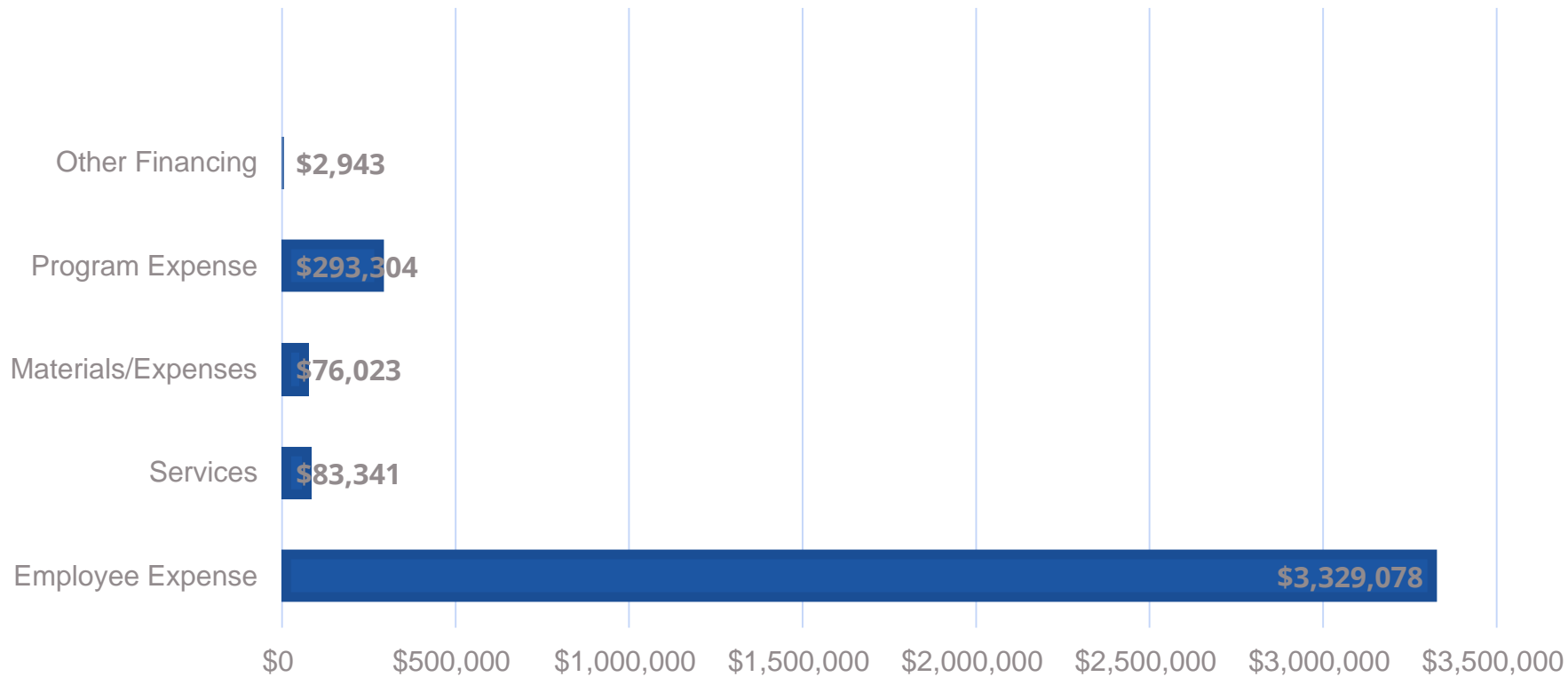
Procurement

- State of Minnesota statutes
 - Ch. 471.345
 - Ch. 16
- City of Saint Paul Adm. Code Ch. 82, 86.
- Central CERT Program, governed by JPA.



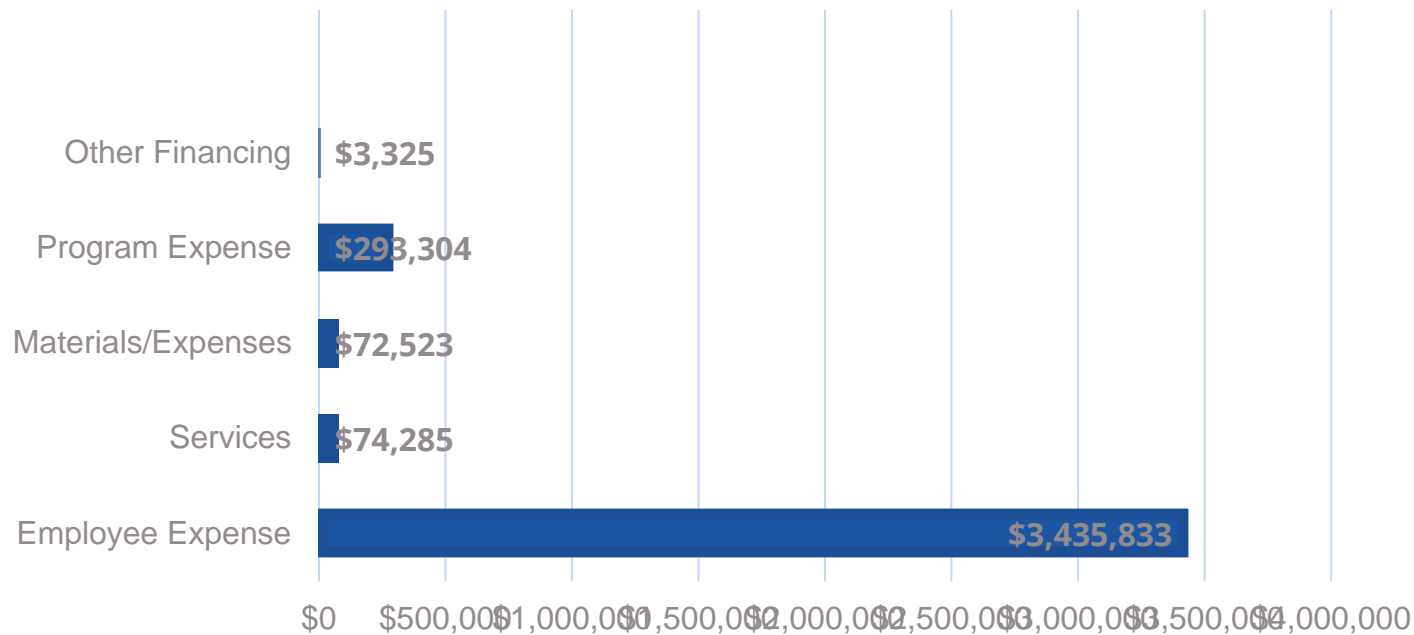


2022 Spending Summary Total: \$3,784,689



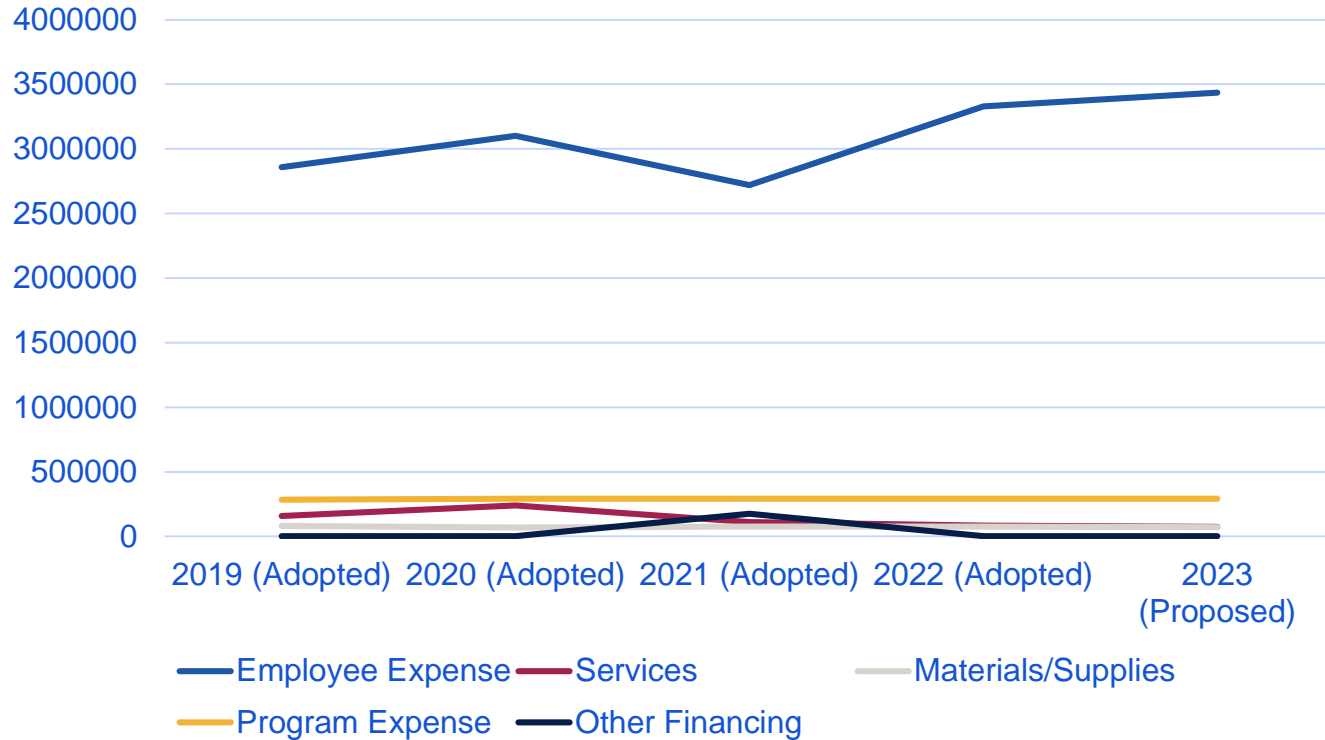


2023 Proposed Budget: \$3,879,270



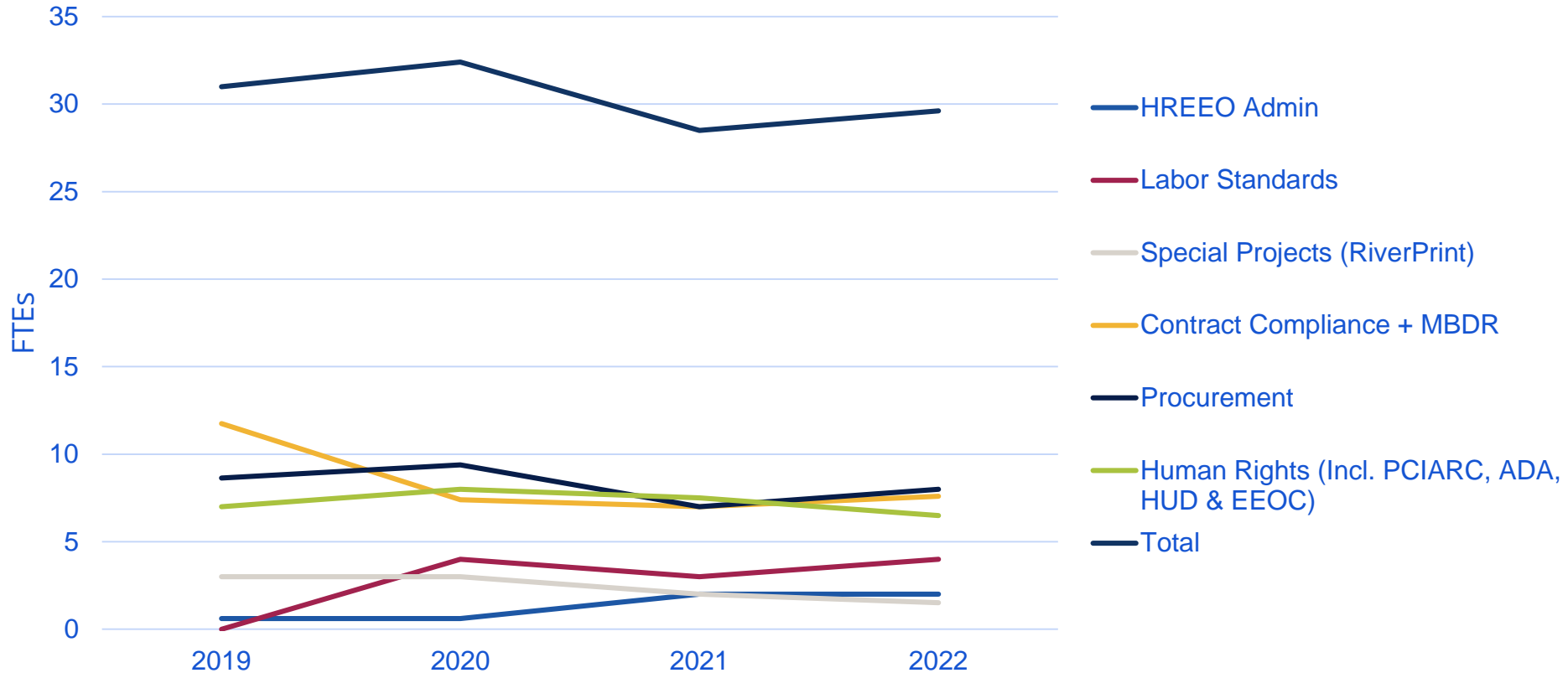


General Fund Spending Changes: 2019 - present





HREEO Staffing Trends: 2019 – present





2023 Budget Changes

- Add 1 FTE for Labor Standards II
- Cuts:
 - Reduce professional services contract - \$16,000
 - Reduce print services and postage - \$5,500
 - Reduce travel and training - \$13,094
 - Reduce office supplies and furniture - \$3,500



Innovations and Effectiveness

- Day-to-Day Operations
- Workforce Environment
- Evaluating Operations, Policies, and Processes
- Biggest Challenges Ahead

New Programs Created in 2022

Expanded Supplier Diversity
Program.

Accessibility Coordination





2021/2022 Budget Performance

- 2021: significantly under budget due to staff vacancies
- 2022: under budget due to staff vacancies



Questions?