



SAINT PAUL

HUMAN RIGHTS & EQUAL
ECONOMIC OPPORTUNITY

STPAUL.GOV

Budget Presentation to Saint Paul City Council
September 22, 2021



HREEO Strategic Objectives

- HREEO: 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



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.



HREEO Overview – Human Rights & Labor Standards

- 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
- Central CERT Program, governed by JPA.



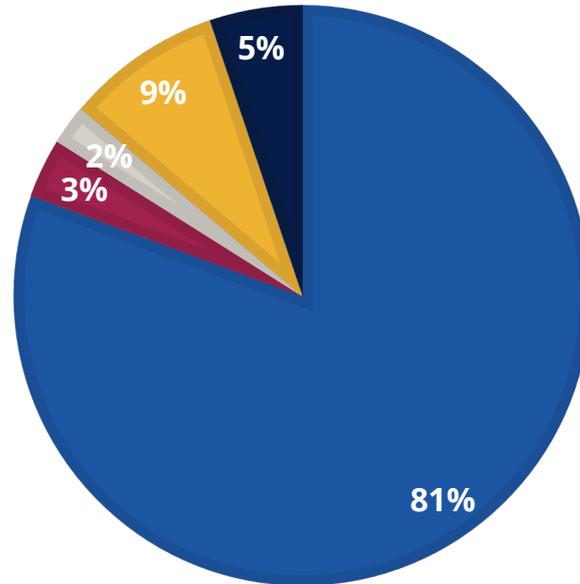
Procurement

- State of Minnesota statutes
 - Ch. 471.345
 - Ch. 16
- City of Saint Paul Adm. Code Ch. 82, 86.



2021 ADOPTED BUDGET

■ Employee Expense ■ Services ■ Materials/Expenses
■ Program Expense ■ Other Financing



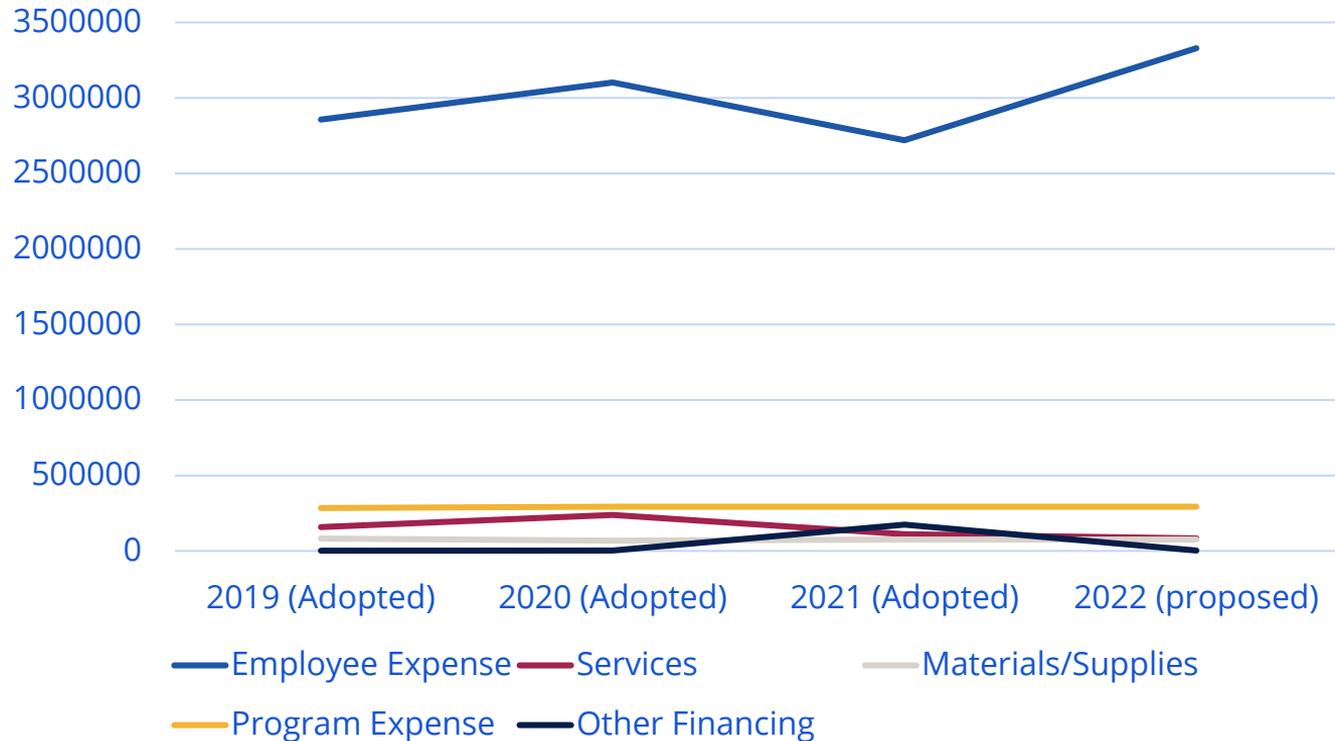


2022 Budget Changes

- Restore Human Rights to full capacity by adding 1.0 FTE Human Rights Investigator
- Restore Labor Standards to full capacity by adding 1.0 FTE Labor Standards Investigator
- Resource Supplier Diversity Program by adding 1.6 FTE
 - Buyer I
 - Research Analyst II
 - Promote existing staff to lead program positions for Section 3 and CERT

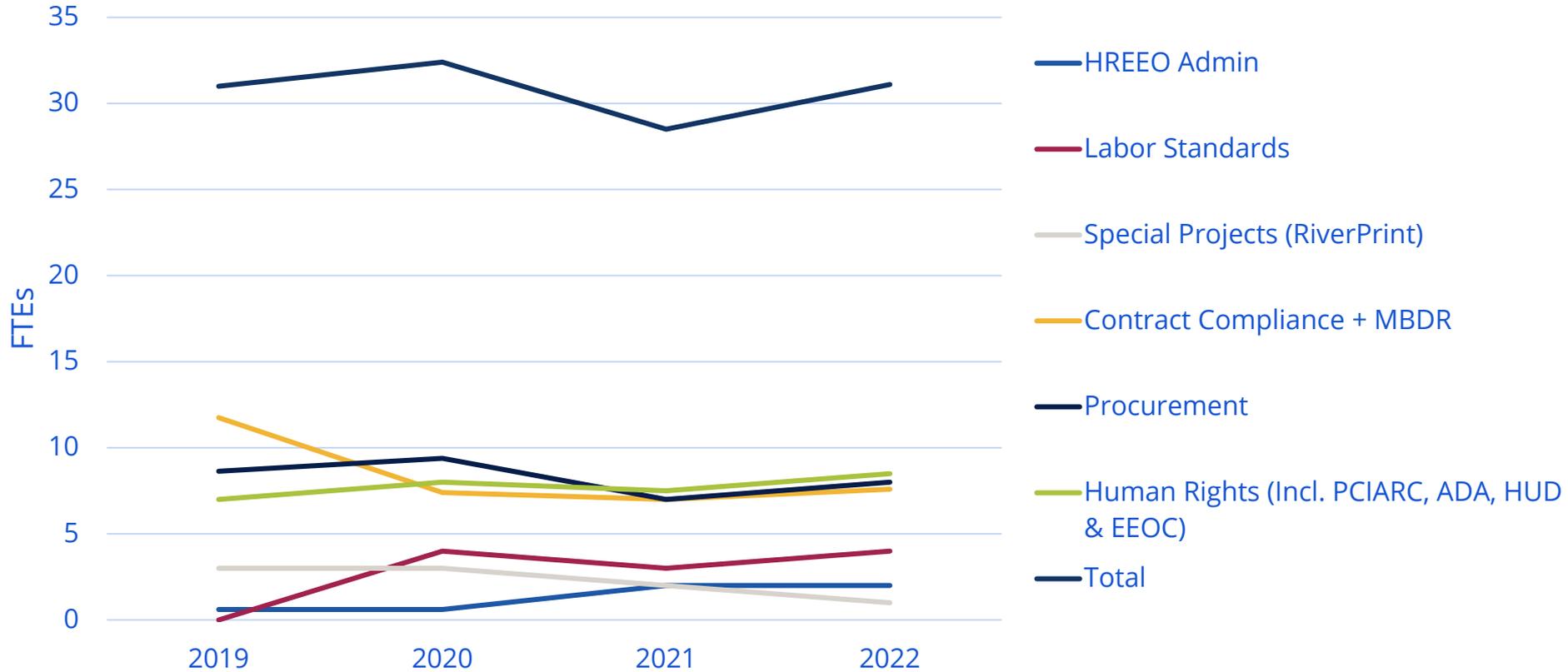


General Fund Spending Changes: 2019 - present





HREEO Staffing Trends: 2019 – present





Service Delivery During COVID-19

- Continued to work with the G7 to coordinate outreach, education, and enforcement for labor standards
- Formed partnership with the City of Minneapolis Department of Civil Rights to collaborate on education
- Conducted CERT Workshops remotely throughout the pandemic
- Continued outreach to businesses interested in opportunities for Highland Bridge
- Created the HUD Section 3 Collaborative
- Renewed CERT JPA and expanded CERT Program to include Saint Paul Public Schools
- Developed ESBE Program in consultation with the CERT Board
- Launched Citywide [Supplier Diversity Program](#)
- Begun to launch a Procurement/Contract Compliance Liaison Program
- Continued work on ADA Liaison Program



Questions?