



*Championing justice and equity...*

# Budget Review

*November 16, 2016*



Human Rights & Equal Economic Opportunity

# Mission

HREEO champions justice and equity by confronting issues of discrimination and providing innovative avenues for accessibility and economic opportunities for all residents and businesses

# Who is HREEO?

Human Rights  
Procurement (CAS)  
Contract Compliance  
Workforce Development  
River Print



Human Rights & Equal Economic Opportunity

# Earned Sick & Safe Time

HREEO is responsible for outreach, implementation and enforcement. Current activities include:

1. Online survey for FAQ document was available to the public from October 1 – 31. The first draft of FAQs is being developed taking into consideration survey results.
2. Outreach planning including bi-weekly meetings with Minneapolis around coordinated efforts, transit route ads, culturally specific messaging, and routinely updating the website.
3. ESST Coordinator position (Business Assistant Specialist) will post before the end of the year.

# Disparity Study

**Phase 1:** Project Initiation, Planning and Initial Outreach

**Phase 2:** Data Collection, Research and Analysis

**Phase 3:** Reports, Presentations and Public Meetings

**Phase 4:** Implementation



Human Rights & Equal Economic Opportunity

# Disparity Study

The Disparity Study is on schedule -  
Phase 2: Data Collection, Research and Analysis

1. Finalizing outreach contract with AEDA
2. Hiring two temporary Records and Research Clerks
3. Working on extensive data pulls

# Procurement

Since 2013:

1. FTE count has reduced by nearly 50% (went from 11 staff to 6, partially due to loss of Ramsey County procurement)
2. Requisition and Purchase Order volume has increased over 250%
3. Open Contracts have increased over 240%
4. Solicitations have increased over 110%
5. Suppliers registered to do business with the City has increased over 45%



# Procurement

The new Buyer IV position will allow us to:

1. Implement Best Value procurement
2. Rollout the new Vendor Outreach Set Aside Program
3. Negotiate and proactively manage contracts
4. Train departments in writing Statements of Work and solicitation specifications and criteria
5. Implement Results Driven Contracting
6. Participate in innovative Emerging Leaders projects such as managed print, standardized cleaning supplies and centralized phone contracts



# Questions?