

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date: September 11, 2017
	Agenda Item No. 38 Roll Call No. <u>17-1576</u> Communication No. <u>17-643</u> Submitted by: Joshua V. Barr, Civil and Human Rights Director

AGENDA HEADING:

Approving and authorizing execution of a Contract (Cooperative Agreement) with the Iowa Civil Rights Commission.

SYNOPSIS:

This agreement provides for partial reimbursement for Des Moines Civil & Human Rights Commission investigative work paid by the State through the Iowa Civil Rights Commission. The agreement covers the fiscal year (FY) beginning July 1, 2017 and ending June 30, 2018.

FISCAL IMPACT:

Amount: Revenue of less than \$30,000

Funding Source: Iowa Civil Rights Commission FY 17-18 Cooperative Agreement Pool deposited to Human Rights-Services, FY 2017-18 Operating Budget, page 42.

ADDITIONAL INFORMATION:

Intake: (See definition for Intake below)	Complaint sent to ICRC for processing and investigation within 7 days (housing) or 30 days (non-housing) of initial filing date with local agency.	\$500 for housing cases; \$250 for employment cases eligible for case filing with EEOC; \$125 for cases not eligible for cross-filing
	Complaint sent to ICRC for processing and investigation greater than 7 days but within 30 days (housing); greater than 30 days but within 60 days (non-housing) of initial filing date with local agency.	\$250 for housing cases; \$150 for employment cases eligible for case filing with EEOC; \$75 for cases not eligible for cross-filing
	Complaint sent to ICRC for processing and investigation greater than 30 days (housing) or 60 days (non-housing) of initial filing date with local agency.	\$0

Resolutions for Non-housing Cases:	Complaint Resolutions sent to ICRC for closure processing within 180 days of	\$325 for cases eligible for cross-filing EEOC; \$100 for
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(See definition for Resolutions below)	initial filing date with local agency.	cases not eligible for cross-filing.
	Complaint Resolutions sent to ICRC for closure processing greater than 180 days but within 600 days of initial filing date with local agency.	\$200 for cases eligible for cross-filing EEOC; \$50 for cases not eligible for cross-filing.
	Complaint Resolutions sent to ICRC for closure processing greater than 600 days of initial filing date with local agency.	\$0

PREVIOUS COUNCIL ACTION(S):

Date: October 24, 2016

Roll Call Number: [16-1831](#)

Action: [Execution](#) of a Cooperative Agreement with the Iowa Civil Rights Commission. ([Council Communication No. 16-621](#)) Moved by Coleman to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S):

Board: Civil & Human Rights Commission

Date: August 10, 2017

Resolution Number: N/A

Action: Cooperative Agreement: Barr described the relationship between the department and Iowa Civil Rights Commission. Cooperative agreement requires the Commission chair to sign off in order for the department to get paid for complaints processed through the department to ICRC. Barr stated that the agreement brought in an additional \$8,000 to the department. Knox asked about follow up from a previous conversation to partner with EEOC. Barr stated at the time of the conversation, there was no staff, but are inching towards initiating discussions about a workshare agreement with the EEOC within six (6) months. Middlebrook moved. Shields seconded. Pass. 6-0.

*The Des Moines Civil and Human Rights Commission will review and approve the minutes with the above action at the September 14, 2017 meeting.

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS:

The Civil & Human Rights Commission will cross-file employment and public accommodations with the Iowa Civil Rights Commission for the FY 2017-18.

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