

 <h1 style="text-align: center;">Council Communication</h1> <p style="text-align: center;">Office of the City Manager</p>	Date: November 5, 2018
	Agenda Item No. 31 Roll Call No. <u>18-1845</u> Communication No. <u>18-557</u> Submitted by: Joshua V. Barr, Civil and Human Rights Director

AGENDA HEADING:

Approving and authorizing agreement with the Iowa Civil Rights Commission (ICRC).

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, 2018 and ending June 30, 2019.

FISCAL IMPACT:

Amount: Revenue of less than \$20,000.

Funding Source: Iowa Civil Rights Commission FY2018-19 Cooperative Agreement Pool deposited to Human Rights-Services, FY2018-19 Operating Budget, page 46

ADDITIONAL INFORMATION:

Intake: (see definition for Intake below)	Complaint sent to ICRC for processing and investigation within seven (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 Equal Employment Opportunity Commission (EEOC); \$125 for cases not eligible for cross-filing
	Complaint sent to ICRC for processing and investigation greater than seven (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: (see definition for	Complaint Resolutions sent to ICRC for closure processing within 180 days of initial filing date with local agency.	\$325 for cases eligible for cross-filing EEOC; \$100 for cases not eligible for cross-

Resolutions below)		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

*Intake (definition): A completed and signed complaint that meets the jurisdictional requirements of Iowa Civil Rights Act (ICRA) and forwarded to the ICRC for initial processing and investigation.

*Resolutions (definition): Case closures resulting in an administrative closure (except for failure to cooperate or locate Complainant); conciliated and settled cases; satisfactory adjustments; No Probable Cause Orders; Probable Cause Orders; and closures after Public Hearing.

PREVIOUS COUNCIL ACTION(S):

Date: September 11, 2017

Roll Call Number: [17-1576](#)

Action: [Cooperative](#) Agreement with the Iowa Civil Rights Commission. ([Council Communication No. 17-643](#)) Moved by Coleman to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S):

Board: Civil & Human Rights Commission

Date: October 23, 2018

Resolution Number: N/A

Action: Commission approved the signing of the new agreement with the Iowa Civil Rights Commission and to forward document to Mayor for signature upon approval by City Council.

Board: Civil & Human Rights Commission

Date: August 10, 2017

Resolution Number: N/A

Action: Commission approved the signing of the new agreement with the Iowa Civil Rights Commission and to forward document to Mayor for signature upon approval by City Council.

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 FY2018-19.

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