

Civil Rights Office

FY 2019/2020

Budget Hearings



Augmentation Requests

- **Recommended by the Budget Office**
 - Equal Opportunity Plan – \$17,500
 - Required of federal contractors
 - County Training Support – \$20,000
 - To support development / deployment of mandatory training
- **Pending Augmentations**
 - American Sign Language Interpretation – \$7,500
 - Continuing Education / Training of CRO staff – \$31,000
 - Whistleblower Program / Senior Equal Opp. Analyst – \$154,605
 - Conflict Investigations – \$50,000

Augmentation Requests

- **American Sign Language (\$7,500)**
 - Required to comply with Title VI of the Civil Rights Act
 - Our Commission on Disabilities requires ASL interpreters
 - Could potentially fund requests by other departments
- **Continuing Training / Education (\$31,000)**
 - Constantly evolving area of law
 - Need to keep current with the law / best practices
 - Allows more complex investigations in-house, lessening reliance on outside contractors

Augmentation Requests

- **Senior Associate Equal Opportunity Analyst (\$154,605)**
 - Development / deployment / management of Whistleblower Program
 - Most effective handling of fraud; fraud cost organizations on average \$2.75 million per year
 - Administrative savings by centralizing several County hotlines
- **Conflict Investigators (\$50,000)**
 - Appearance/actual conflict, need to retain independent investigator
 - Departments are responsible for costs, but unbudgeted
 - Can use this fund to help cover some of the costs for departments

Augmentation Requests

- **County Training Support (\$20,000 recommended; request \$35,000)**
 - CRO is responsible for two mandatory trainings for 5,000+ employees
 - Staff of 4, including CRO, to provide that training
 - Reimburse County departments for training support and, if needed, development of new training