

Mission

The City of Clearwater Equity Services Department promotes the dignity and worth of all people by ensuring strong opposition to unlawful discrimination, providing training on the value of diversity and discrimination law, and engaging in positive community interactions.

Department Description

There are three (3) primary responsibilities of the Equity Services Department as follows:

- **Administration** – Responsible for the effective management of all programs, policies, and procedures related to departmental services. Oversees the City Equal Employment Opportunity Program, ensures accessibility to City facilities, services, and programs for differently-able members of the community, directs the services of the City’s Community Relations Board, facilitates the City’s Americans with Disabilities Act (ADA) Committee, and general community relations interactions.
- **Valuing Diversity** – Responsible for the management of the processes necessary to encourage a greater awareness and appreciation for the value of diversity within the organization of the City. Coordinates and conducts Valuing Diversity training for City employees. Participate in the City’s Minority Focus Group and Hispanic Task Force.
- **Equal Opportunity** - Responsible for the management of the processes necessary to safeguard the equal employment opportunity rights of City employees. Provides and/or coordinates management training needed to ensure full awareness and compliance with equal employment opportunity policy and law. Responds to internal employee complaints of alleged discrimination. Responds to external inquiries from regulating agencies regarding allegations of employment discrimination pertaining to City of Clearwater employees. Responds to allegations of disability discrimination filed with the City or other federal/state agencies.

DEPARTMENT SUMMARY					
	Actual	Actual	Budget	Budget	%
	2003/04	2004/05	2005/06	2006/07	Change
Personnel	294,365	232,174	238,250	251,640	5.6%
Operating	135,187	136,519	75,190	60,510	-19.5%
Internal Services	32,179	32,729	34,890	30,960	-11.3%
Total Equity Services	461,731	401,422	348,330	343,110	-1.5%

DEPARTMENT FULL TIME EQUIVALENT POSITIONS				
	Actual 2003/04	Actual 2004/05	Budget 2005/06	Budget 2006/07
Equity Services	4.0	3.0	3.0	3.0
Total Equity Services	4.0	3.0	3.0	3.0

Program Highlights

- ❖ The Equity Services Department is supported by three (3) full time equivalent (FTE) positions, the same as in the 2005/06 budget. General wage increases and higher contributions to the pension fund result in personnel costs increasing 5.6% over the previous approved budget.
- ❖ The budget for Equity Services includes \$10,000 for the National Conference on Community and Justice, the same level of funding as in the 2005/06 budget.
- ❖ Operating costs decreased 19.5% primarily because the 2005/06 budget included several one-time expenses such as the Senior Center Task Force survey and the e-learning system. Included in operating costs in 2006/07 is \$10,000 for speakers to provide training, motivation and direction for the City's diversity efforts. This is an increase of \$2,000 over the 2005/06 budget.
- ❖ Internal Services costs decreased 11.3% in this budget due to a decreased need for print shop services and postal services.
- ❖ There have been no other significant changes in the Equity Services program in this fiscal year.