



City of Saint Paul

2018 ANNUAL REPORT

HREEO

Human Rights & Equal Economic Opportunity





HREEO

The Department of Human Rights and Equal Economic Opportunity (HREEO) provides a diverse array of services for the City of Saint Paul. The department enforces laws that prohibit discrimination, is the purchasing authority and official print service for the city, and ensures vendors doing business with the city comply with statutory and contractual requirements. In addition, HREEO staffs several public advisory boards that provide guidance and community input on topics like human rights, disability and accessibility, and police-civilian complaint issues.

HREEO Commissions and Committees

HREEO Commission. The HREEO Commission is composed of individuals and stakeholders, two-thirds of which must be residents of Saint Paul, that advise the department on promoting equity and confronting discriminatory practices occurring in the City of Saint Paul.

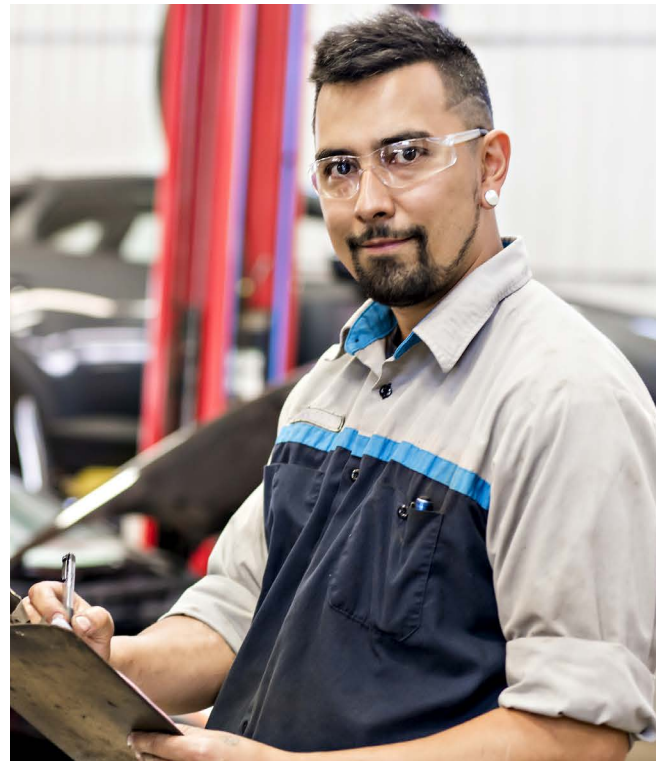
Mayor's Advisory Committee for People with Disabilities. The Mayor's Advisory Committee for People with Disabilities (MACPD) makes policy recommendations to the mayor and city council regarding opportunities and barriers facing people with disabilities.

Police Civilian Internal Affairs Review Commission. The Police Civilian Internal Affairs Review Commission (PCIARC) reviews and makes disciplinary and policy recommendations to the Saint Paul Chief of Police on all civilian initiated police conduct complaints. For more information, or to view the 2018 PCIARC Annual Report, visit, www.stpaul.gov/pciarc.

Advisory Committee on Aging. In 2019, HREEO will begin staffing the Advisory Committee on Aging (ACOA). The ACOA promotes the dignity, inclusion, and independence of the aging population of Saint Paul.

Human Rights

The Human Rights Division enforces the City of Saint Paul Human Rights Ordinance, which prohibits discrimination in the city. The Human Rights Division investigates alleged acts of discrimination, determines findings of “cause” or “no cause” of discrimination, and mediates settlement discussions before and after findings of probable cause. As a Fair Housing Assistance Program agency, the Human Rights Division also assists the efforts of the city to further fair housing initiatives and ensures residents’ rights are protected Title VII of the Civil Rights Act. For more information, visit www.stpaul.gov/humanrights, call 651.266.8966, or email hrightscomplaints@ci.stpaul.mn.us.



Procurement

The Procurement Division (Contract & Analysis Services) provides buying and contracting services for the City of Saint Paul, Saint Paul Regional Water Services, and the Saint Paul Port Authority. Procurement collaborates with city departments to provide cost-effective, transparent, and convenient bidding on City of Saint Paul contracting opportunities.

River Print

River Print is the full service in-house print and mailing facility for the City of Saint Paul. River Print serves the government and non-profit sector at competitive rates, and in a confidential and secure setting.

For more information, visit www.riverprint.net, call 651.266.2878, or email riverprint@ci.stpaul.mn.us



HREEO by the Numbers 2018

Human Rights Division

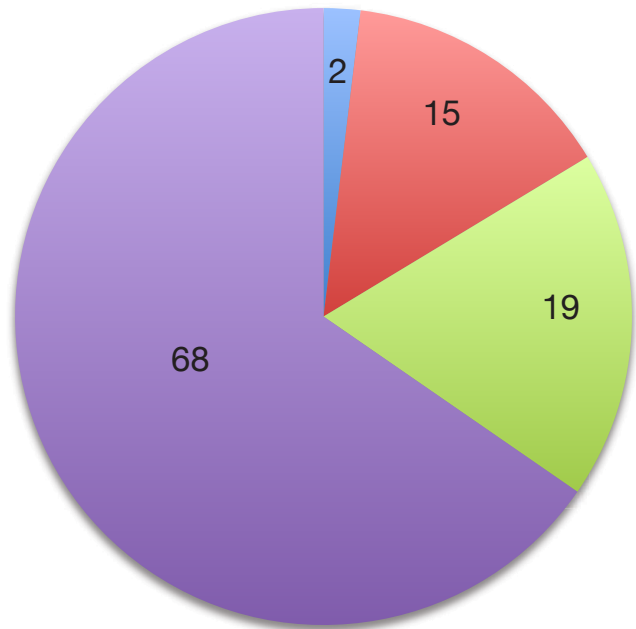
Complaints filed in 2018: 104

Complaints by area:

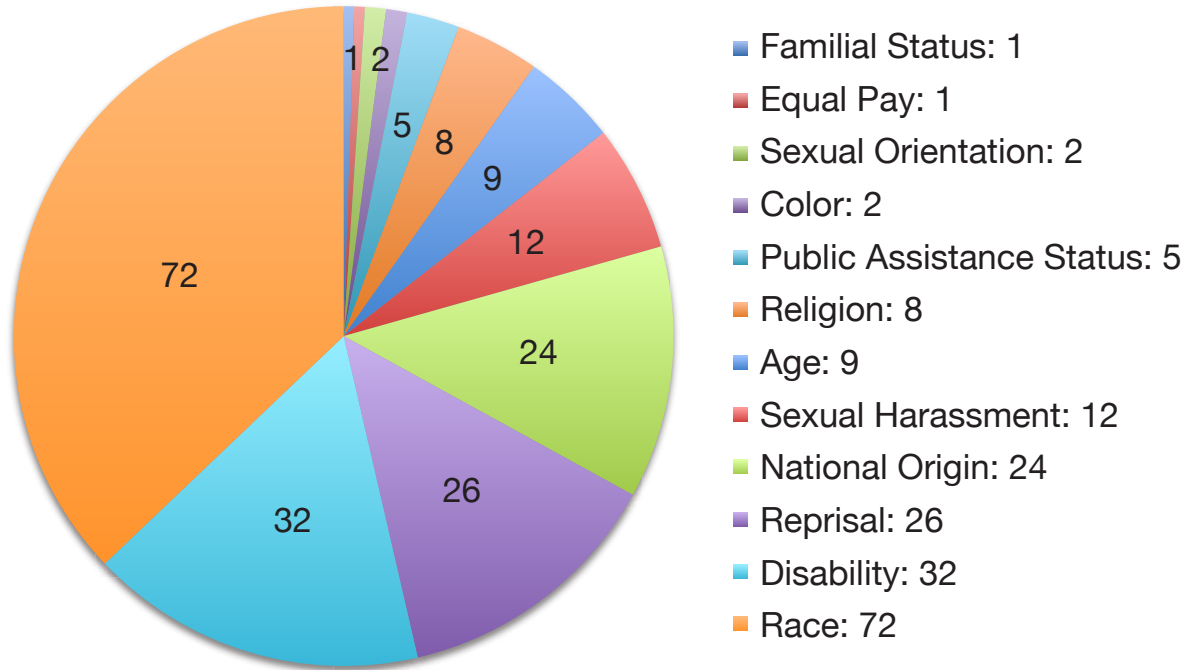
- Education: 2
- Public Accommodations: 15
- Housing: 19
- Employment: 68

Contract Compliance and Business Development

The Contract Compliance and Business Development Division of HREEO is responsible for ensuring the city complies with a variety of statutory, regulatory, and city contract requirements. The division also helps businesses and residents gain access to the economic activities created by the City of Saint Paul. The Contract Compliance Division consists of the Labor Standards Unit (Prevailing Wage, Earned Sick and Safe Time, Living Wage, and \$15 Minimum Wage), Affirmative Action/ Equal Employment Opportunity, the CERT and Vendor Outreach Programs, and HUD Section 3.

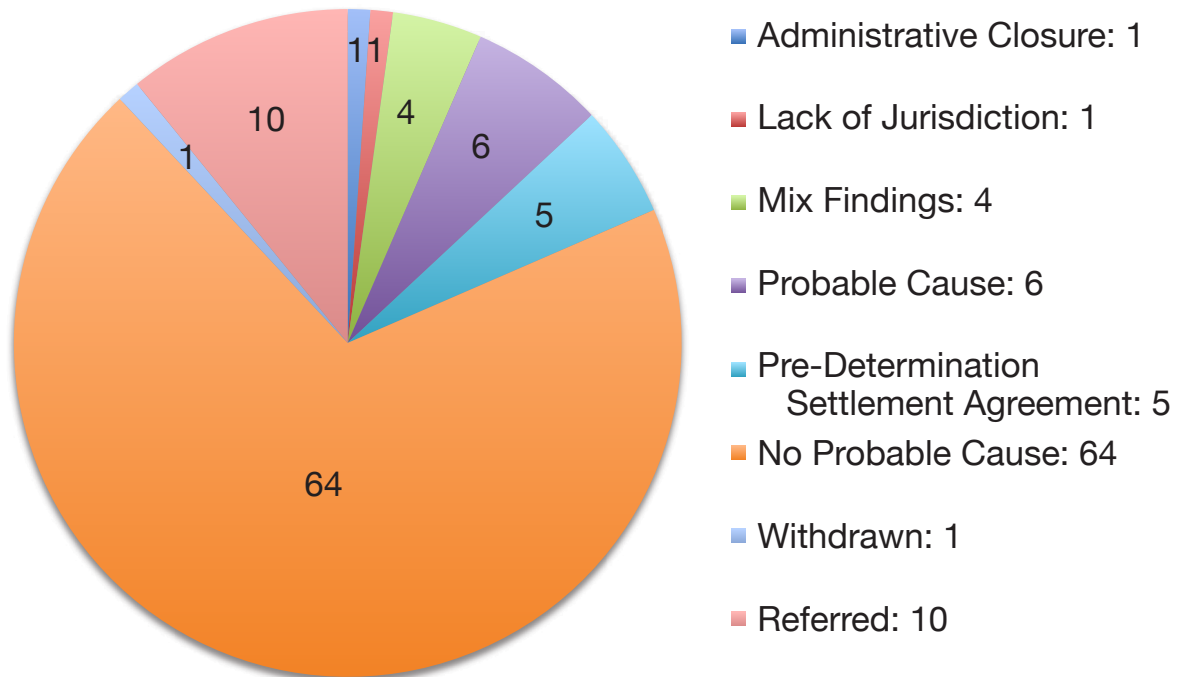


Basis of Complaints:



Cases Investigated or closed in 2018: 92

Determination:



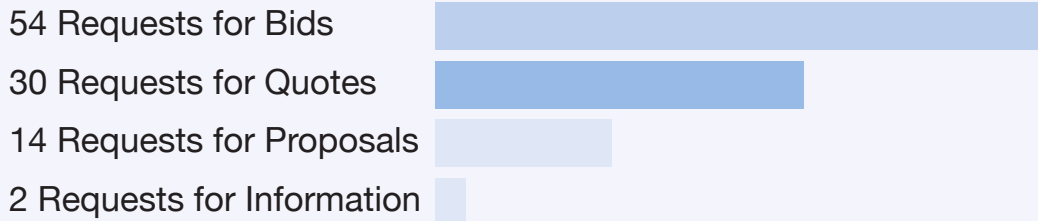
Settlement Summary – \$83,260.00

Cause: Successful Conciliation – \$80,812.00

Predetermined Settlement Agreements – \$2,448.00

Procurement Division

Formal Solicitations



Purchase Orders

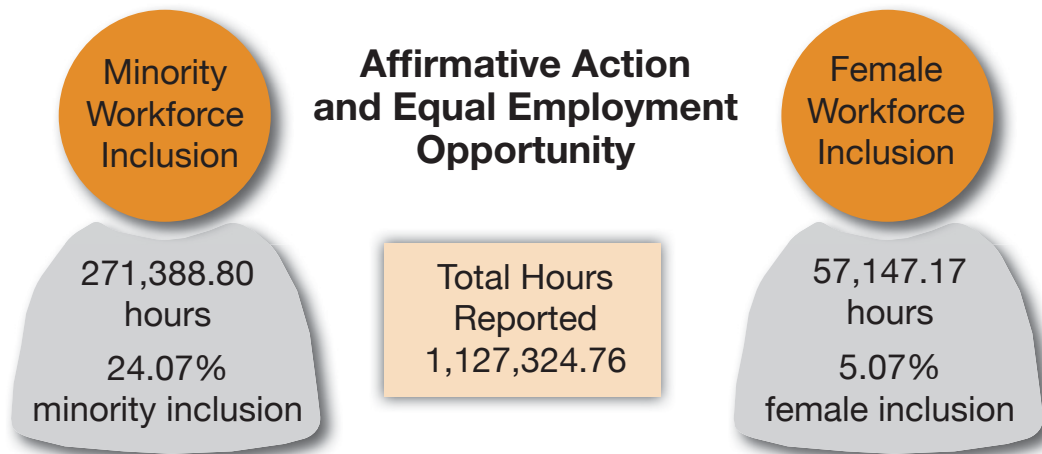
Total Purchase Orders
5,569

Total Dollar Amount
of Purchase Orders
\$169,792,941.35

Managed Contracts

Total Purchase Orders
921 active contracts

Contract Compliance and Business Development Division

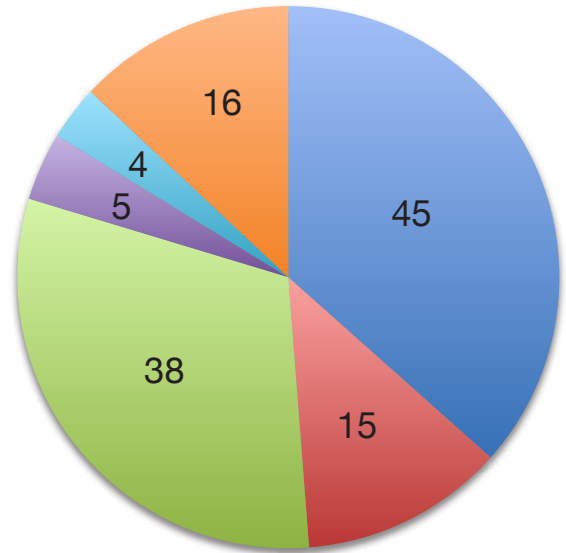


Davis Bacon and Prevailing Wage Enforcement

Total Restitution and Penalties Amount
\$97,089.40

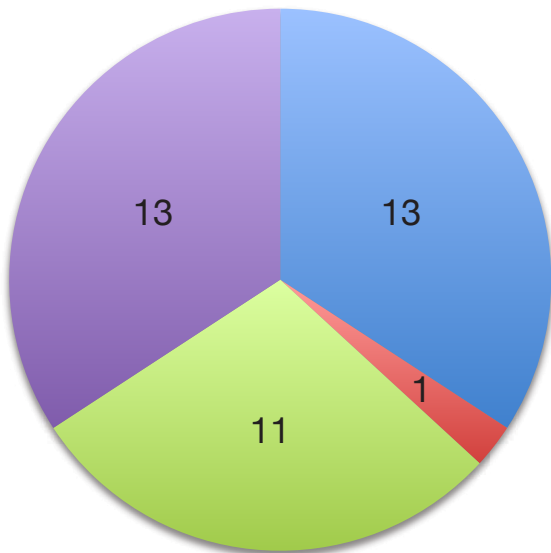
Number of Employees Affected
125

Earned Sick and Safe Time (ESST)



- ESST Questions received: 45
- ESST Oral Complaints: 15
- ESST Written Complaints: 38
- ESST Complaints Dismissed: 5
- ESST Ongoing Complaints: 4
- ESST Complaints Resolved: 16

ESST Complaints by Industry



- Manufacturing: 13
- Education: 1
- Retail/Hospitality: 11
- Services: 13

ESST Restitution \$4,196.00



HUD Section 3 Contracting Opportunity

Total Contracting Opportunity
\$96,017,283.73

Section 3 Goal
\$9,601,728.37 (10%)

Achieved
\$24,948,738.70 (25.98%)

HUD Section 3 New Hire

Total New Hires
166

Section 3 Goal
50

Achieved
44

2018 VOP Business Inclusion

2018 VOP Business Inclusion		
Total Payments on available business opportunity	\$178,050,456.33	
Non-certified firms	\$130,384,577.48	73.23%
Minority-owned Business Enterprise (MBE)	\$11,112,169.74	6.24%
Woman-owned Business Enterprise (WBE)	\$16,461,805.61	9.25%
Small Business Enterprise (SBE)	\$ 20,091,903.50	11.28%
Ethnicity Breakout		
Not-identified	\$130,384,577.48	73.23%
Asian	\$1,202,647.32	0.68%
Black	\$2,992,358.18	1.68%
Caucasian	\$36,282,638.32	20.38%
Hispanic	\$1,889,409.44	1.06%
Native American	\$5,298,825.59	2.98%
Total Business Opportunity (contracts awarded)	\$521,960,909.51	
Non-certified firms	\$388,083,698.05	74.35%
Certified Minority-owned Business Enterprise (MBE)	\$31,375,390.16	6.01%
Certified Woman-owned Business Enterprise (WBE)	\$45,916,321.14	8.80%
Certified Small Business Enterprise (SBE)	\$56,858,500.16	10.89%
Ethnicity Breakout		
Not-identified	\$388,169,773.05	74.37%
Asian	\$3,735,520.75	0.72%
Black	\$9,202,523.09	1.76%
Caucasian	\$101,986,655.05	19.54%
Hispanic	\$7,533,597.00	1.44%
Native American	\$11,332,840.57	2.17%