

**Lexington-Fayette Urban County
Human Rights Commission
Mission Statement**

It is the mission of the Lexington-Fayette Urban County Human Rights Commission to safeguard the legal rights of individuals regarding discrimination and to promote mutual understanding and respect among the people of Lexington-Fayette County, Kentucky.

**Lexington-Fayette Urban County
Human Rights Commission**

Sandra Noble Canon
Chair

Robert Murray
Vice Chair

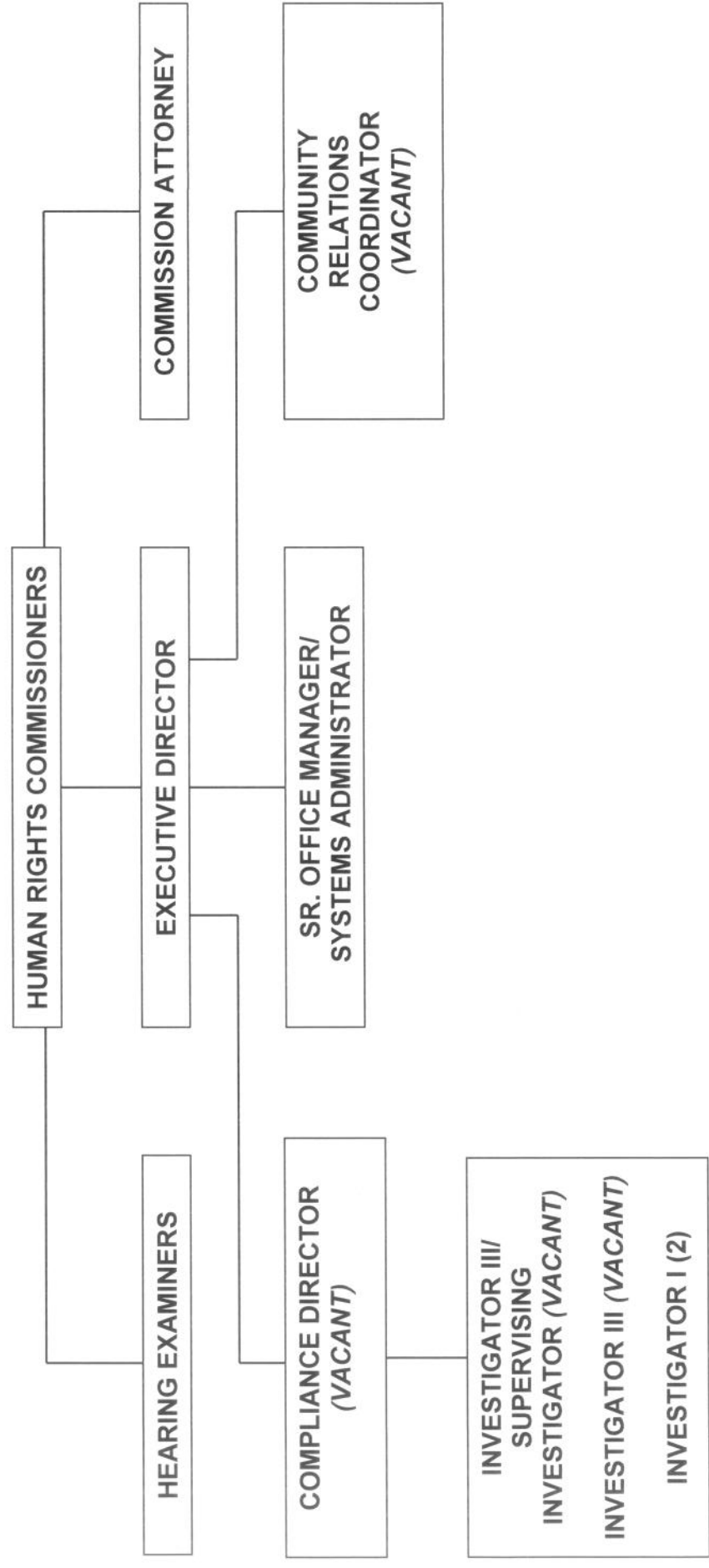
Kenneth Golphin
Secretary

Michael Ades
Treasurer

Craig Cammack
Tracy Dennis
Pam Duncan
Anthony Everett
Vibert Forsythe
Lindsay Mattingly
Eli Mertens
Gaston Ngandu-Sankayi
Bob Orbach
Salvador Rangel

Lexington-Fayette Urban County Human Rights Commission

Organizational Chart



*NOTE: Hearing Examiners and Commission Attorney are contract positions.



LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

Income

As a local agency created by the charter of the Lexington-Fayette Urban County Government, the Commission had historically received the largest single source of its income from the Urban County Government. We are required to annually submit a budget to the Urban County Government, usually in December of each year, and we receive a new appropriation in June for the new fiscal year that begins each July 1st. We execute with the Urban County Government a contract called a "Purchase of Service Agreement" that requires us to enforce local ordinance 199-94 and 201-99. Current level: \$150,260

Historically, the second largest source of our income is from our contract with the Equal Employment Opportunity Commission (EEOC). We contract with EEOC to conduct employment discrimination cases. These include Title VII, age and disability cases. Usually, we negotiate new contracts in September of each year for the new federal fiscal year that begins October 1st. Our contract is referred to as a "Workshare Agreement". EEOC reimburses us at the rate of \$560 per completed case and \$50 per intake for EEOC processing. We report to the Indianapolis District Office and work with the Louisville Area Office. This contract is for a one-year period. Current level: \$53,200

Our next source of income is from our contract with the U.S. Department of Housing and Urban Development (HUD). We contract with HUD to conduct Title VIII investigations in Fayette County. Usually, we negotiate new contracts in September of each year for the new federal fiscal year that begins October 1st. Our contract is referred to as a "Cooperative Agreement". HUD reimburses us at the rate of \$2,600 per completed case. We report to the Atlanta HUB Office. This contract is for a one-year period. Current level: \$35,723

We have other sources of income that include interest income from our bank accounts, fees for copying, sale of ordinance books and rules of practice and procedure books, and proceeds from special events such as seminars. From time to time we have some special grants such as the testing program with HUD and some special projects for the Urban County Government such as a study of impediments for Fair Housing. Currently, we have a grant with the Urban County Government Division of Community Development to promote fair housing in Lexington-Fayette County. This grant is for a one-year period. Current level; \$50,000

Lexington-Fayette Urban County Human Rights Commission

PURPOSE

It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette Urban County from discrimination because of race, color, religion, national origin, sex, age, disability, familial status and sexual orientation/gender identity in connection with housing, employment and public accommodations and to effect the provisions and purposes of the Kentucky Civil Rights Act (K.R.S. Chapter 344), Urban County Ordinance 199-94 and 201-99, provision 7.17 of the Lexington Fayette Merger Charter of 1974, and any other laws enacted by the Lexington-Fayette Urban County relating to the Lexington-Fayette Urban County Human Rights Commission.

The Lexington-Fayette Urban County Human Rights Commission shall act to encourage and effect the guarantee of equal rights to all citizens, which rights are assured by the Constitution and the Laws of the United States, of Kentucky, and of Lexington-Fayette Urban County and to serve as an investigative, consultative, educational, persuasive, and enforcement agency in order to guarantee equal opportunity for all people of the City of Lexington and Fayette County.

UNIQUENESS

The Lexington-Fayette Urban County Human Rights Commission is an independent chartered agency of the Lexington-Fayette Urban County Government, with three (3) specific functions: (1) to receive complaints, conduct investigations, hold hearings and have such studies made as will enable the Lexington-Fayette Urban County Human Rights Commission to carry out the purpose of the Ordinance; (2) to promote and secure a mutual understanding and respect among all ethnic groups in Fayette County; and (3) to act as conciliator in controversies involving inter-group and inter-racial relations.

VALUES

The Lexington-Fayette Urban County Human Rights Commission stands for equal rights, equal opportunity, justice and fair enforcement of the ideals. To carry out this belief, we must strive to follow through on our commitments, maintain objectivity and fairness and provide prompt, responsive and patient attention to all those who seek our assistance. We must respect differences in values and behaviors, support one another, and seek alternatives to divisive conflict. We must commit to meet and exceed contractual, service, and mission related requirements by setting clear expectations and maintaining measurable standards. In addition, we must serve all people in an impartial and fair manner. Equality for all - it's a right, not a privilege.

Adopted 11/18/96
Amended 3/20/00

**LFUC HUMAN RIGHTS COMMISSION
FY2013 BUDGET
WITH PROPOSED RENT INCREASE**

EXPENSES

1. Salaries	151,910.00
2. Other Contractual/Prof.	6,000.00
3. Payroll Tax Account (Employer)	11,480.00
<i>Retirement (Employer)</i>	29,880.00
4. Employee Benefits	22,230.00
5. Bookkeeper	1,520.00
6. Attorney	20,000.00
7. Audit	7,000.00
8. Rent	16,400.00
9. Community Outreach/Relations	6,000.00
10. Telephone	
Windstream	3,720.00
Qx.net (internet)	200.00
Intrasource (quarterly email)	540.00
11. Supplies (Paper, printer toner, etc.)	600.00
12. Postage	1,200.00
14. Repairs and Maintenance	1,080.00
15. Furniture/Equipment/Software	7,560.00
17. Local Travel	400.00
18. Insurance (Workers Comp)	760.00
21. Business/Conference Travel	11,900.00
22. Hearing/Litigation Expenses	800.00
24. Bank Service Charge	120.00
25. Bank Loan	28,480.00
26. Miscellaneous	2,400.00
TOTAL EXPENSES	332,180.00

INCOME

1. LFUCG	178,690.00 *
2. EEOC	53,200.00
3. HUD	44,200.00
4. CDBG	50,000.00
5. Balance Forward	6,090.00
TOTAL INCOME	332,180.00

*The Commission would need to receive additional funds from the LFUCG to be able to operate at what is already a less than basic level if the rent is increased to the proposed amount.