

Context: overall budget increases will be in single digits

DRAFT

RACE AND CIVIL RIGHTS IN THE FY 2000 BUDGET

(Budget authority in millions of dollars)

	1998 Actual	1999 Enacted	2000 Pres Budget	% CHANGE 2000 / 1999
<u>Civil Rights Enforcement:</u>				
EEOC.....	242	279	312	12
HUD: Fair Housing Activities.....	30	40	47	18
DOJ: Civil Rights Division.....	65	69	82	19
Labor: OFCCP.....	62	65	76	17
Education: Office for Civil Rights.....	62	66	71	8
HHS: Office of Civil Rights.....	20	21	22	5
Agriculture: Civil Rights Programs.....	17	21	24	14
U.S. Commission on Civil Rights.....	9	9	11	22
DOT: Office of Civil Rights.....	6	7	8	10
Labor: Civil Rights Center.....	5	5	6	20
EPA: Office of Civil Rights.....	2	2	2	—
DOJ: Attorneys General Grant Program.....				
<i>State based civil rights enforcement</i>				
Subtotal, Civil Rights Enforcement.....	520	584	661	13
<u>Economic Development and Urban Programs:</u>				
APIC..... <i>(for credit)</i>	—	—	50	new program
HUD: Urban Initiative 1/.....	—	—	150	233
HUD: Empowerment Zones 2/.....	5	45	50	100
HUD: Brownfields	25	25	50	100
EPA: Brownfields	88	91	91	—
HUD: Regional Opportunity Counseling.....	—	10	20	100
Community Development Financial Institutions.....	80	95	125	32
Commerce: Minority Business Development Agency.....	25	27	28	4
Transportation: Minority Business Resource Center.....	5	5	5	—
SBA: Minority Economic Development Program:				
8(a) business development program.....	5	5	5	-8
7(j) technical assistance program.....	3	3	5	92
SBA: New Market Venture Capital.....	—	—	45	new program
EPA: Environmental Justice Programs.....	26	19	23	21
<u>Documenting Discrimination:</u>				
Develop Research Agenda	—	—	0.5	new program
Begin Tracking in HHS, DOJ, DOL, ED.....	—	—	2.0	new program
HUD Fair Housing audits 3/.....	—	[7.5]	[7.5]	n/a
<u>Education and Training:</u>				
Head Start 4/.....	4,347	4,660	5,667	22
Historically Black Colleges & Universities..	118	165	172	5
GEAR UP.....	—	120	240	100
Early Information/Awareness Campaign.....	—	—	15	new program
Advanced Placement Courses.....	3	4	4	—
TRIO Programs.....	530	600	612	2
Title I LEA Grants.....	7,375	7,676	7,676	—

DRAFT

RACE AND CIVIL RIGHTS IN THE FY 2000 BUDGET (Budget authority in millions of dollars)

	1998 Actual	1999 Enacted	2000 Pres Budget	% CHANGE 2000 / 1999
Education and Training (continued):				
Migrant Education	305	355	380	7
Pell Grants (program level).....	7,345	7,704	8,009	4
Federal Work Study.....	830	870	934	7
America Reads/Reading Excellence.....	—	260	260	—
21st Century Community Learning Centers.....	40	200	600	200
Bilingual and Immigrant Education.....	354	380	415	9
Adult Education	361	385	575	49
Hispanic Serving Institutions.....	12	28	42	50
Minority Science.....	5	8	8	7
← Tribal Colleges and Universities.....	—	3	6	100
Magnet Schools.....	101	104	114	10
Charter Schools				
Workforce Investment Act (WIA) adult programs.....	955	955	955	—
WIA formula grant youth programs.....	1,001	1,001	1,001	—
WIA Rewarding Achievement of Youth 5/.....	—	—	20	new program
WIA youth opportunity areas.....	—	250	250	—
Job Corps.....	1,246	1,308	1,348	3

Criminal Justice:

COPS II.....				
Community Policing.....				
DOJ: Civil Rights Division 6/.....	[65]	[69]	[82]	n/a
DOJ: FBI - Hate Crimes Initiatives.....	29	30	31	3
Justice: Community Relations Service 7/.....	7	7	10	43

Health and Other:

Race and Health Initiative.....	—	65	135	108
Farm Service Agency - Direct Farm Loans.....	6	8	11	38
Rural Development - Farm Labor Housing.....	24	30	37	23
Cooperative State Research, Education and Extension Service (historically black land-grant institutions and Tuskegee University).....	53	56	53	-5
Outreach for Socially Disadvantaged Farmers.....	3	3	10	233
Women, Infants, and Children Program.....	—	—	5	new program
Improving Poverty Measurement in Census.....	—	—	—	—
Total, Race and Civil Rights.....	25,831	28,142	30,854	10

1/ Final settlement redefines program structure as a regional connections / smart growth initiative.

2/ Empowerment Zones are funded on the mandatory side starting in Year 2000.

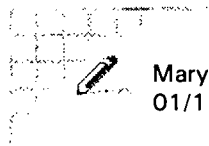
3/ The \$7.5 m is included in HUD Fair Housing Activities in the Civil Rights Enforcement section.

4/ Includes proposal to target part of FY2000 expansion funds to underrepresented minorities, including limited English proficient children.

5/ Funded as a non-add. Funds included in youth opportunity areas total.

6/ Also included in the Civil Rights Enforcement section.

7/ In addition, appropriations language will be proposed to give the Attorney General authority to transfer \$3 m from other accounts to CRS in FY 2000.



Mary L. Smith
01/11/99 05:52:49 PM

Record Type: Record

To: Julie A. Fernandes/OPD/EOP

cc:

Subject: equal pay paragraph

Ensuring Equal Pay

According to the Department of Labor, the average woman who works full-time earns just 74 cents for each dollar that men earn. For women of color, the gap is even wider. This gap is, in part, attributable to differing levels of experience, education, and skill. However, even after accounting for these factors, a significant pay gap still remains between men and women in similar jobs. Recognizing this wage disparity, the President proposes a \$14 million equal pay initiative for the Equal Employment Opportunity Commission (EEOC) and the Department of Labor. This funding would allow the EEOC to advance outreach to businesses and employees to educate them about the legal requirements for paying equal wages, provide technical assistance, improve training for EEOC employees to better identify wage discrimination issues, and launch a public service announcement campaign to highlight the wage gap. (The Department of Labor will continue monitoring pay equity to reduce occupational segregation; provide enhanced technical assistance through the Internet such as industry best practices; increase outreach and education; and provide a focused effort on women in non-traditional jobs by identifying best practices and assisting contractors in recruiting and developing qualified individuals in non-traditional occupations.)

RACE / CIVIL RIGHTS CROSSCUT FUNDING SUMMARY

(BA in millions of dollars)

	1998 Actual	1999 Enacted	12/27 2000 Settlement
Civil Rights Enforcement:			
EEOC.....	242	279	312
HUD: Fair Housing Activities.....	30	40	47
DOJ: Civil Rights Division.....	65	69	82
Labor: OFCCP.....	62	65	76
Education: Office for Civil Rights.....	62	66	71
HHS: Office of Civil Rights.....	20	21	22
Agriculture: Civil Rights Programs.....	17	21	24
U.S. Commission on Civil Rights.....	9	9	11
DOT: Office of Civil Rights.....	6	7	8
Labor: Civil Rights Center.....	5	5	6
EPA: Office of Civil Rights.....	2	2	2
Subtotal, Civil Rights Enforcement.....	520	584	644

24

PE

312 ~~298~~ ~~152~~ ~~152~~

47 182 + 5

82 192 + 6

76 172 + 2

71 82

22 52

24 142 + 1

11 222

8 142 + 1

6 202

2

622 644 +32
38 664

+48 millions
over FY99
enacted

13% 10% increase
over FY99
enacted

70
3
1
1
75

60
24
\$84 million

+ CRS
+ Tribal Cts
~~+ Equal Pay~~ \$10 million

HUD Regional Opp Counseling → (+10)
Labor/OFCCP Testing Proposal → (+).1
✓ FBI-Hate Crimes Init → (+) 1 ✓
✓ CRS → (+) 3 ✓
✓ EPA: Envir. Justice → (+) 1 ✓

77
3 (+3?)
1
1
CRS
FBI-HCI
EPA-ENTJ

15
10
25

	1998 Actual	1999 Enacted	2000 Passback	12/11 Tentative 2000 Settlement
Civil Rights Enforcement:				
EEOC.....	242	279	288	288
HUD: Fair Housing Activities.....	30	40	42	42
DOJ: Civil Rights Division.....	65	69	76	80
Labor: OFCCP.....	62	65	74	74
Education: Office for Civil Rights.....	62	66	71	71
HHS: Office of Civil Rights.....	20	21	22	22
Agriculture: Civil Rights Programs.....	17	21	23	24
U.S. Commission on Civil Rights.....	9	9	11	11
DOT: Office of Civil Rights.....	6	7	7	8
Labor: Civil Rights Center.....	5	5	6	6
EPA: Office of Civil Rights.....	2	2	2	2
Subtotal, Civil Rights Enforcement.....	520	584	622	628

Economic Development/Urban Programs:

✓ HUD: Urban Initiative.....	---	---	100	100 ←
✓ HUD: Empowerment Zones 1/.....	5	45	150	150
1/ Empowerment Zones are funded on the mandatory side starting in Year 2000.				
HUD: Brownfields	25	25	25	25
EPA: Brownfields	88	91	91	91
HUD: Regional Opportunity Counseling.....	---	10	20	20 ←
✓ Community Development Financial Institutions.....	80	95	100	100 ←
Commerce: Minority Business Development Agency.....	25	27	27	27
Transportation: Minority Business Resource Center.....	5	5	5	5
SBA: Minority Economic Development Program:				
8(a) business development program.....	5	5	5	5
7(j) technical assistance program.....	3	3	5	5
SBA: New Market Ventures.....	---	---	17	21 ←
EPA: Environmental Justice Programs.....	2	2	3	3 ←

	1998 Actual	1999 Enacted	2000 Passback	12/11 Tentative 2000 Settlement
Documenting Discrimination:				
Tier I - Labor: Bureau of Labor Statistics.....	---	---	0.5	0.5
Tier II - Labor: OFCCP - Employment Testers proposal.	---	---	0.1	0.1 ←
Tier III - HUD Fair Housing audits (non-add).....	---	[7.5]	[7.5]	[7.5]
Education:				
Strengthening Historically Black Colleges & Universities.	118	165	172	172 ←
✓ GEAR UP.....	---	120	200	240 ←
Early Information/Awareness Campaign.....	---	---	15	15
Advanced Placement Courses.....	3	4	4	4
TRIO Programs.....	530	600	600	612 ←
Initiatives placeholder.....	---	---	500	distributed
✓ Title I LEA Grants.....	7,375	7,676	7,676	7,676
Migrant Education	305	355	355	380 ←
Pell Grants (program level).....	7,345	7,704	8,009	8,009 4,444
Federal Work Study.....	830	870	934	934
America Reads/Reading Excellence.....	---	260	260	260
21st Century Community Learning Centers/After School.	40	200	250	350 ←
Bilingual and Immigrant Education.....	354	380	380	415 ←
Adult Education	361	385	385	405 ←
Hispanic Serving Institutions.....	12	28	28	33 ←
Minority Science.....	5	8	8	8
Strengthening Tribal Colleges and Universities.....	---	3	3	6 ←
Magnet Schools.....	101	104	114	114 ←

	1998 Actual	1999 Enacted	2000 Passback	12/11 Tentative 2000 Settlement
Criminal Justice:				
DOJ: Civil Rights Division [non-add].....	[65]	[69]	[76]	[80] ←
DOJ: FBI - Hate Crimes Initiatives.....	29	30	31	31 ←
Other:				
Justice: Community Relations Service 1/.....	7	7	10	10 ←
1/ Legislative language will be proposed to give the Attorney General authority to transfer \$3 m from other accounts to CRS.				
Commerce: Census - Improving Poverty Measurement..	---	---	5	5
Agriculture:				
Farm Service Agency - Direct Farm Loans	6	8	11	11
Rural Development - Farm Labor Housing.....	24	30	45	45 ←
Cooperative State Research, Education and Extension Service (historically black land-grant institutions and Tuskegee University).....	53	56	53	53
Central Administration - Outreach for Socially Disadvantaged Farmers.....	3	3	6	10
Labor:				
Workforce Investment Act (WIA) adult programs.....	955	955	955	955
WIA formula grant youth programs.....	1,001	1,001	981	981
WIA Rewarding Achievement of Youth.....	---	---	20	20
WIA youth opportunity areas.....	---	250	250	250
Job Corps.....	1,246	1,308	1,308	1,308
HHS:				
Race and Health Initiative.....	---	65	85	85 ←
Head Start 1/.....	4,347	4,680	4,997	4,997 ←
Total, Race / Civil Rights Crosscut.....	25,807	28,125	29,820	29,574

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

	1998 Actual	1999 Request	1999 Actual	1998- 1999 Increase	2000 Request	2000 pass- back	JF Suggest
Equal Employment Opportunity Commission	242 (32)	279	279	37	355	288	312
Department of Housing and Urban Development, Fair Housing Activities	30 (22)	52	40	10	67	42 (3)	57
Department of Justice, Civil Rights Division	65 (7)	72	68	2	79	76 (14)	84
Department of Labor, Office of Federal Contractor Compliance Efforts	62 (4)	68	65	3	87	74 (11)	74
Department of Education, Office of Civil Rights	62 (4)	68	66	4	73	71 (5)	73
Department of Health and Human Services, Office of Civil Rights	20 (1)	21	21	1	23	22 (1)	25
Department of Agriculture	17 ¹ (2)	19	21	4	23	23 (3)	23
U.S. Commission on Civil Rights	9 (0)	9	9	0	16	11 (2)	11
Department of Transportation, Office of Civil Rights	6 (1)	7	7	1	8	7 (1)	7
Department of Labor, Civil Rights Center	5 (0)	5	5	0	6	6 (1)	6
EPA -- Office of Civil Rights	2 (0)	2	2	0	2	2 (0)	2
Community Relations Service			8		9.5	9.5	(13)
Tribal Courts			5		10	5	10
Total			596			636.5	697

12/20
OMB

295 312

42 47

80 82

74 76

71 71

22 22

24 24

11 11

8 8

6 6

2 2

628 661

651

\$55 million increase

^{1/} The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet.

INITIATIVES TO ENHANCE EEOC ENFORCEMENT EFFORTS IN SUPPORT OF PAY EQUITY

With an additional 54 staff and \$18.7 million for technical and legal staff, technical assistance, enhanced enforcement, and outreach initiatives, EEOC will carry out its proposed Wage Discrimination Initiative. This Initiative will:

- Reach over 10 million workers through public service announcements and other efforts in major media markets to inform workers of their rights and facts on wage discrimination, an issue in thousands of charges related to entry-level pay and promotion.
- Reach over 3,000 small, medium and large employers to provide technical assistance and education affecting over a million employees.
- Provide 20,000 advocates and union members and tens of thousands they can reach nationwide, with information on wage discrimination and employee rights to foster voluntary solutions in the workplace with informed workers and employers working together.
- Develop assessment tools to enable employers to evaluate and improve their compensation systems voluntarily, benefitting millions of employees and increasing retention rates of talented employees needed to boost business expansion.
- Train EEOC staff to identify at intake and properly analyze and investigate complex pay discrimination issues, thus improving enforcement of the law and substantive relief to aggrieved parties.

DISCUSSION OF INITIATIVES

- **Enhanced support for EEOC enforcement activities**
 - Training for EEOC professional staff is an essential element of a program to support enforcement of the equal pay laws. It will facilitate the effective analysis of charges and the targeting of resources, thereby contributing to EEOC's ability to effectively manage its workload. We propose to provide training for all EEOC professional staff on the investigation and analysis of compensation discrimination. The professional staff consists of 850 investigators, 250 litigation attorneys and 150 supervisors and managers. Because of resource limitations EEOC is only rarely able to conduct a Commission wide training of this sort, even though it is of enormous value. The last such training was a Commission wide training on the Americans

With Disabilities Act which was conducted in 1992.

- In order to analyze potential cases of compensation discrimination in a timely and effective manner, EEOC also needs additional staff that is skilled in economic and social science analysis as well as appropriate technology to support that staff. This will include:
 - A FTE Social Science Analyst or Pay Equity Specialist in each District Office and the Washington Field Office.
 - Six attorneys to work in teams to support and assist field offices in the analysis and development of litigation.
 - Appropriate software to conduct pay analyses, available in all field offices and headquarters. A PC-based system for accessing EEO-1, EEO-3, EEO-4 and EEO-5 data should be developed to enable investigators and attorneys to retrieve forms, relevant comparable aggregate data, and to run statistical tests comparisons.
- **As a result of this enhanced support for enforcement, EEOC will:**
 - Identify compensation discrimination issues in substantially more charges and bring more cases than it does at present. It will accomplish this by:
 - Better analyzing charges in the administrative process, with an emphasis on both intake and investigation; and
 - Particularly focusing on charges alleging discriminatory assignment and promotion to determine if compensation discrimination issues are also present.
 - EEOC will also conduct better quality investigations on claims of compensation discrimination.
- **Outreach and Technical Assistance**
 - The best way to address discrimination is to prevent it from happening in the first place and the best way to achieve this result is to reach out to the affected communities so that they understand their rights and responsibilities. We propose the following outreach and education initiatives on compensation discrimination matters:
 - EEOC will develop training programs on compensation issues for

constituent communities; *i.e.*, employers, employees, unions, advocacy groups. This element will include programs specifically targeted at small businesses.

- To assure that this outreach and technical assistance program is effective will require adding one FTE Program Analyst in each district office and the Washington field office.
- EEOC will develop assessment tools to enable employers to evaluate and improve their compensation systems voluntarily, benefitting millions of employees and increasing retention rates of talented employees needed to boost business expansion
- We also propose implementing a program of Public Service Announcements in order to educate the public on the importance of this issue as well as their rights and responsibilities. As part of this initiative, we will:
 - Hire a public relations firm to research, develop core messages and concepts, identify target audiences, produce the spot (in several languages), conduct focus groups to test its effectiveness, and distribute it.
 - To reach all of the targeted audiences would require four to five PSAs.
 - Such announcements should also contain an action step (asking the audience to respond in some way or take action *i.e.*, an 800 telephone number), which requires developing supporting materials, such as pamphlets and brochures, to assure that the message is effective. Development, production and distribution of the supporting materials require an FTE.
- **As a result of increased outreach and technical assistance on compensation discrimination issues, EEOC will:**
 - Conduct 288 new events a year addressing compensation discrimination (each program analyst in each of the 24 district offices will be responsible for conducting at least one event a month). These events will provide information and assistance on compensation discrimination to employees, unions, businesses and advocacy groups. We project that we will reach approximately 20,000 persons a year in this fashion.
 - Each District Office will include programs on compensation discrimination in their Technical Assistance Program Seminars (TAPS) which provide

information and assistance to the business community. Based on experience with TAPS programs, we project that these programs will reach approximately 3000 businesses.

- EEOC's Public Service Announcement campaign will be targeted at major markets (including New York, Los Angeles, Chicago, Washington, Miami, Atlanta, and Dallas), as well as secondary markets (including, for example, Denver, St. Louis, Seattle, Detroit, Houston, and Philadelphia). A concerted effort to place PSA's in these markets has the potential of reaching tens of millions of television viewers.
- With additional information and technical assistance:
 - Charging parties will be better able to understand their own employment situation and better present their cases to EEOC, thus adding to EEOC's ability to achieve the goal of identifying substantially more compensation discrimination issues in charges and better investigating such claims.
 - Businesses will better understand their legal obligations with the result that voluntary compliance with the law will be enhanced.
- **Pay Disparity Research and the Development of Standards**

The final element of this initiative will involve conducting research into the nature and extent of pay inequities as well as the development of standards with which to analyze these compensation questions. Currently there is insufficient data to fully identify and understand the extent of or underlying reasons for pay disparities based on gender, race, national origin, disability, or age. Moreover, the absence of accepted standards for analyzing pay discrimination impedes our ability to effectively enforce the laws as well as the ability of businesses to analyze whether their pay structures may run afoul of the laws.
- We propose to pursue two research approaches to enhance current knowledge and understanding of patterns of pay disparities.
 - Research by the National Academy of Sciences, National Research Council or a comparable organization examining existing literature on how pay disparities arise and where they are most prevalent.
 - The panel would primarily rely on previous research but would also explore the possibility of working cooperatively with a small number of establishments to conduct "live" compensation analyses, which might serve as examples in the compensation standards manual.

- Research by such organization examining employer data to test procedures for identifying and remedying pay inequities. Data collection would include at least two industry-based surveys to collect compensation on a form similar to the EEO-1 but adding salary intervals.
- We also propose to convene a panel of social science experts who would define statistical techniques for analyzing pay disparities and develop manuals for conducting compensation analyses, based on both EEOC-related laws and standard research methodology.
- The Panel would develop statistical criteria which could be used by employers for self analysis as well as by investigators and litigators.

	A	B	C
1			
2		DSSCUT FUNDING SUMMARY	
3		(in millions of dollars)	
4			
5			
6			1998
7			Actual
8			
9		Civil Rights Enforcement:	
10			
11		EEOC.....	242
12		HUD: Fair Housing Activities.....	30
13		DOJ: Civil Rights Division.....	65
14		Labor: OFCCP.....	62
15		Education: Office for Civil Rights.....	62
16		HHS: Office of Civil Rights.....	20
17		Agriculture: Civil Rights Programs.....	17
18		U.S. Commission on Civil Rights.....	9
19		DOT: Office of Civil Rights.....	6
20		Labor: Civil Rights Center.....	5
21		EPA: Office of Civil Rights.....	2
22			-----
23		Subtotal, Civil Rights Enforcement.....	520
24			
25			
26		Economic Development/Urban Programs:	
27			
28		HUD: Urban Initiative.....	0
29			
30		HUD: Empowerment Zones 1/.....	5
31		1/ Empowerment Zones are funded on the mandatory side starting in Year 2000	
32			
33		HUD: Brownfields	25
34			
35		EPA: Brownfields	88
36			
37		HUD: Regional Opportunity Counseling.....	0
38			
39		Community Development Financial Institutions.....	80
40			
41		Commerce: Minority Business Development Agency.....	25

	D	E	F	G
1				
2				
3				
4				
5				
6	1999	2000	12/11 Tentative	
7	Enacted	Passback	2000 Settlement	
8				
9				
10				
EEOC — 11	279	288	288	
HUD — 12	40	42	42	
DOJ CRT — 13	69	76	80	
OFCCP — 14	65	74	74	
Edu. — 15	66	71	71	
HHS — 16	21	22	22	
USDA — 17	21	23	24	
CCR — 18	9	11	11	
DOT — 19	7	7	8	
Civil Rts Ctr — 20	5	6	6	
EPA — 21	2	2	2	
22	-----	-----	-----	
23	584	622	628	
24				
25				
26				
27				
28	0	100	100	
29				
30	45	150	150	
31				
32				
33	25	25	25	
34				
35	91	91	91	
36				
37	10	20	20	
38				
39	95	100	100	
40				
41	27	27	27	

520

	A	B	C
42			
43		Transportation: Minority Business Resource Center.....	5
44			
45		SBA: Minority Economic Development Program:	
46		8(a) business development program.....	5
47		7(j) technical assistance program.....	3
48			
49		SBA: New Market Ventures.....	0
50			
51		EPA: Environmental Justice Programs.....	2
52			
53		Documenting Discrimination:	
54			
55		Tier I - Labor: Bureau of Labor Statistics.....	0
56			
57		Tier II - Labor: OFCCP - Employment Testers proposal.....	0
58			
59		Tier III - HUD Fair Housing audits [non-add].....	0
60			
61			
62		Education:	
63			
64		Strengthening Historically Black Colleges & Universities..	118
65			
66		GEAR UP.....	0
67			
68		Early Information/Awareness Campaign.....	0
69			
70		Advanced Placement Courses.....	3
71			
72		TRIO Programs.....	530
73			
74		Initiatives placeholder.....	0
75			
76		Title I LEA Grants.....	7,375
77			
78		Migrant Education	305
79			
80		Pell Grants (program level).....	7,345
81			
82		Federal Work Study.....	830

	D	E	F	G
42				
43	5	5	5	
44				
45				
46	5	5	5	
47	3	5	5	
48				
49	0	17	21	
50				
51	2	3	3	
52				
53				
54				
55	0	0.5	0.5	
56				
57	0	0.1	0.1	
58				
59	[7.5]	[7.5]	[7.5]	
60				
61				
62				
63				
64	165	172	172	
65				
66	120	200	240	
67				
68	0	15	15	
69				
70	4	4	4	
71				
72	600	600	612	
73				
74	0	500	distributed	
75				
76	7,676	7,676	7,676	
77				
78	355	355	380	
79				
80	7,704	8,009	8,009	
81				
82	870	934	934	

	A	B	C
83			
84		America Reads/Reading Excellence.....	0
85			
86		21st Century Community Learning Centers/After School.....	40
87			
88		Bilingual and Immigrant Education.....	354
89			
90		Adult Education	361
91			
92		Hispanic Serving Institutions.....	12
93			
94		Minority Science.....	5
95			
96		Strengthening Tribal Colleges and Universities.....	0
97			
98		Magnet Schools.....	101
99			
100			
101			
102		Criminal Justice:	
103			
104		DOJ: Civil Rights Division [non-add].....	[65]
105			
106		DOJ: FBI - Hate Crimes Initiatives.....	29
107			
108			
109		Other:	
110			
111		Justice: Community Relations Service 1/.....	7
112		1/ Legislative language will be proposed to give the Attorney General authority	
113			
114		Commerce: Census - Improving Poverty Measurement.....	0
115			
116		Agriculture:	
117			
118		Farm Service Agency - Direct Farm Loans.....	6
119			
120		Rural Development - Farm Labor Housing.....	24
121			
122		Cooperative State Research, Education and	
123		Extension Service (historically black land-grant	

	D	E	F	G
83				
84	260	260	260	
85				
86	200	250	350	
87				
88	380	380	415	
89				
90	385	385	405	
91				
92	28	28	33	
93				
94	8	8	8	
95				
96	3	3	6	
97				
98	104	114	114	
99				
100				
101				
102				
103				
104	[69]	[76]	[80]	
105				
106	30	31	31	
107				
108				
109				
110				
111	7	10	10	
112				
113				
114	0	5	5	
115				
116				
117				
118	8	11	11	
119				
120	30	45	45	
121				
122				
123				

	A	B	C
124		institutions and Tuskegee University).....	53
125			
126		Central Administration - Outreach for Socially	
127		Disadvantaged Farmers.....	3
128			
129		Labor:	
130			
131		Workforce Investment Act (WIA) adult programs.....	955
132			
133		WIA formula grant youth programs.....	1,001
134			
135		WIA Rewarding Achievement of Youth.....	0
136			
137		WIA youth opportunity areas.....	0
138			
139		Job Corps.....	1,246
140			
141		HHS:	
142			
143		Race and Health Initiative.....	0
144			
145		Head Start 1/.....	4,347
146			
147			
148			
149			-----
150		Total, Race / Civil Rights Crosscut.....	25,807
151			
152			
153			
154			
155			
156			
157			
158			
159			
160			
161			
162			
163			
164			

	D	E	F	G
124	56	53	53	
125				
126				
127	3	6	10	
128				
129				
130				
131	955	955	955	
132				
133	1,001	981	981	
134				
135	0	20	20	
136				
137	250	250	250	
138				
139	1,308	1,308	1,308	
140				
141				
142				
143	65	85	85	
144				
145	4,660	4,997	4,997	
146				
147				
148				
149	-----	-----	-----	
150	28,125	29,820	29,574	
151				
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	A	B	C
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	D	E	F	G
165				
166				

CIVIL RIGHTS ENFORCEMENT FUNDING (Budget Authority, in millions of dollars)							
Agency	FY 98 Enacted	FY 99 Proposed	Proposed Change	Percent Proposed Change	FY 1999 Likely	Likely Change	Percent Likely Change
EEOC	242	279	37	15 %	279	37	15 %
HUD-Fair Housing Activities	30	52	22	73 %	40	10	33 %
DOJ-Civil Rights Division	65	72	7	10 %	67	2	3 %
Labor-OFCCP	62	68	6	10 %	65	3	5 %
Education-Office for Civil Rights	62	68	6	10 %	66	4	6 %
HHS-Office of Civil Rights	20	21	1	5 %	21	1	5 %
Agriculture-Civil Rights Programs	17 ^{1/}	19	4	27 %	19	4	27 %
U.S. Commission on Civil Rights	9	11	2	22 %	9	0	0%
DOT-Office of Civil Rights	6	7	1	17 %	7	1	17%
Labor-Civil Rights Center	5	3	0	0	5	0	0 %
Total	516	602	86	17 %	578	62	12 %

FY
200
\$295

1/ The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet

October 16, 1998
c:\work\civilrights\crappro1.wpd
htf:smc

CIVIL RIGHTS ENFORCEMENT FUNDING (Budget Authority, in millions of dollars)							
Agency	FY 98 Enacted	FY 99 Proposed	Proposed Change	Percent Proposed Change	FY 1999 Likely	Likely Change	Percent Likely Change
EEOC	242	279	37	15 %	279	37	15 %
HUD-Fair Housing Activities	30	52	22	73 %	40	10	33 %
DOJ-Civil Rights Division	65	72	7	10 %	67	2	3 %
Labor-OFCCP	62	68	6	10 %	65	3	5 %
Education-Office for Civil Rights	62	68	6	10 %	66	4	6 %
HHS-Office of Civil Rights	20	21	1	5 %	21	1	5 %
Agriculture-Civil Rights Programs	17 ^{1/}	19	4	27 %	19	4	27 %
U.S. Commission on Civil Rights	9	11	2	22 %	9	0	0%
DOT-Office of Civil Rights	6	7	1	17 %	7	1	17%
Labor-Civil Rights Center	5	3	0	0	5	0	0 %
Total	516	602	86	17 %	578	62	12 %

1/ The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet

October 16, 1998
c:\work\civilrights\crappro1.wpd
htf:smc

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

total
increase
FY00 - FY99

33

17

16

10

7

4

2

0

0

1

6

	1998 Actual	1999 Request	1999 Actual	1998- 1999 Increase	2000 Request	2000 pass- back	JF Suggest
Equal Employment Opportunity Commission	242	279	279	37		288	299 (+24)
Department of Housing and Urban Development, Fair Housing Activities	30	52	40	10		42	50 (+17)
Department of Justice, Civil Rights Division	65	72	68	2		75	82 (+9)
Department of Labor, Office of Federal Contractor Compliance Efforts	62	68	65	3		75	75 OK
Department of Education, Office of Civil Rights	62	68	66	4		69	70 (+2)
Department of Health and Human Services, Office of Civil Rights	20	21	21	1		22	23 (+3)
Department of Agriculture	17 ¹	19	21	4		23	23
U.S. Commission on Civil Rights	9	9	9	0		9	9
Department of Transportation, Office of Civil Rights	6	7	7	1		7	8
Department of Labor, Civil Rights Center	5	5	5	0		6	6
EPA -- Office of Civil Rights	2	2	2	0		2	2
Total	520	602	583			618	

= \$312

Community Relations Service

CRS = \$4 million

CR Corps = \$25 million

Total CRS = \$5 million

30.5 FHAP
36.5 FHHR
\$67 million

= \$99 million

^{1/} The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet.

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

data collection ?

	1998 Actual	1999 Request	1999 Actual	1998- 1999 Increase	2000 Request	2000 pass- back	JF Suggest
Equal Employment Opportunity Commission	242	279	279	37		288	299
Department of Housing and Urban Development, Fair Housing Activities	30	52	40	10		42	50
Department of Justice, Civil Rights Division	65	72	68	2		75	82
Department of Labor, Office of Federal Contractor Compliance Efforts	62	68	65	3		75	75
Department of Education, Office of Civil Rights	62	68	66	4		69	70
Department of Health and Human Services, Office of Civil Rights	20	21	21	1		22	25
Department of Agriculture	17 ¹	19	21	4		23	23
U.S. Commission on Civil Rights	9	9	9	0		9	10
Department of Transportation, Office of Civil Rights	6	7	7	1		7	8
Department of Labor, Civil Rights Center	5	5	5	0		6	6
EPA -- Office of Civil Rights	2	2	2	0		2	2
Total	520	602	583			618	650

Additional Proposed Increases

\$67 million increase

1. EEOC

^{1/} The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet.

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

	1998 Actual	1999 Request	1999 Actual	1998- 1999 Increase	2000 Request	2000 pass- back	JF Suggest
33 Equal Employment Opportunity Commission	242	279	279	37	355	288	312
17 Department of Housing and Urban Development, Fair Housing Activities	30	52	40	10	67	42	57
16 Department of Justice, Civil Rights Division	65	72	68	2	75 ⁷⁹ 75	75 ⁷⁶ 75	84
10 Department of Labor, Office of Federal Contractor Compliance Efforts	62	68	68	3	75	75	75
7 Department of Education, Office of Civil Rights	62	68	66	4	73	71	73
4 Department of Health and Human Services, Office of Civil Rights	20	21	21	1	23	22	25
2 Department of Agriculture	17 ¹	19	21	4	?	23	23
0 U.S. Commission on Civil Rights	9	9	9	0	?	9	9
0 Department of Transportation, Office of Civil Rights	6	7	7	1	?	7	7
1 Department of Labor, Civil Rights Center	5	5	5	0	?	6	6
0 EPA -- Office of Civil Rights	2	2	2	0	?	2	2
5 Community Relations Service			8		9.5	9.5	14 ¹³
5 Tribal Courts			5		10	5	10
Total	520	602	596			618	696

596

635.5 696

\$39.5 → \$100

^{1/} The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet.

Civil Rights Enforcement Funding
(Budget authority, in millions of dollars)

	1998 Actual	1999 Request	1999 Actual	1998- 1999 Increase	2000 Request	2000 pass- back	JF Suggest	
33 Equal Employment Opportunity Commission	242	279	279	37	355	288	312	✓
17 Department of Housing and Urban Development, Fair Housing Activities	30	52	40	10	67	42	57	✓
16 Department of Justice, Civil Rights Division	65	72	68	2	79	76	84	✓
9 Department of Labor, Office of Federal Contractor Compliance Efforts	62	68	65	3	87	74	74	—
7 Department of Education, Office of Civil Rights	62	68	66	4	73	71	73	~
4 Department of Health and Human Services, Office of Civil Rights	20	21	21	1	23	22	25	~
2 Department of Agriculture	17 ¹	19	21	4	23	23	23	—
U.S. Commission on Civil Rights	9	9	9	0	16	11	11	—
0 Department of Transportation, Office of Civil Rights	6	7	7	1	8	7	7	—
1 Department of Labor, Civil Rights Center	5	5	5	0	6	6	6	—
0 EPA -- Office of Civil Rights	2	2	2	0	2	2	2	—
5 Community Relations Service			8		9.5	9.5	13	✓
5 Tribal Courts			5		10	5	10	
Total			596			636.5	696	

697

\$40.5

\$101

^{1/} The FY 1998 supplemental bill added \$2 million to civil rights programs at the Department of Agriculture, bringing the FY 1998 enacted level to \$17 million, from \$15 million. The President's initiative included the original \$15 million for the Department of Agriculture, which is the number used in the totals on this spreadsheet.

1. EEOC

FY99 actual: \$279 million

FY00 request: \$355 million

FY00 OMB: \$288 million

FY00 JF: \$312 million (= additional \$24 million)

Proposed total increase over FY 1999 = \$33 million

Last year, the EEOC received a \$37 million increase, from \$242 million to \$279 million, to reduce the average time it takes to process a complaint from over 9 months to 6 months, and the current backlog from 64,000 to 28,000 cases, by the end of 2000. For FY 2000, the agency requested an increase of \$76 million. These additional resources would be used to: (1) continue progress in reducing the backlog; (2) outreach to underserved communities; (3) wage discrimination enforcement initiative and outreach; (4) data collection; and (5) technology improvements and training. OMB has passed back a \$9 million increase for FY 2000. EEOC has appealed, and now asks for an additional \$40 million over the OMB mark (for a total of \$328 million). This would represent a 17% increase over the FY 1999 funding level.

Last year's increase of \$37 million was significant. The FY 2000 budget should continue to demonstrate our commitment to this agency's work. The \$9 million increase recommended by OMB does not demonstrate such a commitment. We could recommend an increase of **\$24 million** over the OMB mark for FY 2000 to support (1) enhanced technology and training (**\$10 million**); (2) streamlining the federal EEO program to ensure compliance with the requirement that those requesting a hearing obtain one within 180 days (**\$6 million**); (3) increasing investigative staff (**\$6 million**); (4) maximizing the effectiveness of ADR activities by hiring additional ADR staff for field offices (**\$1 million**); and (5) outreach to underserved communities (**\$1 million**).

These increases do not include the **\$17.3 million** that the EEOC has asked for their Wage Discrimination (Equal Pay) initiative.

2. HUD

FY99 actual: \$40 million

FY00 request: \$67 million

FY00 OMB: \$42 million

FY00 JF: \$57 million (= additional \$15 million)

Proposed total increase over FY 1999 = \$17 million

Last year, the Administration proposed a \$22 million increase for Fair Housing and Equal Opportunity at HUD to increase emphasis on reducing discrimination and ensuring equal opportunity in housing. Part of this increase (\$10 million) was to support a nation-wide testing initiative to “take the temperature” of housing discrimination throughout the country. HUD received a \$10 million increase for fair housing activities, including \$7.5 million for the testing initiative. This year, OMB is recommending a \$2 million increase for fair housing activities at HUD.

For FY 2000, HUD has requested \$67 million -- a \$27 million increase -- to support fair housing activities. Of that total, **\$15 million** is proposed to fund a new partnership initiative (the Fair Housing Partnership) to focus on new and underserved populations by ensuring the full protection of the Fair Housing Act and other civil rights laws (including immigrants, rural populations, people with disabilities, and the homeless). The request includes a \$7.5 million set-aside for both the Fair Housing Assistance Program (FHAP; funds state and local enforcement agencies) and the Fair Housing Initiatives Program (FHIP; funds private fair housing groups). In order to receive a portion of the proposed Partnership set-aside, State and local fair housing enforcement agencies and eligible private entities would be required to submit applications outlining the duties of each applicant, and the process by which they will work together. The Partnership would require state and local law enforcement agencies (which have enforcement authority, but have had limited success in reaching out to underserved populations) and private groups (that are traditionally community based, but without any enforcement authority) to engage in strategic planning in order to focus and coordinate their fair housing activities.

We could recommend an additional **\$15 million** to fund the Fair Housing Partnership.

3. Civil Rights Division

FY99 actual: \$ 68 million

FY00 request: \$ 79 million

FY00 OMB: \$ 76 million

FY00 JF: \$ 84 million (= additional \$8 million)

Proposed total increase over FY 1999 = \$16 million

Last year, the Administration proposed a 10 percent increase for the Civil Rights Division -- from \$65 to \$72 million -- to permit the Department to continue its efforts in enforcing the laws that provide civil and criminal protections from discrimination, including the Civil Rights Act of 1964, the Fair Housing Act, and the Americans with Disabilities Act. The Civil Rights Division received an increase of approximately \$3 million in the final budget package, resulting in a total budget of \$68 million.

The Civil Rights Division has requested \$79 million for FY 2000. OMB has recommended a \$8 million increase to \$76 million.

This increase, while respectable, could be improved upon. We could propose an additional **\$8 million** for the Civil Rights Division that would include: (1) a **\$2 million** increase for criminal civil rights enforcement (hate crimes; violence against abortion clinics; worker exploitation; and misconduct by law enforcement); (2) a **\$2 million** increase in enforcement against housing and lending discrimination; (3) **\$2 million** to continue and further expand the Division's ADA initiatives; and (4) **\$2 million** to prepare for the review, required by the Voting Rights Act, of numerous redistricting that will follow the 2000 Census, and to obtain necessary technology improvements.

4. Department of Education, OCR

FY99 actual: \$66 million

FY00 request: \$73 million

FY00 OMB: \$71 million

FY00 JF: \$73 million (= additional \$2 million)

Proposed total increase over FY 1999 = \$7 million

Last year, the President proposed a \$6 million increase for the OCR at Education -- from \$62 million to \$68 million -- to fund technology improvements to increase productivity and customer service. These additional funds were also designed to be used to enable the Department of Education to continue to invest sufficient resources in higher education desegregation reviews and to focus on building partnerships with States to address statewide compliance with civil rights laws. In the final budget agreement, OCR received \$66 million.

For FY 2000, OCR has requested **\$73 million**, a \$7 million increase over FY 1999. OMB has passed back a \$5 million increase, to **\$71 million**. We could recommend full funding of OCR's original request, equal to an additional **\$2 million**, which would allow them to fund (1) a demographic survey of the universe of elementary and secondary public school district, (2) necessary technology enhancements, and (3) increased provision of on-site technical assistance. The survey would be the first in over 25 years to provide a comprehensive demographic picture of the nation's at-risk students and would a useful tool for both enforcement and compliance work. Data from the survey could provide information on trends to Department of Education components, other federal agencies (such as DOJ and HHS) and other stakeholders (such as public schools, advocacy groups, and research organizations).

5. Department of Health and Human Services, OCR

FY99 actual: \$21 million

FY00 request: \$23 million

FY00 OMB: \$22 million

FY00 JF: \$25 million (= additional \$3 million)

Proposed total increase over FY 1999 = \$4 million

Last year, the Administration sought and received an increase for HHS's Office of Civil Rights, increasing its funding from \$20 to \$21 million. For FY 2000, HHS has requested a \$2 million increase -- to \$23 million -- to continue its focus on preventative activities such as compliance reviews and technical assistance to ensure that persons do not encounter discrimination in HHS programs, including in the areas of managed care, access to care for minorities and people with disabilities, inter-ethnic adoption, provision of services limited English proficient services, and the TANF program. OMB has recommended a **\$1 million** increase for FY 2000. We could seek an additional **\$3 million**, bringing their total to **\$25 million** for FY 2000. This increase would further support existing efforts including technology enhancement, staff training and skills development, and program travel. Funds could also be directed toward improving data collection regarding the extent of discrimination in the provision of health care or welfare services.

8. Community Relations Service

FY99 actual: \$8 million

FY00 request: \$9.5 million

FY00 OMB: \$9.5 million

FY00 JF: \$13 million (= additional \$3.5 million)

Proposed total increase over FY 1999 = \$5 million

The Community Relations Service (CRS) was funded at **\$8 million** in FY 1999. They requested an increase to **\$9.5 million** for FY 2000 to enhance their current ability to respond to racial unrest in communities (like Jasper, TX) by increasing staff (with an emphasis of field and regional conciliators) and enhanced technology. The OMB passback reflects this increase. We could recommend an **additional \$3.5 million** to (1) provide community mediation and conflict resolution training to local governments, law enforcement, community groups and other stakeholders (techniques that can be used by communities as an alternative to litigation); (2) better allow the CRS to fulfill their commitment to provide technical assistance on hate crimes to the 93 U.S. attorneys around the country; and (3) support their effort to serve as a clearinghouse for racial dialogues and promising practices (picking up on the Race Initiative's work).

9. Tribal Courts

Tribal courts are essential to the maintenance of law and order in Indian communities, and thus provide an important part of the infrastructure necessary for community security and economic development. Our continued support for tribal courts is vital to the civil rights and self-determination interests of Indian people. In its FY 2000 budget, the Department of Justice asked for **\$10 million** to support tribal courts. OMB has passed back **\$5 million**. We could recommend that DOJ receive the full **\$10 million** to support tribal courts.

Proposed total increase over FY 1999 = \$5 million

10. Civil Rights Corps

Chris Edley has suggested a program to support state attorneys general in their civil rights work. This could be structured as a **\$25 million** initiative that provides formula grants to states to support civil rights work in their attorney general offices (similar to HUD's Federal Housing Assistance Program (FHAP) that provides funds to state and/or local fair housing agencies). This could provide \$500,000 per state, which would allow for the hiring of staff and technical assistance to local law enforcement entities (including county and city attorneys).

Proposed total increase over FY 1999 = \$25 million

EEOC

December 2, 1998

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION APPEAL TO OMB MARK FOR FY 2000

See
NOV 4 11
2000-
present

The OMB passback of Nov. 25, 1998 cut the Chairwoman's Revised FY 2000 Budget Request of Nov. 4 from an increase of \$76.4 million to \$9 million--an 88 % reduction. The Chairwoman's revisions of Nov. 4 were the result of a thorough assessment of the Commission's requirements to achieve its legislative mandates, the President's Civil Rights Enforcement Initiative--a significant implementation goal of the President's Race Commission; Administration Reinvention Policies to improve service to the public; and effective implementation of the Government Performance and Results Act (GPRA). The OMB passback amount jeopardizes the Commission's ability to carry out its legislative mandates and could weaken the Administration's credibility. Our request for reconsideration focuses on those elements we consider to have the highest priority and articulates the results to be achieved for each element appealed.

We are grateful for your support for the \$279 million base, which represents EEOC's first increase in staff above the 2500 level since 1980, when the agency's staffing stood at about 3500. The 15% increase approved for FY 1999 acknowledges the agency's need for additional resources to build on accomplishments in managing the inventory of private sector charges as the composition of our workload becomes more complex, both as a result of the reduction of non-meritorious cases and the increasing complexity of discrimination in the workplace under the variety of statutes enforced by EEOC. We are also appreciative of your support for the Chairwoman's Comprehensive Enforcement Model and inclusion of the additional \$1.5 million appropriated by Congress for FY 1999 for FEPAs. However, we wish to point out that the Chairwoman supported a net increase of \$5.5 million for the FEPAs in her Nov. 4 revisions to EEOC's FY 2000 budget.

The \$9 million increase provided in the OMB passback (total passback is \$288 million) falls short in the following areas:

- **Does not permit full fiscal and managerial flexibility.** Furthermore, in order to permit the Chairwoman to exercise leadership in balancing all the elements of the Comprehensive Employment Model, flexibility in funding levels among the various elements is essential. We therefore request that the apparent earmarking of \$13 million for ADR activity be removed and this amount be carried in the agency's enforcement program base after FY 1999. The Commission remains committed to the goal of 8,000 resolutions through mediation for FY 2000. In future years, greater productivity and quality may be achieved through program improvements growing out of evaluation and oversight activities.

- **Does not cover all fixed costs.** As a result of adjustments to incorporate factors not included in the initial Computation of Base Adjustments, an additional \$5.198 million is the minimum amount required to sustain FY 1999 staffing levels, including annualization, pay raise, and inflation in support costs (discussed below). Therefore, a total of \$14.198 is needed for adjustments to the base.
- **Does not provide for funding of technology needs.** We request that \$4 million subtracted from EEOC's technology program be restored. The full \$9.6 million approved for technology in FY 1999 is required in FY 2000 to continue technology upgrades necessary to launch an EEOC-wide LAN/WAN system, and continue the design and implementation of new management information systems (more detail on this initiative is described below).

Summary of Appeal

EEOC is requesting a total of \$39.6 million above the \$288 mark, for a total of \$327.6, which represents an increase of 17% over the FY 1999 level. The elements of this appeal are summarized below and described in further detail in subsequent sections of the appeal:

- In addition to the \$9 million increase in the mark, the EEOC needs \$5.198 to cover its base adjustments for FY 1999 staffing levels.
- EEOC needs to have the \$4.0 million for technology restored to build essential financial management, program management, and personnel management data bases and continue the implementation of LAN/WAN and other upgrades necessary to utilize more sophisticated management information systems.
- An additional \$6.0 million is accepted for the Comprehensive Enforcement Model, consistent with the passback language.
- An additional \$7.1 million is necessary to avoid embarrassment to the Administration by restoring credibility to the federal EEO program, through reduction of excessive waiting times for hearings and appeals which violate the agency's regulations and have been identified as a serious problem by GAO, and through implementation of revised regulations.
- An additional \$17.3 is requested for the Administration's Wage Discrimination Initiative, to raise the visibility of this issue among workers and employers, provide sophisticated tools, training, and technical assistance on identification of wage discrimination, and enhance enforcement.

Discussion of Elements Appealed

Because the Comprehensive Enforcement Model is an approach spanning and linking all of the Chairwoman's proposed initiatives for FY 2000, adequate funding for each element will determine the strength of each link in the model, as well as its overall effectiveness. In view of the criticality of each step in the Comprehensive Enforcement Model, we respectfully request that serious reconsideration be given to the elements of EEOC's appeal to the Nov. 25 passback, discussed below.

1. Mandatory Costs

A \$9 million increase over the \$279 million base for FY 1999 is insufficient even to maintain FY 1999 staffing levels required to address Administration and Congressional goals or the Chairwoman's Comprehensive Enforcement Model goals and would erode the foundation upon which the CEM is built, leading to ad hoc shifts of resources to "rob Peter to pay Paul." The Commission had to absorb the \$1.5 million increase to FEPAs, leaving it short in many accounts; and support requirements for new staff (space set-up, furniture, equipment, travel, and training) were not included for new staff for FY 1999 in either the FY 1999 or FY 2000 request. In addition we shifted the composition of types of staff hired, including the funding of an ADR coordinator for every district office to focus on achieving Administration and Congressional program goals. Accordingly, this results in higher annualization and pay raise increases. Moreover, the previous amount for base adjustments (\$7.190 million) included only a 3% pay raise, rather than the 3.6% increase approved, and omitted inflationary increases for support costs.

2. Technology

Effective implementation of the CEM requires LAN/WAN connectivity among headquarters offices and the field to ensure the quality and consistency in the Commission's work. For example, investigations of similar complaints against the same employer in various locations should be addressed in a consistent manner, and legal staff need the tools to prepare effective cases against employers represented by experienced and well-funded law firms. Without continuing commitment in this area, the following cannot be accomplished:

- Planned upgrades of one-fourth of the agency's computer and printer inventory, necessary to ensure capacity for nationwide LAN/WAN connectivity and use of new management information systems, and to ensure that agency systems continue to meet Y2K requirements. Replacing 350 obsolete PCs, replacing old laptops and printers, and bringing "non-mission" critical systems into Y2K compliance will cost an estimated \$2.0 million.

- Cabling for offices that are moving due to lease expirations or expansions with new field staff, LAN server replacements in one-third of the District Offices, contractor support to PC and LAN upgrades for field offices, paying recurring WAN costs, and extending INTERNET to headquarters offices by increasing line capacity for communicating with the field -- estimated at \$1.6 million.
- Building new management information systems essential for managing the Commission's resources effectively and reporting to Congress. Three major systems design and implementation efforts require additional funds in FY 2000: (1) the financial management system, now in the early stages of Phase I implementation; (2) an Integrated Mission System that will track private sector transactions from the time they come to EEOC through resolution; and (3) a new Personnel Information System that will report hours paid in various functions such as investigations, mediation, and so forth.

The Chairwoman's Office is cognizant of the need to design these systems so that information can be integrated to determine productivity in various functions and field offices, and to enable program managers to build and monitor operating budgets. The estimated cost of the design/implementation stages for FY 2000 is \$2.8 million, which also includes Oracle licenses for one-half of the field access licenses needed for IMS implementation (the other half would be purchased in FY 2001), contractor support for systems installation, travel and CD ROM training.

- Until the new IMS is implemented, contractor support for the current system, data conversion into the IMS, use of NIH systems for analysis, accessibility to handicapped users, hardware/server maintenance, software maintenance and technical support are estimated at \$2.5 million.
- Upgrading e-mail for half of the field offices and extending WAN to half of the area and local offices would cost \$700,000. The Commission has 25 District Offices (including the Washington Field Office), 17 Area Offices and 8 Local Offices.

The above requirements, totaling \$9.6 million, do not include increases EEOC requested in its FY 2000 budget to upgrade e-mail and extend WAN nation-wide, purchase Oracle licenses for all field offices, design and implement an information system for federal employee hearings, appeals, and other activity, or purchase equipment for any new staff (these would require an additional \$3 million). Therefore, it is apparent that an on-going commitment to technology will be needed, as EEOC pursues a phased approach continuing into future fiscal years.

3. **Comprehensive Enforcement Model -- Private Sector Enforcement**

With an additional \$6.0 million¹ for the CEM, the EEOC can hire an additional 129 investigative staff for three-year term appointments (which represents a reduction of half the supervisors and over 40% of the support staff originally costed for this option). This increase would:

- Enable the Commission to resolve within 180 days most charges² filed after July 1, 2000, and resolve most charges over 180 days old by the end of FY 2001. At the end of FY 1998, nearly half of the inventory was over 180 days old.
- A July target would lend credibility to the Administration's Civil Rights Enforcement and Race Commission objectives, the Vice President's Reinvention/Customer Service initiatives, and GPRA timeliness and quality objectives.
- **Without these additional staff, the inventory will grow to 62,400 by 2008, rather than declining to 29,600 had the additional staff been provided.** This is because the level of productivity achieved in the last few years was, to a great degree, a function of the agency's primary focus on closing "B" and "C" category charges to reduce the inventory, rather than on developing meritorious "A" cases; and because supervisors accounted for 14% of the productivity. From FY 1996 through FY 1998 over 80.0 percent of resolutions were in categories "B" and "C."
- Productivity is expected to decline in order to move beyond the focus on "outputs"-- through closures of non-meritorious charges quickly -- to outcomes and results, consistent with GPRA, as a result of the Chairwoman's implementation of the Comprehensive Enforcement Model, which requires initiatives to improve quality and customer service. The following factors will reduce average investigator productivity from 114 in FY 1998 to around 100 in future years (this still exceeds productivity levels prior to implementation of the Priority Charge Handling Procedures, when each charge was investigated):

1) More substantive investigations of an inventory that consists of a higher percentage of potentially meritorious charges. At the end of FY 1998, 93.3 percent of the inventory consisted of "A" or "B" cases.

2) Substantially more training to equip new and existing staff with the skills required to address a workload of greater complexity--little formal training of investigative staff has

¹\$6.0 million includes salaries and compensation, space, furniture, computer and other equipment, telephones and supplies.

²Exceptions to the 180-day resolution time include charges that have been included in cases litigated, such as class and systemic cases.

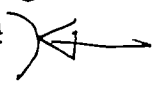
occurred in the last seven years, leaving many investigators without comprehensive training on court precedents and the complexities of laws enforced by EEOC.

3) Increased time investigators must spend consulting with legal staff to strengthen legal analysis at the intake and investigation stages.

4) Increased time on outreach activities to promote greater worker and employer awareness and thus decrease the likelihood of filing of non-meritorious charges and promote voluntary compliance;

5) Conduct on-site investigations, which are necessary to enhance the quality of investigations and deliver substantive relief. On-site investigations have declined dramatically over the last five years, in response to dwindling resources and heavy workloads.

4. Improving the Credibility of the Federal EEO Program

How the federal government addresses discrimination problems within its own ranks communicates its commitment and resolve regarding enforcement in the private sector. At the present time, EEOC is in the process of revising current regulations governing the EEO process in the federal sector, with the objective of restoring credibility by streamlining the present cumbersome process and increasing EEOC's ability to enforce its decisions. However, adding to the credibility problem is EEOC's inability to address requests for hearings and appeals in a timely manner, as pointed out in a hard-hitting GAO report issued in the summer of 1998. 

At the present time, EEOC is in serious violation of its own regulations, which require that individuals requesting a hearing obtain one in 180 days. EEOC is proposing to restore credibility to the Federal EEO program in a fall-back to the Nov. 4 request—91 staff—for \$7.1 million (includes compensation plus support costs).

- The additional staff requested for hearings will enable the Commission to begin a steady "glide path" that will reduce the number of months for hearings from 17 in FY 1999 to 10 months in FY 2000; 8 months in FY 2001; and reach 6 months in FY 2002, maintaining the waiting time at 5 months or less thereafter through FY 2009.
- The additional staff for appeals included in this request would enable the Commission to reduce the waiting time from 23 months in FY 1999 to 13 months in FY 2000; to 10 months in FY 2001; to 8 months in FY 2002; 7 months in FY 2003, and maintain the wait at 5 months or less thereafter.
- Without the additional resources requested, the hearings backlog will grow, producing a waiting time of 19 months in FY 2001 and snowball to 53 months by FY 2009.

- Without additional appeals staff, the waiting time will increase to 25 months in FY 2001 and rise to 61 months by FY 2009
- Eleven additional staff for federal agency oversight and technical assistance are required to implement the new regulations, focus attention on agencies that have persistent high levels of complaints and poor EEO profiles, and to assist agencies that wish to adopt or expand the use of alternative dispute resolution methods and other innovative techniques.

5. Wage Discrimination Initiative

Without an additional 54 staff and \$17.3 million (includes space, equipment, other support costs) for staff, research and outreach initiatives, EEOC cannot carry out its proposed Wage Discrimination Initiatives, which would:

- Reach over 10 million workers through public service announcements and other efforts in major media markets to inform workers of their rights and facts on wage discrimination, an issue in thousands of charges related to entry-level pay and promotion.
- Reach over 3,000 small, medium and large employers to provide technical assistance and education affecting over a million employees.
- Provide 20,000 advocates and union members and tens of thousands they can reach nationwide, with information on wage discrimination and employee rights to foster voluntary solutions in the workplace with informed workers and employers working together.
- Develop assessment tools to enable employers to evaluate and improve their compensation systems voluntarily, benefitting millions of employees and increasing retention rates of talented employees needed to boost business expansion.
- Train EEOC staff to identify at intake and properly analyze and investigate complex pay discrimination issues, thus improving enforcement of the law and substantive relief to aggrieved parties.
- Develop the analytical framework for measuring the impact of efforts to reduce pay discrimination, as a first step to addressing agency impact in other areas – a key element of the Government Performance and Results Act – which is integral to implementation of the Chairwoman's Comprehensive Enforcement Model.

PREVIOUSLY TRANSMITTED TO DPC

INITIATIVES TO ENHANCE EEOC ENFORCEMENT EFFORTS IN SUPPORT OF PAY EQUITY

With an additional 54 staff and \$13.6 million for technical and legal staff, technical assistance, enhanced enforcement, and outreach initiatives, EEOC will carry out its proposed Wage Discrimination Initiative. This Initiative will:

- Reach over 10 million workers through public service announcements and other efforts in major media markets to inform workers of their rights and facts on wage discrimination, an issue in thousands of charges related to entry-level pay and promotion.
- Reach over 3,000 small, medium and large employers to provide technical assistance and education affecting over a million employees.
- Provide 20,000 advocates and union members and tens of thousands they can reach nationwide, with information on wage discrimination and employee rights to foster voluntary solutions in the workplace with informed workers and employers working together.
- Develop assessment tools to enable employers to evaluate and improve their compensation systems voluntarily, benefitting millions of employees and increasing retention rates of talented employees needed to boost business expansion.
- Train EEOC staff to identify at intake and properly analyze and investigate complex pay discrimination issues, thus improving enforcement of the law and substantive relief to aggrieved parties.

DISCUSSION OF INITIATIVES

- **Enhanced support for EEOC enforcement activities**
 - Training for EEOC professional staff is an essential element of a program to support enforcement of the equal pay laws. It will facilitate the effective analysis of charges and the targeting of resources, thereby contributing to EEOC's ability to effectively manage its workload. We propose to provide training for all EEOC professional staff on the investigation and analysis of compensation discrimination. The professional staff consists of 850 investigators, 250 litigation attorneys and 150 supervisors and managers. Because of resource limitations EEOC is only rarely able to conduct a Commission wide training of this sort, even though it is of enormous value.

The last such training was a Commission wide training on the Americans With Disabilities Act which was conducted in 1992.

- In order to analyze potential cases of compensation discrimination in a timely and effective manner, EEOC also needs additional staff that is skilled in economic and social science analysis as well as appropriate technology to support that staff. This will include:
 - A FTE Social Science Analyst or Pay Equity Specialist in each District Office and the Washington Field Office.
 - Six attorneys to work in teams to support and assist field offices in the analysis and development of litigation.
 - Appropriate software to conduct pay analyses, available in all field offices and headquarters. A PC-based system for accessing EEO-1, EEO-3, EEO-4 and EEO-5 data should be developed to enable investigators and attorneys to retrieve forms, relevant comparable aggregate data, and to run statistical tests comparisons.
- **As a result of this enhanced support for enforcement, EEOC will:**
 - Identify compensation discrimination issues in substantially more charges and bring more cases than it does at present. It will accomplish this by:
 - Better analyzing charges in the administrative process, with an emphasis on both intake and investigation; and
 - Particularly focusing on charges alleging discriminatory assignment and promotion to determine if compensation discrimination issues are also present.
 - EEOC will also conduct better quality investigations on claims of compensation discrimination.
- **Outreach and Technical Assistance**
 - The best way to address discrimination is to prevent it from happening in the first place and the best way to achieve this result is to reach out to the affected communities so that they understand their rights and

responsibilities. We propose the following outreach and education initiatives on compensation discrimination matters:

- EEOC will develop training programs on compensation issues for constituent communities; *i.e.*, employers, employees, unions, advocacy groups. This element will include programs specifically targeted at small businesses.
- To assure that this outreach and technical assistance program is effective will require adding one FTE Program Analyst in each district office and the Washington field office.
- EEOC will develop assessment tools to enable employers to evaluate and improve their compensation systems voluntarily, benefitting millions of employees and increasing retention rates of talented employees needed to boost business expansion
- We also propose implementing a program of Public Service Announcements in order to educate the public on the importance of this issue as well as their rights and responsibilities. As part of this initiative, we will:
 - Hire a public relations firm to research, develop core messages and concepts, identify target audiences, produce the spot (in several languages), conduct focus groups to test its effectiveness, and distribute it.
 - To reach all of the targeted audiences would require four to five PSAs.
 - Such announcements should also contain an action step (asking the audience to respond in some way or take action *i.e.*, an 800 telephone number), which requires developing supporting materials, such as pamphlets and brochures, to assure that the message is effective. Development, production and distribution of the supporting materials require an FTE.
- **As a result of increased outreach and technical assistance on compensation discrimination issues, EEOC will:**
 - Conduct 288 new events a year addressing compensation discrimination (each program analyst in each of the 24 district offices will be responsible for conducting at least one event a month). These events will provide

information and assistance on compensation discrimination to employees, unions, businesses and advocacy groups. We project that we will reach approximately 20,000 persons a year in this fashion.

- Each District Office will include programs on compensation discrimination in their Technical Assistance Program Seminars (TAPS) which provide information and assistance to the business community. Based on experience with TAPS programs, we project that these programs will reach approximately 3000 businesses.
- EEOC's Public Service Announcement campaign will be targeted at major markets (including New York, Los Angeles, Chicago, Washington, Miami, Atlanta, and Dallas), as well as secondary markets (including, for example, Denver, St. Louis, Seattle, Detroit, Houston, and Philadelphia). A concerted effort to place PSA's in these markets has the potential of reaching tens of millions of television viewers.
- With additional information and technical assistance:
 - Charging parties will be better able to understand their own employment situation and better present their cases to EEOC, thus adding to EEOC's ability to achieve the goal of identifying substantially more compensation discrimination issues in charges and better investigating such claims.
 - Businesses will better understand their legal obligations with the result that voluntary compliance with the law will be enhanced.

EEOC FY 2000 BUDGET REQUEST--PROPOSED REVISIONS, November 4, 1998

Introduction

The EEOC requested \$279 million for its budget in FY 1999, and received an appropriation at that level at the end of October, 1998, which expires in June, 1999. The delay in receipt of the funds, the uncertainty about the amount of the increase, and the funding shortage the agency faced in FY 1998 will result in delays in putting the FY 1999 program increases into effect. The new Chairwoman has been on the job only since October 23, 1998, but in the short time since then it has become apparent that, while the Commission has made much progress over the last few years, much remains to be done.

We are, therefore, requesting consideration of additional program increases, over and above the increase requested in the Commission's initial budget submission for FY 2000. The total increase of \$76 million, or 27% over the FY 1999 appropriation of \$279 million, is necessary to enable the Commission to be solidly on track in effectively implementing its mandates in the Year 2000, producing clear results, consistent with GPRA. The additional \$76 million includes funding for 623 FTEs, of which 341 are for two-year term appointments. The need for the increases is summarized by program below.

Overall Goals

The agency's mission, as stated in its Strategic Plan and Annual Performance Plans for FY 1999 and 2000, is, "...enforcing Federal civil rights employment laws through administrative and judicial actions, and education and technical assistance." This mission will be carried out through two broad, overarching goals of the Chairwoman:

- Building stronger relationships with our partners in the public and private sectors, and
- Integrating the agency's work through a Comprehensive Enforcement Model, consisting of a continuum from education and prevention through litigation, where necessary. The Comprehensive Enforcement Model will provide a new paradigm for EEOC staff to work together as a team to achieve results. The Model consists of the following elements:
 - Outreach to under served communities, protected classes, employers and the general public;
 - Closer working relationships between attorneys and investigators from intake through litigation;
 - Consultation between attorneys and other enforcement field staff on alternative dispute resolution opportunities;

- Implementing Commission policies in the National Enforcement Plan to ensure credibility of the enforcement process by through a litigation presence on issues which cannot be resolved by any other means—including class and systemic cases, egregious cases of individual discrimination, and issues which present a precedent for which federal guidance is needed.
- Customer service initiatives to ensure the public that their concerns will be addressed in a fair and efficient manner.
- More responsive headquarters support to operating units in the analytical, financial and human resources areas.

Objectives

The Chairwoman's overarching goals will be carried out through the following results-oriented objectives:

1. Enforcing EEO Laws
2. Improving Customer Service
3. Integrating Technology

Summary of Results Expected for Resources Requested, by Objective

Objective I, Enforcing EEO Laws, is consistent with Goal One of the Commission's Strategic and Annual Performance Plans, and includes the following results expected for additional resources requested :

- Investigations/Resolutions to reduce the average case processing time from 310 days in FY 1998 to 180 days by April 1, 2000.

251 two-year term positions are requested, at a cost of \$9,885,000. These staff will resolve an additional 21,178 cases, reducing the inventory to 22,000 by the end of FY 2000.

Legal/Investigative Coordination: Strategic litigation to implement the National Enforcement Plan. Additional staff will enable EEOC to increase its litigation caseload from 461 at the end of FY 1998 to 575 in FY 200. Increased litigation staff will also increase the number of cases on which investigators are consulted from 7000 in FY 1998 to 8,969.

54 lawyers and paralegals are requested, at a cost of \$4,039,000, and an additional \$321,000 is requested for litigation expenses.

Alternative Dispute Resolution: Maximizing the effectiveness of alternative dispute resolution resources, by adding an additional 13 Coordinators in FY 1999 (reprogrammed from investigator increases) and adding 38 additional staff will enable EEOC to complete 8000 successful mediations in FY 2000.

38 staff for field offices are requested , at a cost of \$1,062,000.

- A Wage Discrimination Enforcement Initiative will (1) provide economic and statistical analysis for potential cases of compensation discrimination in the field; (2) support substantial research projects to define statistical standards for analyzing pay disparities; (3) compile existing literature on origins and prevalence of pay disparities, (4) test an EEOC survey instrument to gather wage information; and (5) provide essential training to all professional staff, including 850 investigators, 250 litigation attorneys, and 150 supervisors and managers.

26 positions are requested at a cost of \$11,356,000. All but two of these staff will be located in field offices.

- Program Oversight for expanded ADR and Investigation/Resolutions activity.

6 headquarters staff are requested at a cost of \$427,000.

- State and Local: Improving the Performance of FEPAs through full-funding of charge resolutions, technology upgrades to link FEPAs with EEOC offices and speed reporting of results, and technical assistance and training.

\$7,648,000 requested--EEOC is requesting that the \$1,500,000 for FEPA payments be continued in FY 2000 and out years, and this amount is part of the \$7,648,000.

- Federal Sector Appeals/Hearing/Technical Assistance: Conducting public sector hearings and responding to appeals within 180 days. At the end of FY 1998, the wait for hearings is 16 months; for appeals, it is 27 months. Additional resources requested for FY 1999 will bring hearings and appeals down to 15 months and 24 months, respectively. With the additional staff request for FY 2000, both waiting times will be reduced to 6 months.

90 two-year term positions, are required to reach this goal in FY 2000, at a cost of \$6,385,000.

Objective II, Improving Customer Service, combines Goals Two and Three in the Commission's Strategic and Annual Performance Plans, which address enforcing civil rights employment laws through education and technical assistance and enhancing the effectiveness of

our employees to achieve our mission. The following results are expected for additional resources requested:

- Legal Policy Guidance needed to support private and EEOC enforcement efforts, including up-to-date interpretive guidance on EEO-enforced laws.

4 positions are requested, at a cost of \$210,000

- Outreach to Under Served Communities, reaching small businesses and public sector employees through dissemination of information on rights and responsibilities, and special outreach events.

2 positions are requested, along with other costs, for a total of \$1,500,000

- A Wage Discrimination Outreach Initiative will (1) provide training on compensation issues to employers, employees, unions, and advocacy groups, particularly small business; (2) expand field outreach staff to respond to technical assistance requests; and (3) will undertake a major public education campaign.

24 field outreach specialists and contract support for this initiative requires \$5,556 in additional funds.

- Data Collection, Analysis and Reporting: Additional headquarters analytic resources will support (1) guidance, training, and data collection and analysis to implement GPRA; (2) strengthened support to field analysts on systemic, class and other issues requiring sophisticated analytic methods, including on-site assistance to field enforcement staff; (3) an effective quality assurance program, including FMFIA reviews to ensure conformance to Commission policies and standards; (4) a customer service training program; (5) staff the agency website and research library; and (6) contracts to convert employer data to the new classification system.

8 research/analysis staff and contract funds are requested, at a cost of \$820,000.

- Workplace Management, Support and Training initiatives to ensure diversity in the workplace and improve the professionalism of EEOC employees, will enhance service the public. These initiatives include (1) an integrated security program, including determinations of suitability for government employment; (2) OIG contract and staff studies, including semi-annual reviews mandated under GPRA, and financial integrity reviews; (3) dispute resolution staff for the EEO office; (4) and a major nationwide training program on enforcement policies and procedures.

No such training has occurred since 1992.

11 additional staff and contract funds at a total of \$4,555,000 is requested

Objective III. Integrating Technology, provides special focus to implementing more sophisticated technology in every aspect of the agency's work, in order to gain the maximum payoff from investments in technology.

- FY 2000 initiatives include (1) additional technology specialists to assist enforcement staff in the field in the conversion to accomplishing our work more efficient through the use of technology, including using new systems for financial management, the Integrated Mission System, advanced windows and INTERNET capability as part of the agency-wide WAN, and for research and analytic functions, including special software for litigation such as Westlaw; (2) maintenance and upgrades, as needed, of telecommunications and technology infrastructure; (3) and headquarters management of integration technology into the agency's work nationwide, contracts for equipping temporary staff, and consultant services.

30 additional positions (24 to be located in field offices) and \$3,159,000 is requested.

Other: Additional space, furniture, travel, and training for 410 additional staff positions in Chairwoman's revisions of November, 1998: \$3,532,000

The attached tables display additional resources requested by Objective and program initiative. Table 1 provides detailed breakouts of additional resources requested in the initial Commission budget proposal of September, 1998 and the November revisions. Table 2 provides the cumulative number of FTEs and dollars requested for each Objective and program initiative.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

**Table 1: Fiscal Year 2000 Budget Request
ANALYSIS OF CHANGE
[including Chairwoman's revisions, 11/4/98]
(Funds in Thousands of Dollars)**

	Initial Request		Chairwoman's Revisions	
	FTE	AMOUNT	FTE	AMOUNT
FY 1999 Appropriation	2,796	279,000	n/c	n/c
Base Adjustments (Annualizations, Pay Raise and Inflation)		7,190		n/c
Enforcing EEO Laws				
<u>Private Sector</u>				
• Investigations/Resolutions	0	0	+251	+9,855
• Legal/Investigative Coordination	48	3,412	+6	+627
• Non-Personnel Litigation Costs ¹				+321
• Alternative Dispute Resolution	51	1,987	-13	-925
• Wage Discrimination Enforcement Initiative	0	0	+26	+11,356
• Program Oversight	6	584	n/c	n/c
State and Local		7,648		n/c
<u>Federal Sector</u>				
Appeals/Hearings/Technical Assistance	79	5,426	+90	+6,385
Improving Customer Service				
Legal Policy Guidance	4	210	n/c	n/c
Outreach				
• Under served Communities Initiative	2	1,500	n/c	n/c
• Wage Discrimination Outreach Initiative	0	0	+24	+5,556
Data Collection, Analysis, and Reporting	8	820	n/c	n/c
Workplace Management, Support and Training	11	4,555	n/c	n/c
Integrating Technology				
Infrastructure	4	3,202	+26	+3,159
Additional Space, Furniture, Travel, and Training For Chairwoman's Revisions to Staff		0		+3,532
Total Increase to Base	213	36,534	410	39,866
FY 2000 BUDGET REQUEST	3,009	315,534	3,445	355,400 ²

n/c = no change from original EEOC FY 2000 Budget submission to OMB

¹This amount is needed to support the increasing number of cases in litigation (depositions, expert witnesses, travel, and the like).

²This reflects a \$76,400 or 27% increase over the fiscal year 1999 budget of \$279,000

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

**Table 2: Initial plus Revised Fiscal Year 2000 Budget Increases
(Funds in Thousands of Dollars)**

	FTE	AMOUNT
Base Adjustments (Annualizations, Pay Raise and Inflation)		7,190
<i>Enforcing EEO Laws</i>		
<u>Private Sector</u>		
• Investigations/Resolutions	251	9,855
• Legal/Investigative Coordination	54	4,039
• Non-Personnel Litigation Costs		321
• Alternative Dispute Resolution	38	1,062
• Wage Discrimination Enforcement Initiative	26	11,356
• Program Oversight	6	584
State and Local		7,648
<u>Federal Sector</u>		
Appeals/Hearings/Technical Assistance	169	11,811
<i>Improving Customer Service</i>		
Legal Policy Guidance	4	210
Outreach		
• Under served Communities Initiative	2	1,500
• Wage Discrimination Outreach Initiative	24	5,556
Data Collection, Analysis, and Reporting	8	820
Workplace Management, Support and Training	11	4,555
<i>Integrating Technology</i>		
Infrastructure	30	6,361
Additional Space, Furniture, Travel, and Training For Chairwoman's Revisions to Staff		3,532
Total Increase to Base	623	76,400

Office of the Chairwoman

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