

**City of Austin
Human Rights Campaign
Municipal Equality Index
Council Resolution
20140522-044**

**Staff Work Session
July 8, 2014**

City of Austin Council Resolution 20140522-044
Human Rights Campaign Municipal Equality Index
Staff Work Session

Welcome



Introductions

- ▶ Mike Hockmuller, City of Austin Human Resources Department, Organizational Development Division, Facilitator
 - ▶ Jonathan Babiak, COA HR Dept., Equal Employment/Fair Housing Office, Project Lead
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Purpose

- ▶ Council Resolution 20140522-044

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN: The City Manager is directed to evaluate the City of Austin's performance on the Human Rights Campaign's Municipal Equality Index, (cont'd..)

Purpose

- ▶ Council Resolution 20140522-044

(cont'd) work with stakeholders, including but not limited to the Human Rights Campaign, Human Rights Commission, Equality Texas, the Austin Gay and Lesbian Chamber of Commerce, and the Transgender Education Network of Texas, on ways to improve that score, and to report the results of that evaluation and stakeholder input to Council within 60 days.

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Background



About the Human Rights Campaign

- ▶ As the largest civil rights organization working to achieve equality for LGBT Americans, the Human Rights Campaign represents a force of more than 1.5 million members and supporters nationwide — all committed to making HRC's vision a reality.
 - ▶ Founded in 1980, HRC advocates on behalf of LGBT Americans, mobilizes grassroots actions in diverse communities, invests strategically to elect fair-minded individuals to office and educates the public about LGBT issues.
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About the Municipal Equality Index

- ▶ The Municipal Equality Index (MEI) examines the laws, policies, and services of municipalities and rates them on the basis of their inclusivity of LGBT people who live and work there.
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City of Austin 2013 MEI Score

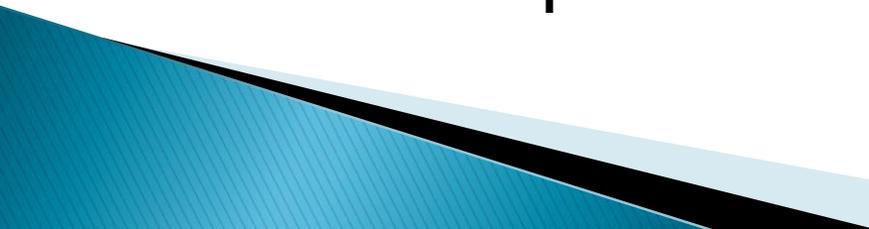
- ▶ In 2013, Austin scored a total of 100 points.
 - ▶ Austin earned 89 “Standard” points and 11 “Bonus” points.
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City of Austin 2013 MEI Score

- ▶ In 2013, Austin failed to score points in four areas:
 - ▶ Transgender Inclusive Healthcare Benefits
 - ▶ Contractor Equal Benefits
 - ▶ Employee Benefits Gross Up
 - ▶ LGBT Police Liaison

2014 MEI Criteria

▶ Changes

- ▶ Transgender inclusive health care benefits converted from bonus points to standard points.
 - ▶ Contractor equal benefits ordinance is worth one fewer point.
 - ▶ Human relations commissions have been divided into two categories worth four standard points and three bonus points.
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2014 MEI Criteria

- ▶ **Changes (cont'd)**
 - ▶ Two categories condensed: pre-emption of DP registries now accounted for in Facing State Restrictions, and Engagement with LGBT Community now folded into Part VI, city leadership's relationship with LGBT community;
 - ▶ Services for Vulnerable Populations expanded to have four components worth two points each.
 - ▶ Grossing up now two points instead of three.
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Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ Transgender Inclusive Healthcare Benefits
 - ▶ The City's comprehensive benefits program fills the needs of a major portion of the workforce. These needs primarily consist of preventive care and disease management such as heart disease, diabetes, and cancer.
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Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ Transgender Inclusive Healthcare Benefits (cont'd)
 - ▶ Estimated costs: Gender reassignment surgery costs up to \$100,000 per individual, estimated <1 surgery per year

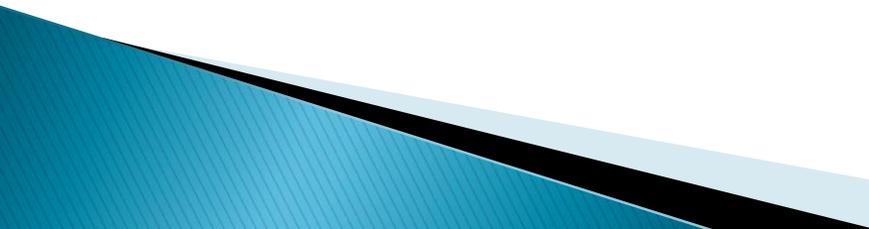
Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ Transgender Inclusive Healthcare Benefits (cont'd)
 - ▶ The City will have significant challenges staying below the 2018 Affordable Care Act Excise Tax threshold. Adding any benefits that increase costs will accelerate and increase the projected Excise Tax liability.

Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ Contractor Equal Benefits Ordinance

Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ Employee Benefits Gross Up
 - ▶ 191 employees cover domestic partners on the City's medical plan (26% of these employees covered same-sex domestic partners)
 - ▶ Annual costs to gross-up exceeds \$535,000
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Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ LGBT Police Liaison

Ways to Improve City of Austin 2014 HRC MEI Score

- ▶ Municipal Services
 - ▶ LGBT Youth
 - ▶ LGBT Homeless
 - ▶ LGBT Elderly
 - ▶ People living with HIV/AIDS
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- ▶ 2015 and beyond

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- ▶ Next Steps
 - ▶ Report tonight's input to City Manager

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▶ **Wrap Up**

More Feedback?

- ▶ Send to EE/FHO
- ▶ email eefho@austintexas.gov
- ▶ fax (512) 974-3278
- ▶ mail COA Human Resources
EEFHO, PO Box 1088, Austin TX
78767.

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Thank you!

