

**Iowa Civil Rights Commission
Agency Performance and Action Plan
FY 2018**

**AGENCY PERFORMANCE PLAN
FY 2018**

Name of Agency: Iowa Civil Rights Commission			
Agency Mission: The mission of the Iowa Civil Rights Commission is to end discrimination in the State of Iowa through enforcement of the Iowa Civil Rights Act.			
Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal(s)
CF: <i>Adjudication/dispute resolution/enforcement/investigation</i>	1. Average number of days to complete cases closed by ICRC	1. 80% of all non-housing complaints processed through investigations in less than 300 days/case	Goal #1: Parties appearing before the ICRC receive timely, quality resolutions.
	2. Percent of cases accepted for reimbursement by federal agencies	2. 98% of the cases submitted to federal agencies for reimbursement are accepted	Goal #2: Eliminate non-housing investigative backlog thereby increasing number of cases accepted for reimbursement by federal agencies
Desired Outcome(s):			
People involved in civil rights complaints receive timely, quality resolutions.			
Activities, Services, Products	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Responding to/resolving complaints of discrimination through enforcement, mediation, and investigation Org# 2000, 2200, 2500	1. Percent of cases screened in less than 120 days from date of filing.	1. 80%	Goal: Maintain consistency in preliminary screening production to keep consistent numbers of transmittals to EEOC in compliance with funding requirements
	2. Percentage of cases mediated in less than 45 days from date of screen-	2. 80%	See Action Plan

	in decision		
	3. Percent of cases investigated in less than 60 days from date of assignment to investigator.	3. 80%	See Action Plan
	4. Insure non-housing investigative cases are investigated within 180 days of filing.	4. 50%	See Action Plan

ACTION PLAN

Strategic Goal or Performance Target: Parties appearing before the ICRC receive timely, quality resolutions - Cases screened are screened in less than 120 days after filing

Performance Measure: Percent of cases screened in less than 120 days from date of filing is 80% or greater

Strategy/Recommended Action Completion of screening process in less than 120 days from date of filing

Division/Work Unit Responsible: Screening Team **Other Units Involved: Intake, Administrative Support**

Action Steps	Person/Unit Responsible	Timeline	Resources	Date Completed
If screening cases get between 120-140 days old, assign additional staff to help reduce to 120 days	Screening Team, other staff	Immediately and ongoing	Current staff	Completed/ongoing

ACTION PLAN

Strategic Goal or Performance Target: Parties appearing before the ICRC receive timely, quality resolutions - Percentage of cases mediated in less than 45 days from date of screen in decision

Performance Measure: Percent of cases mediated in less than 45 days from date of screen in decision is 80% or greater

Strategy/Recommended Action Coordination of mediation services available to parties

Division/Work Unit Responsible: Mediation Coordinator

Other Units Involved: Compliance

Action Steps	Person/Unit Responsible	Timeline	Resources	Date Completed
1. Input data in database and send out mediation letters within 5 days of receipt of case in the mediation unit	Mediation Coordinator	Immediately and ongoing	Current coordinator	Completed/ongoing
2. After 7 days of sending letters, mediation coordinator will call both parties (R or Rep first) to determine interest.	Mediation Coordinator	Immediately and ongoing	Current coordinator	Completed/ongoing
3. If either party not interested, call other party. If can't reach C, send letter. Case will move to investigative unit within 2 days.	Mediation Coordinator	Immediately and ongoing	Current coordinator	Completed/ongoing
4. If both parties are interested in mediation, coordinate date with parties and find volunteer mediator to be held within next 30 days	Mediation Coordinator	Immediately and ongoing	Current coordinator	Completed/ongoing
5. If an agreement is reached, case closed within 30 days of date of mediation.	Mediation Coordinator	Ongoing	Current coordinator	Completed/ongoing
6. If needed, compliance monitored for time period established by agreement.	Mediation Coordinator	Ongoing	Current coordinator	Completed/ongoing

ACTION PLAN

Strategic Goal or Performance Target: Parties appearing before the ICRC receive timely, quality resolutions - All cases investigated are investigated in less than 60 days from date of assignment to an investigator

Performance Measure: Percent of cases investigated in 60 days or less from date of assignment to an investigator is 80% or greater

Strategy/Recommended Action Completion of investigation in less than 60 days from the date of assignment to an investigator

Division/Work Unit Responsible: Investigation Team Other Units Involved:

Action Steps	Person/Unit Responsible	Timeline	Resources	Date Completed
1. Contact parties within two days from the date of assignment. Allow 2 weeks for document requests. After that time, use subpoena.	Investigator	Immediately and ongoing	Current staff	Completed/ongoing
2. Inquire if both parties whether there is interest in settlement.	Investigator	Immediately and ongoing	Current staff	Completed/ongoing
3. Complete five investigations per month.	Investigator	Immediately and ongoing	Current staff	Completed/ongoing
4. If investigation cases pass 60-day mark, provide director with investigative plan for completing investigation within 30 days	Investigator	Immediately and ongoing	Current staff	Completed/ongoing

ACTION PLAN

Strategic Goal or Performance Target: Parties appearing before the ICRC receive timely, quality resolutions - Insure 50% of non-housing investigative cases are investigated by ICRC within 180 days of date filed.

Performance Measure: Insure no backlog is created for non-housing cases in FY16

Strategy/Recommended Action Completion of investigation in less than 60 days from the date of assignment to an investigator

Division/Work Unit Responsible: Investigation Team Other Units Involved:

Action Steps	Person/Unit Responsible	Timeline	Resources	Date Completed
1. Manage investigations to ensure minimum backlog created	Investigative/ICRC management	Immediately and ongoing	Current staff	Ongoing
2. 85% of investigations completed within 60 days of assignment to investigator	Investigative Team	Immediately and ongoing	Current staff	Ongoing

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Agency Mission: The mission of the Iowa Civil Rights Commission is to end discrimination in the State of Iowa through enforcement of the Iowa Civil Rights Act.			
Core Function	Outcome Measure(s)	Outcome Target	Link to Strategic Plan Goal(s)
<i>CF: Resource Management</i>	Number of audit exceptions contained in annual audit	No more than 2	All goals
Desired Outcome(s):			
The Iowa Civil Rights Commission manages the resources of the agency in an efficient, effective manner.			
Activities, Services, Products	Performance Measures	Performance Target(s)	Strategies/Recommended Actions
Payment of claims Org# 2000, 2200 and 2500	1. Percent of claims in substantial compliance with Finance rules and regulations	1. 98%	See Action Plan

ACTION PLAN

Strategic Goal or Performance Target: The Iowa Civil Rights Commission manages the resources of the agency in an efficient, effective manner.

Performance Measure: Percent of claims in substantial compliance with Finance rules and regulations

Strategy/Recommended Action: 98% of all claims are in substantial compliance

Division/Work Unit Responsible: Administrative Division Other Units Involved: Others as needed

Action Steps	Person/Unit Responsible	Timeline	Resources	Date Completed
1. Use on-line accounting manual from original data entry through third level of approval.	Financial Manager	Immediately and ongoing	Current staff	Completed/ongoing
2. Keep current with changes in procedures as they occur.	Financial Manager	Immediately and ongoing	Current staff	Completed/ongoing