


David Whitaker, Esq.
Director
Irvin Corley, Jr.
Executive Policy Manager
Marcell R. Todd, Jr.
Director, City Planning
Commission
Janese Chapman
Director, Historic Designation
Advisory Board

City of Detroit
CITY COUNCIL
LEGISLATIVE POLICY DIVISION
208 Coleman A. Young Municipal Center
Detroit, Michigan 48226
Phone: (313) 224-4946 Fax: (313) 224-4336

Derrick Headd
Marcel Hurt, Esq.
Kimani Jeffrey
Phillip Keller, Esq.
Edward King
Kelsey Maas
Jamie Murphy
Analine Powers, Ph.D.
W. Akilah Redmond
Laurie Anne Sabatini
Rebecca Savage
Sabrina Shockley
Renee Short
Floyd Stanley
Thomas Stephens, Esq.
Timarie Szwed
Theresa Thomas
Ashley A. Wilson

John Alexander
Roland Amarteifio
Megha Bamola
LaKisha Barclift, Esq.
Paige Blessman
M. Rory Bolger, Ph.D., FAICP
Eric Fazzini, AICP
Willene Green
Christopher Gulock, AICP

TO: Anthony Zander, Director
Civil Rights, Inclusion & Opportunity (CRIO) Department

FROM: David Whitaker, Director 
Legislative Policy Division

DATE: March 9, 2022

SUBJECT: 2023-2024 Budget Analysis

Attached is our budget analysis regarding the Civil Rights, Inclusion & Opportunity's budget for the 2023-2024 Fiscal Year.

Please be prepared to respond to the issues/questions raised in our analysis during your scheduled hearing on **Wednesday, March 15, 2023 at 3:00 pm**. We would then appreciate a written response to the issues/questions at your earliest convenience before or after your budget hearing. Please forward a copy of your response to the Council Members, the City Clerk's Office, and the Legislative Policy Division.

Please contact us if you have any questions regarding our budget analysis.

Thank you for your cooperation in this matter.

Attachments

cc: Council Members
Auditor General's Office
Jay Rising, Chief Financial Officer
Tanya Stoudemire, Chief Deputy Chief Financial Officer
Steve Watson, Budget Director
Todd Bettison, Group Executive/Deputy Mayor
Malik Washington, Mayor's Office
Felix O'Aku, Agency OCFO
Tanya Mason, Budget Analyst

Civil Rights, Inclusion, & Opportunity (29)

FY 2023-2024 Budget Analysis by the Legislative Policy Division

Issues and Questions

- 1) Please briefly explain the new expense initiatives CRIO is planning to implement in FY 2024. Please provide which appropriation/cost center the new initiatives will affect in FY 2024.
- 2) Please briefly explain the new capital funding requests CRIO is planning to implement in FY 2024. Please provide which appropriation/cost center the new requests will affect in FY 2024.
- 3) Please briefly explain the operational reform and savings proposals CRIO is planning to implement in FY 2024. Please provide which appropriation/cost center the new reforms/proposals will affect in FY 2024.
- 4) Please briefly explain the new revenue initiatives/proposals CRIO is planning to implement in FY 2024. Please provide which appropriation/cost center the new initiatives/proposals will affect in FY 2024.
- 5) According to the Mayor's proposed budget, CRIO had eight vacancies through February 10, 2023. Please indicate your number of vacancies as of February 28, 2023.
 - a) What are the titles of the vacant positions?
 - b) Please briefly describe the difficulty in filling the vacancies.
 - c) Please briefly explain the department's strategy to fill the vacant positions or why they are remaining vacant.
 - d) If the vacancies are not filled by the end of the fiscal year, how much money will be available for use? Please explain how the funds for these vacancies will be used in the current or next fiscal year.
- 6) What are your projected performance metrics for each division/operational program for the current fiscal year? What are your target metrics for each division/operational program for fiscal year 2024?
- 7) B29-5: For FY 2024, expenditures for Operating Services have decreased by \$30,962 or 44%. Please explain the cause for decrease.
- 8) B29-5: For FY 2024, expenditures for Other Expenses have increased by \$45,000 or 55%. Please explain the cause for increase.
- 9) B29-9: For FY 2024, expenditures for Homegrown Detroit (cost center #290040), for Appropriation 27292 – Homegrown Detroit, have decreased by \$213,003 or 15%.
 - a) Please explain the cause for the decrease.
 - b) Please explain why the Homegrown Detroit program loses one position in starting in FY 2024.
 - c) What will CRIO's strategy be to enhance the Homegrown Detroit programs?
 - d) Except Marijuana Social Equity Program, are there any other programs operating under Homegrown Detroit?
 - e) What types of Marijuana licenses are issued by CRIO? If applicable, please explain the difference among those types of licenses.
 - f) As of April 5, 2022, City Council approved the city's recreational marijuana ordinance by 8-1 vote. The 100 licenses were to be issued at first stage. How many retail licenses have been issued to date? How many licenses are reserved for social equity applicants?
 - g) Please explain how CRIO ensures an equal selection for Marijuana license applicants.
 - h) What is CRIO's strategy in providing education and resources for Detroit Legacy Marijuana business owners and potential marijuana license applicants?
 - i) Please explain how CRIO operates the grant program to reimburse Detroit Legacy entrepreneurs for start-up costs.
 - j) Please describe the CRIO's strategy to oversee medical and recreational marijuana licensing.
 - k) Please explain how CRIO enforces the marijuana license holders to comply with city's marijuana ordinances and other applicable laws.

- 10) B29-9: For FY 2024, expenditures for Office of Disability Affairs (cost center #290035), for Appropriation 28290 – Human Rights Advocacy, increased by \$173,931 or 30%.
- a) Please explain the cause for the increase.
 - b) How many FTEs are responsible for enforcing the American Disabilities Act? What are their titles?

11) Please review the chart below.

APPN - Cost Center	FY 2023 Adopted Budget	FY 2024 Recommended Budget	FY 2024 Increase/ (Decrease) \$	FY 2024 Increase/ (Decrease) %
27290 - Development Support - CRIO				
290060 - Skilled Trade Readiness - Basic Skills Contextualized Pr	240,000	-	\$(240,000)	-100%
290070 - Skilled Trade Readiness - Barrier Removal & Gender Di	60,000	-	\$(60,000)	-100%
290080 - Skilled Trade Readiness - Detroit Opportunity Training	700,000	-	\$(700,000)	-100%
290090 - Workforce Development	-	1,000,000	\$1,000,000	100%

The proposed budget shows that the \$1,000,000 Skilled Trade Readiness allocations under three cost centers (290060 - Skilled Trade Readiness - Basic Skills Contextualized Pr, 290070 - Skilled Trade Readiness - Barrier Removal & Gender Di, 290080 - Skilled Trade Readiness - Detroit Opportunity Training) have shifted to one cost center 290090 - Workforce Development.

- a) What is the cost center #290090 to account for?
 - b) Please explain the purpose in shifting the Skilled Trade Readiness cost centers.
 - c) Please explain the CRIO’s initiatives to increase the number of Detroiters into skilled trades.
 - d) How many Detroiters have been employed through Skilled Trade Employment Program (STEP)?
 - e) Please explain any changes made on the STEP agreement between the City and local unions.
 - f) How many employees work for Skilled Trade Readiness? What are their titles?
 - g) Please explain the reasons for not budgeting any FTEs for Skilled Trade Readiness.
- 12) B29-10: Revenues for Appropriation 27290 – Development Support – CRIO has budgeted for \$3,121,000 in FY2024. \$1,000,000 million will be appropriated for Workforce Development, and \$2,121,000 from procurement clearance & Executive Order monitoring will be allocated as non-compliance fees under cost center 290030 – Compliance Fees. CRIO is tasked with monitoring compliance with Executive Order 2021-02 on major construction projects and demolitions under Proposal N Neighborhood Improvement Plan and collecting non-compliance fees from contractors.
- a) How much has CRIO captured in non-compliance fees to date, in the current fiscal year?
 - b) How much non-compliance fees has CRIO transferred to the Workforce Development Fund to date, in the current fiscal year?
 - c) In order to fund DESC in providing adequate trainings to fulfill the requirements of the Workforce Training Agreement, how much other city funds have been transferred to the Workforce Development Fund to date, in the current fiscal year?
 - d) Except funds from non-compliance fees, how much other city funds will be transferred to the Workforce Development Fund in the next fiscal year?
 - e) How many Work at Detroit programs are funded through the Workforce Development Fund as of February 28, 2023?
 - f) How many jobs have been created through the Workforce Development Fund to date, in the current fiscal year?
 - g) Please explain any strategies CRIO has implemented to identify the off-book day labors for awarded contractors for the purpose of monitoring Workforce Target compliance rate (threshold: 51% of total work hours must be executed by defined Detroiters) of Executive Order 2021-02.

- h) Please explain how CRIO coordinates with other Departments, including Housing & Revitalization department, General Services department, Health, and other, to improve on enforcement of the Executive Order 2021-02, services, support throughout the City.
- 13) CRIO is tasked to monitor the employment performance of developers who receive tax abatements and other various development incentives from the city.
- a) How many FTEs are responsible for this assignment?
 - b) What are their titles?
 - c) Please describe the strategies/efforts CRIO has made to verify compliance with tax abatement agreements, the Community Benefits Ordinance, and the Inclusionary Housing Ordinance.
 - d) A report to City Council on the monitoring of the employment performance of developers who receive tax abatements and other various development incentives from the City was requested during the FY 2023 budget hearing. Please update the report preparation status.

CIVIL RIGHTS, INCLUSION AND OPPORTUNITY DEPARTMENT (29)

Mission

The Civil Rights, Inclusion, & Opportunity Department (Civil Rights or CRIO) removes discriminatory barriers through innovative and high-quality, customer-driven programs that foster economic opportunity and empowerment, which will benefit Detroit residents, visitors, and the entrepreneurial sector of the local economy. CRIO is tasked with investigating complaints of discrimination for the protected class, sexual harassment, and workplace violence. CRIO is also responsible for maintaining the Limited English Proficiency (LEP) Plan and enforcing the Americans with Disabilities Act (ADA). CRIO certifies Detroit headquartered, Detroit-based, small, micro, women-owned and minority and start-up businesses and Section 3 Certification and monitoring. Additional duties include monitoring inclusion of Detroit-based contractors and Detroit residents on development projects in the city.

Operating Programs and Services

- **Civil Rights Protection & Training** monitors and improves program performance, leads policy initiatives, and coordinates with City Council; investigates civil rights, sexual harassment, and workplace violence complaints, and provides City-wide trainings to departments and employees; coordinates ASL, Spanish and Arabic translation and interpretation services for all City departments.
- **Procurement Clearances & Executive Order Monitoring** monitors compliance with Executive Orders 2016-1, 2021-02, the Community Benefits Ordinance; certifies Detroit-based, headquartered, small, micro, resident, and joint venture businesses.
- **Marijuana Social Equity Program** certifies Detroit Legacy Marijuana business owners, provides technical and financial assistance to potential entrepreneurs, and oversees medical and recreational marijuana licensing.
- **Office of Disability Affairs** improves accessibility within City departments.
- **Skilled Trade Readiness** connects regulated developers, contractors, and unions to Detroit at Work's skilled trades employment pool.

CIVIL RIGHTS, INCLUSION AND OPPORTUNITY DEPARTMENT (29)

Goals, Strategic Priorities and Related City Outcomes

Goals / Strategic Priorities	Timeframe	Related City Outcome
1. Recognize the need for basic civil rights protection for all Detroit residents, employees, and visitors. Ensure that all citizens and those desiring to live and/or work in Detroit are afforded an opportunity to grow and participate in Detroit’s economic, educational, and social processes.	July 2023 - June 2024	Economic Equity & Opportunity
2. Ensure equal opportunity and fair treatment of all citizens and take positive action to address discriminatory practices.	July 2023 - June 2024	Effective Governance
3. Certify Detroit-headquartered, Detroit-based, small, micro, women, and minority- owned businesses.	July 2023 - June 2024	Economic Equity & Opportunity
4. Produce an ongoing City of Detroit Certified Business Registry to be used as a procurement reference for City departments, businesses, public and non-profit organizations.	July 2023 - June 2024	Economic Equity & Opportunity
5. Monitor vendor workforces for companies that have been awarded contracts, abatement relief to ensure equitable representation of minorities and females consistent with local, State and Federal equal employment opportunity policies.	July 2023 - June 2024	Effective Governance
6. Monitor economic development and diversity goals between the City and private developers and those developers that receive tax abatements to ensure inclusion.	July 2023 - June 2024	Effective Governance
7. Secure the rights of citizens to obtain service from City government without discrimination and mediate related complaints.	July 2023 - June 2024	Effective Governance
8. Increase mutual understanding among the residents of the community; promote good will; and work cooperatively with other agencies of government, community groups and organizations to eliminate discrimination and future problems.	July 2023 - June 2024	Effective Governance
9. Implement processes and programs to educate and promote equal opportunity and fair treatment of all citizens, visitors and employees.	July 2023 - June 2024	Effective Governance

CIVIL RIGHTS, INCLUSION AND OPPORTUNITY DEPARTMENT (29)

10. Enhance existing processes to remedy and prevent discriminatory treatment in education, employment, medical facilities, public accommodations, public service, and commercial space.	July 2023 - June 2024	Effective Governance
11. Administer and maintain a zero-tolerance policy for any form of violence in the workplace, against customers or visitors of the city of Detroit.	July 2023 - June 2024	Effective Governance

Budget By Service

Services	FY 2024 Mayor Proposed	FY 2024 Mayor Proposed FTE
Civil Rights Protection & Training	\$2,018,401	14.0
Procurement Clearances & Executive Order Monitoring	\$2,121,000	10.0
Marijuana Social Equity Program	\$1,213,453	7.0
Office of Disability Affairs	\$750,456	4.0
Skilled Trade Readiness	\$1,000,000	-
Total:	\$7,103,310	35.0

Metrics and Data

Metrics	Data	Related Goal #
# of businesses certified in FY2022	200	3
# of Community Benefits Ordinances reports	To be collected	5
# of City of Detroit employees engaged in civil rights training	To be collected	1
# of hours spent on technical assistance and other support for potential marijuana business applicants in FY2022	250	3

Department Name: Civil Rights, Inclusion, & Opportunity

Department #: 29

Budget Summary:

	FY2022 Actual		FY2023 Adopted		FY2024 Mayor Proposed	
	General Fund	All Funds	General Fund	All Funds	General Fund	All Funds
Total Revenues	330,464	3,834,821	522,000	3,582,000	522,000	3,643,000
Total Expenditures	1,961,661	4,498,245	4,090,444	7,150,444	3,982,310	7,103,310
Net Tax Cost	1,631,198	663,424	3,568,444	3,568,444	3,460,310	3,460,310

	FY2025 Forecast		FY2026 Forecast		FY2027 Forecast	
	General Fund	All Funds	General Fund	All Funds	General Fund	All Funds
Total Revenues	522,000	3,705,216	522,000	3,768,672	522,000	3,833,394
Total Expenditures	4,062,849	7,246,065	4,118,032	7,364,704	4,172,670	7,484,064
Net Tax Cost	3,540,849	3,540,849	3,596,032	3,596,032	3,650,670	3,650,670

Positions (by FTE):	2/10/2023 Actual	FY2023 Adopted	FY2024 Mayor Proposed	FY2025 Forecast	FY2026 Forecast	FY2027 Forecast
General Fund	20	28	25	25	25	25
Non-General Fund	10	10	10	10	10	10
ARPA	-	-	-	-	-	-
Total Positions	30	38	35	35	35	35

**CITY OF DETROIT
BUDGET DEVELOPMENT
EXPENDITURES BY SUMMARY CATEGORY - ALL FUNDS
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name Summary Category	FY2023 Adopted	FY2024 Mayor Proposed	FY2025 Forecast	FY2026 Forecast	FY2027 Forecast
29 - Civil Rights, Inclusion, & Opportunity	7,150,444	7,103,310	7,246,065	7,364,704	7,484,064
Salaries & Wages	2,835,678	2,806,116	2,862,238	2,905,172	2,948,750
Employee Benefits	943,037	873,481	892,147	906,115	918,533
Professional & Contractual Services	1,145,249	1,183,193	1,206,857	1,218,926	1,231,116
Operating Supplies	80,590	80,590	82,202	83,024	83,855
Operating Services	865,619	834,657	851,351	859,865	868,465
Other Expenses	1,280,271	1,325,273	1,351,270	1,391,602	1,433,345
Grand Total	7,150,444	7,103,310	7,246,065	7,364,704	7,484,064

**CITY OF DETROIT
BUDGET DEVELOPMENT
REVENUES BY SUMMARY CATEGORY - ALL FUNDS
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name Summary Category	FY2023 Adopted	FY2024 Mayor Proposed	FY2025 Forecast	FY2026 Forecast	FY2027 Forecast
29 - Civil Rights, Inclusion, & Opportunity	3,582,000	3,643,000	3,705,216	3,768,672	3,833,394
Sales & Charges for Services	3,462,000	3,523,000	3,585,216	3,648,672	3,713,394
Licenses, Permits, & Inspection Charges	120,000	120,000	120,000	120,000	120,000
Grand Total	3,582,000	3,643,000	3,705,216	3,768,672	3,833,394

**CITY OF DETROIT
BUDGET DEVELOPMENT
EXPENDITURES BY SUMMARY CATEGORY - FUND DETAIL
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name Fund # - Fund Name Summary Category	FY2023 Adopted	FY2024 Mayor Proposed	FY2025 Forecast	FY2026 Forecast	FY2027 Forecast
29 - Civil Rights, Inclusion, & Opportunity	7,150,444	7,103,310	7,246,065	7,364,704	7,484,064
1000 - General Fund	4,090,444	3,982,310	4,062,849	4,118,032	4,172,670
Salaries & Wages	2,185,999	2,114,392	2,156,680	2,189,031	2,221,867
Employee Benefits	720,581	652,614	666,558	676,993	686,273
Professional & Contractual Services	973,235	990,637	1,010,450	1,020,555	1,030,761
Operating Supplies	58,090	58,090	59,252	59,844	60,443
Operating Services	70,039	39,077	39,859	40,258	40,661
Other Expenses	82,500	127,500	130,050	131,351	132,665
3217 - Non-Compliance Fees	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
Salaries & Wages	649,679	691,724	705,558	716,141	726,883
Employee Benefits	222,456	220,867	225,589	229,122	232,260
Professional & Contractual Services	172,014	192,556	196,407	198,371	200,355
Operating Supplies	22,500	22,500	22,950	23,180	23,412
Operating Services	795,580	795,580	811,492	819,607	827,804
Other Expenses	1,197,771	1,197,773	1,221,220	1,260,251	1,300,680
Grand Total	7,150,444	7,103,310	7,246,065	7,364,704	7,484,064

**CITY OF DETROIT
BUDGET DEVELOPMENT
REVENUES BY SUMMARY CATEGORY - FUND DETAIL
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name Fund # - Fund Name Summary Category	FY2023 Adopted	FY2024 Mayor Proposed	FY2025 Forecast	FY2026 Forecast	FY2027 Forecast
29 - Civil Rights, Inclusion, & Opportunity	3,582,000	3,643,000	3,705,216	3,768,672	3,833,394
1000 - General Fund	522,000	522,000	522,000	522,000	522,000
Sales & Charges for Services	402,000	402,000	402,000	402,000	402,000
Licenses, Permits, & Inspection Charges	120,000	120,000	120,000	120,000	120,000
3217 - Non-Compliance Fees	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
Sales & Charges for Services	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
Grand Total	3,582,000	3,643,000	3,705,216	3,768,672	3,833,394

**CITY OF DETROIT
BUDGET DEVELOPMENT
FINANCIAL DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER - EXPENDITURES
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name					
Fund # - Fund Name	FY2023	FY2024	FY2025	FY2026	FY2027
Appropriation # - Appropriation Name	Adopted	Mayor Proposed	Forecast	Forecast	Forecast
Cost Center # - Cost Center Name					
29 - Civil Rights, Inclusion, & Opportunity	7,150,444	7,103,310	7,246,065	7,364,704	7,484,064
1000 - General Fund	4,090,444	3,982,310	4,062,849	4,118,032	4,172,670
27292 - Homegrown Detroit	1,420,954	1,207,951	1,232,336	1,248,731	1,265,016
290040 - Homegrown Detroit	1,420,954	1,207,951	1,232,336	1,248,731	1,265,016
28290 - Human Rights Advocacy	2,669,490	2,774,359	2,830,513	2,869,301	2,907,654
290010 - Civil Rights, Inclusion, & Opportunity	2,092,970	2,023,908	2,064,907	2,093,748	2,122,234
290035 - Office of Disability Affairs	576,520	750,451	765,606	775,553	785,420
3217 - Non-Compliance Fees	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
27290 - Development Support - CRIO	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
290030 - Compliance Fees	2,060,000	2,121,000	2,163,216	2,216,472	2,270,892
290060 - Skilled Trade Readiness - Basic Skills Contextualized Pr	240,000	-	-	-	-
290070 - Skilled Trade Readiness - Barrier Removal & Gender Di	60,000	-	-	-	-
290080 - Skilled Trade Readiness - Detroit Opportunity Training	700,000	-	-	-	-
290090 - Workforce Development	-	1,000,000	1,020,000	1,030,200	1,040,502
Grand Total	7,150,444	7,103,310	7,246,065	7,364,704	7,484,064

**CITY OF DETROIT
BUDGET DEVELOPMENT
FINANCIAL DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER - REVENUES
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name					
Fund # - Fund Name	FY2023	FY2024	FY2025	FY2026	FY2027
Appropriation # - Appropriation Name	Adopted	Mayor Proposed	Forecast	Forecast	Forecast
Cost Center # - Cost Center Name					
29 - Civil Rights, Inclusion, & Opportunity	3,582,000	3,643,000	3,705,216	3,768,672	3,833,394
1000 - General Fund	522,000	522,000	522,000	522,000	522,000
00250 - CRIO Department Administration	120,000	120,000	120,000	120,000	120,000
290010 - Civil Rights, Inclusion, & Opportunity	120,000	120,000	120,000	120,000	120,000
28290 - Human Rights Advocacy	402,000	402,000	402,000	402,000	402,000
290010 - Civil Rights, Inclusion, & Opportunity	402,000	402,000	402,000	402,000	402,000
3217 - Non-Compliance Fees	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
27290 - Development Support - CRIO	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
290030 - Compliance Fees	3,060,000	3,121,000	3,183,216	3,246,672	3,311,394
Grand Total	3,582,000	3,643,000	3,705,216	3,768,672	3,833,394

**CITY OF DETROIT
BUDGET DEVELOPMENT
POSITION DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name					
Fund # - Fund Name					
Appropriation # - Appropriation Name	FY2023	FY2024	FY2025	FY2026	FY2027
Cost Center # - Cost Center Name	Adopted	Mayor Proposed	Forecast	Forecast	Forecast
Job Code - Job Title					
29 - Civil Rights, Inclusion, & Opportunity	38	35	35	35	35
1000 - General Fund	28	25	25	25	25
27292 - Homegrown Detroit	8	7	7	7	7
290040 - Homegrown Detroit	8	7	7	7	7
111003.Project Manager Analytics Specialist III	2	1	1	1	1
11919909.Associate Director of Public Private Partnership	1	0	0	0	0
13111004.Project Manager Analytics Specialist IV	0	1	1	1	1
222040.Data Analyst	1	1	1	1	1
413050.CRIO Specialist	1	1	1	1	1
929101.Administrative Special Services Staff I	3	1	1	1	1
929102.Administrative Special Services Staff II	0	1	1	1	1
931421.Chief Administrative Corporation Counsel	0	1	1	1	1
28290 - Human Rights Advocacy	20	18	18	18	18
290010 - Civil Rights, Inclusion, & Opportunity	16	14	14	14	14
010180.Director of CRIO Department	1	1	1	1	1
010722.General Manager CRIO	1	0	0	0	0
010826.Manager II CRIO	4	4	4	4	4
013376.Executive Administrative Assistant II	0	1	1	1	1
11919911.Associate Director of Strategic Affairs	3	2	2	2	2
222040.Data Analyst	1	1	1	1	1
413050.CRIO Specialist	5	5	5	5	5
81012061.Administrative Assistant Grade II	1	0	0	0	0
290035 - Office of Disability Affairs	4	4	4	4	4

**CITY OF DETROIT
BUDGET DEVELOPMENT
POSITION DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER
DEPARTMENT 29 - CIVIL RIGHTS, INCLUSION, & OPPORTUNITY**

Department # - Department Name					
Fund # - Fund Name					
Appropriation # - Appropriation Name	FY2023	FY2024	FY2025	FY2026	FY2027
Cost Center # - Cost Center Name	Adopted	Mayor Proposed	Forecast	Forecast	Forecast
Job Code - Job Title					
111003.Project Manager Analytics Specialist III	2	2	2	2	2
11919912.Deputy Associate Director of Strategic Affairs	1	1	1	1	1
413050.CRIO Specialist	1	1	1	1	1
3217 - Non-Compliance Fees	10	10	10	10	10
27290 - Development Support - CRIO	10	10	10	10	10
290030 - Compliance Fees	10	10	10	10	10
010826.Manager II CRIO	2	2	2	2	2
111003.Project Manager Analytics Specialist III	1	1	1	1	1
11919911.Associate Director of Strategic Affairs	1	1	1	1	1
413050.CRIO Specialist	5	5	5	5	5
8601101.Administrative Assistant I	1	1	1	1	1
Grand Total	38	35	35	35	35