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**CITY OF SAINT PAUL**

# **HUMAN RIGHTS & EQUAL ECONOMIC OPPORTUNITY (HREEO)**

**KNOW YOUR RIGHTS**

“Serving Saint Paul residents and businesses by advancing justice and equity through education, advocacy, and enforcement.”

**Human Rights Investigations**  
**Labor Standards Investigations**  
**Accessible Services**  
**Complaints of Police Misconduct**  
**Doing Business with the City of Saint Paul**

\*Accommodations & language services available upon request for ALL programs\*

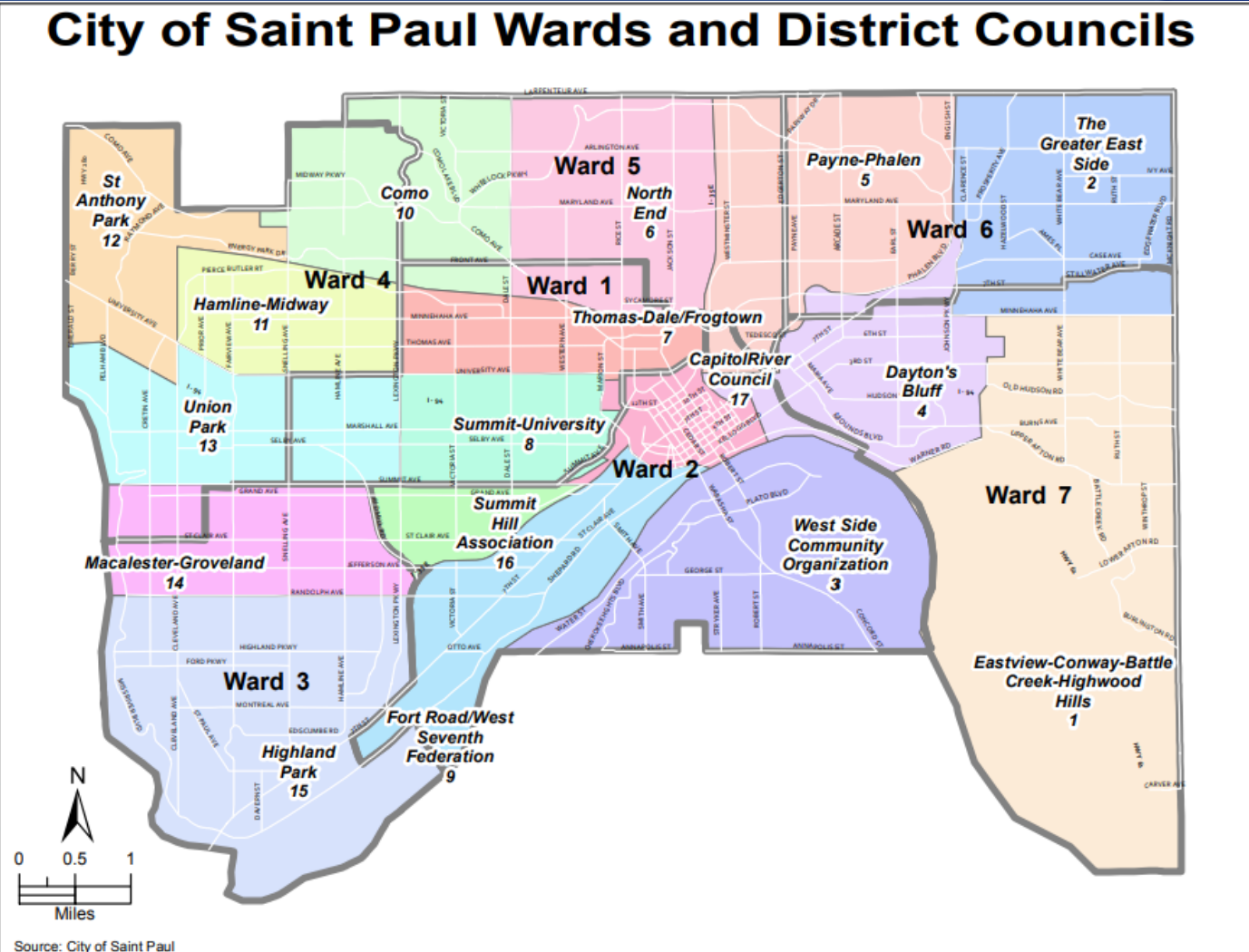


**SAINT PAUL**  
HUMAN RIGHTS & EQUAL  
ECONOMIC OPPORTUNITY

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# HREEO's jurisdiction is the City of Saint Paul

Use the [Ward and District Locator Tool](#)





# Discrimination against members of these classes is illegal in Saint Paul

**Race**

**Color**

**Disability**

**Religion**

**Creed**

**Age (18+)**

**Marital Status**

**Familial Status**

**Sex & Gender Identity**

**Sexual or Affectional Orientation**

**National Origin**

**Ancestry**

**Status with Regard to Public Assistance**

**Chapter 183**

# We investigate allegations of discrimination in these areas



\*One year statute of limitations period to file a charge of discrimination

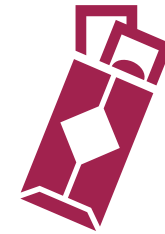


# Your Saint Paul labor standards rights



## Earned Sick and Safe Time Ordinance (ESST)

Creates access to paid time off from work for employees who perform work in Saint Paul Chapter 233



## Minimum Wage Ordinance

Local hourly minimum wage standard for employees who perform work in the city of Saint Paul Chapter 224



# Employees have a right to use their Earned Sick and Safe Time for

## **Sick Time** (Employee OR Family Member)

- Mental or physical illness care, injury, or health condition

## **Safe Time** (Employee OR Family Member)

- Absence due to domestic abuse, sexual assault, or stalking

## **Closure of Place of Business** (Employee)

- Public health emergency

## **Closure of Place of Care** (Family Member)

- Inclement weather
- Loss of power, loss of heating, or loss of water

# Your right to earn a higher Minimum Wage for work done within the city of Saint Paul



| Business Size                          | 2023 Minimum Wage                     | 2024 Minimum Wage                     |
|--|---------------------------------------|---------------------------------------|
| <b>Macro</b><br>(10,001+ employees)    | <b>\$15.19</b><br>Effective January 1 | <b>\$15.57</b><br>Effective January 1 |
| <b>Large</b><br>(101-10,000 employees) | <b>\$15.00</b><br>Effective July 1    | <b>\$15.57</b><br>Effective July 1    |
| <b>Small</b><br>(6-100 employees)      | <b>\$13.00</b><br>Effective July 1    | <b>\$14.00</b><br>Effective July 1    |
| <b>Micro</b><br>(5 or fewer employees) | <b>\$11.50</b><br>Effective July 1    | <b>\$12.25</b><br>Effective July 1    |



# You have a right to accessible services in Saint Paul

**Accessible City  
Buildings**

**Accessible  
Sidewalks**

**Access to  
all City  
services  
and  
programs**

**Accessible  
playgrounds,  
parks**

**Language  
Access**

**Digital &  
Website  
Spaces**



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# You Have a Right to file a complaint against Saint Paul Police Officers



- Complaints may be filed with HREEO in person, via mail, or online
- Complaints filed directly with SPPD may or may not go to HREEO
- Saint Paul Police Internal Affairs investigates complaints, not HREEO



# Saint Paul PCIARC (P-CI-ARC)



Composed of up to 9 civilian members, Saint Paul residents



Reviews investigations of civilian-initiated complaints of police misconduct



Issues disciplinary and policy recommendations to Chief of Police



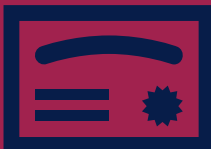
# The City prioritizes small, women- and BIPOC- owned businesses



CERT is a small business certification program recognized by the City of Saint Paul, City of Minneapolis, Ramsey County and Hennepin County.



Certifies local small, small-women-owned, and small-minority-owned Business Enterprises (S/W/MBEs).



The City of Saint Paul does business with many local vendors. If you want to be eligible to do business with the City and other participating agencies contact our CERT program.



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# HREEO Boards and Commissions

Invite your friends and neighbors to apply!

Human Rights & Equal Economic Opportunity Commission (**HREEOC**)

Police Civilian Internal Affairs Review Commission (**PCIARC**)

Labor Standards Advisory Committee (**LSAC**)

Advisory Committee on Aging (**ACOA**)

Mayor's Advisory Committee on People with Disabilities (**MACPD**)

# Contact us for more information!

PCIARC Coordinator:  
[CivilianReview@stpaul.gov](mailto:CivilianReview@stpaul.gov)  
651-266-8970

Contract Compliance & Business  
Development:  
[ContractCompliance@stpaul.gov](mailto:ContractCompliance@stpaul.gov)  
651-266-8904

CERT & Procurement:  
[Procurement@stpaul.gov](mailto:Procurement@stpaul.gov)  
651-266-8966

Human Rights Investigations:  
[HRightsComplaints@stpaul.gov](mailto:HRightsComplaints@stpaul.gov)  
651-266-8966

Accessibility/LEP  
Coordinator:  
[ADACoordinator@stpaul.gov](mailto:ADACoordinator@stpaul.gov)  
651-266-8902

Labor Standards:  
[LaborStandards@stpaul.gov](mailto:LaborStandards@stpaul.gov)  
651-266-8966



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