

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/3	3/3
<b>SCORE</b>				<b>18</b> out of 18

II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>22</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits +0 +3	
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits +0 +4	
<b>BONUS</b>	Municipality is a Welcoming Place to Work +0 +2	

IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>7</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+0 +2

V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10</b> out of 18	

VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	1	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
<b>SCORE</b>	<b>2</b> out of 8	
<b>BONUS</b>	Openly LGBT elected or appointed municipal leaders +3 +3	
<b>BONUS</b>	City engages with the LGBT community +2 +2	
<b>BONUS</b>	Cities are pro-equality despite restrictive state law +0 +2	

**TOTAL SCORE 71 + TOTAL BONUS 5 = Final Score 76**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	12	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0

### III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	4	4
<b>SCORE</b>	<b>26</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits	
	+0	+3
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits	
	+0	+4
<b>BONUS</b>	Municipality is a Welcoming Place to Work	
	+2	+2

### IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			5	5
Enumerated Anti-Bullying School Policies	3/3	0/0	3/3	3/3
<b>SCORE</b>				<b>18</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+2

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10</b> out of 18	

### VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
<b>SCORE</b>	<b>8</b> out of 8	
<b>BONUS</b>	Openly LGBT elected or appointed municipal leaders	
	+3	+3
<b>BONUS</b>	City engages with the LGBT community	
	+0	+2
<b>BONUS</b>	Cities are pro-equality despite restrictive state law	
	+0	+2

**TOTAL SCORE 92 + TOTAL BONUS 7 = Final Score 99**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.

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### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	3/3	3/3
Housing	0/0	0/0	3/3	3/3
Public Accommodations	0/0	0/0	3/2	3/3
<b>SCORE</b>				<b>17</b> out of 18

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

### III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>16</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits +0 +3	
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits +0 +4	
<b>BONUS</b>	Municipality is a Welcoming Place to Work +0 +2	

### IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/0	3/3
<b>SCORE</b>				<b>3</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+0 +2

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10</b> out of 18	

### VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
<b>SCORE</b>	<b>2</b> out of 8	
<b>BONUS</b>	Openly LGBT elected or appointed municipal leaders +0 +3	
<b>BONUS</b>	City engages with the LGBT community +0 +2	
<b>BONUS</b>	Cities are pro-equality despite restrictive state law +0 +2	

**TOTAL SCORE 48 + TOTAL BONUS 0 = Final Score 48**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION + PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18

## II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0    +2

## III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/0	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>13</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits    +0    +3	
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits    +0    +4	
<b>BONUS</b>	Municipality is a Welcoming Place to Work    +0    +2	

## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+2    +2

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10</b> out of 18	

## VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>0</b> out of 8	
<b>BONUS</b>	Openly LGBT elected or appointed municipal leaders    +0    +3	
<b>BONUS</b>	City engages with the LGBT community    +0    +2	
<b>BONUS</b>	Cities are pro-equality despite restrictive state law    +0    +2	

**TOTAL SCORE 53 + TOTAL BONUS 2 = Final Score 55**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION    PTS FOR GENDER IDENTITY    + BONUS PTS for criteria not accessible to all cities at this time.

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## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	3/0	0/0	3/3
Housing	0/0	3/0	0/0	3/3
Public Accommodations	0/0	3/0	0/0	3/3
<b>SCORE</b>	<b>9 out of 18</b>			

## II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		12	0	12
<b>SCORE</b>	<b>12 out of 12</b>			
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

## III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>14 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
<b>SCORE</b>	<b>13 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

## VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
<b>BONUS</b> City engages with the LGBT community	+0	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 58 + TOTAL BONUS 0 = Final Score 58**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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	STATE	COUNTY	AVAILABLE
Employment			
Housing			
Public Accommodations			
<b>SCORE</b>	<b>18 out of 18</b>		

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships			
Municipal Domestic Partner Registry			
<b>SCORE</b>	<b>12 out of 12</b>		
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			

### III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	COUNTY	AVAILABLE
Non-Discrimination in City Employment		
Domestic Partner Health Benefits		
Legal Dependent Benefits		
Equivalent Family Leave		
City Contractor Non-Discrimination Ordinance		
City Contractor Equal Benefits Ordinance		
<b>SCORE</b>	<b>18 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits		
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits		
<b>BONUS</b> Municipality is a Welcoming Place to Work		

### IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	AVAILABLE
Human Rights Commission			
LGBT Liaison in the Mayor's Office			
Enumerated Anti-Bullying School Policies			
<b>SCORE</b>	<b>6 out of 18</b>		
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	COUNTY	AVAILABLE
LGBT Police Liaison or Task Force		
Reported 2011 Hate Crimes Statistics to the FBI		
<b>SCORE</b>	<b>0 out of 18</b>	

### VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	COUNTY	AVAILABLE
Leadership's Public Position on LGBT Equality		
Leadership's Pro-Equality Legislative or Policy Efforts		
<b>SCORE</b>	<b>7 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders		
<b>BONUS</b> City engages with the LGBT community		
<b>BONUS</b> Cities are pro-equality despite restrictive state law		

**TOTAL SCORE 61 + TOTAL BONUS 0 = Final Score 61**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY **+** BONUS PTS for criteria not accessible to all cities at this time.

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## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	3/3	0/0	3/3
Housing	0/0	3/3	0/0	3/3
Public Accommodations	0/0	3/3	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18

## II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		12	0	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.				+0 +2

## III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>8</b> out of 26	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			0	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
<b>SCORE</b>				<b>6</b> out of 18
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.				+0 +2

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10</b> out of 18	

## VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>0</b> out of 8	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
<b>BONUS</b> City engages with the LGBT community	+0	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 54 + TOTAL BONUS 0 = Final Score 54**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

### III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>18</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits +0 +3	
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits +0 +4	
<b>BONUS</b>	Municipality is a Welcoming Place to Work +0 +2	

### IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>13</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+2 +2

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	0	10
<b>SCORE</b>	<b>0</b> out of 18	

### VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	2	3
<b>SCORE</b>	<b>7</b> out of 8	
<b>BONUS</b>	Openly LGBT elected or appointed municipal leaders +0 +3	
<b>BONUS</b>	City engages with the LGBT community +2 +2	
<b>BONUS</b>	Cities are pro-equality despite restrictive state law +0 +2	

**TOTAL SCORE 68 + TOTAL BONUS 4 = Final Score 72**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION + PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/1	3/3
<b>SCORE</b>				<b>1 out of 18</b>

## II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

## III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/5	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	2/2	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>14 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	3/3	3/3
<b>SCORE</b>				<b>13 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+2	+2

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	8	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>18 out of 18</b>	

## VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
<b>SCORE</b>	<b>8 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+3	+3
<b>BONUS</b> City engages with the LGBT community	+2	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+2	+2

**TOTAL SCORE 54 + TOTAL BONUS 9 = Final Score 63**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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## I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	3/3	0/0	0/0	3/3
Housing	3/3	0/0	0/0	3/3
Public Accommodations	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>18</b> out of 18

## II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	12			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>12</b> out of 12
<b>BONUS</b>	Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0 +2

## III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	5/0	5/5
Domestic Partner Health Benefits	4	4
Legal Dependent Benefits	2	2
Equivalent Family Leave	2	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>13</b> out of 26	
<b>BONUS</b>	Grossing Up of Employee Benefits +0 +3	
<b>BONUS</b>	Transgender-Inclusive Healthcare Benefits +0 +4	
<b>BONUS</b>	Municipality is a Welcoming Place to Work +0 +2	

## IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	3/3	0/0	0/0	3/3
<b>SCORE</b>				<b>13</b> out of 18
<b>BONUS</b>	City provides services to particularly vulnerable populations of the LGBT community.			+0 +2

## V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	4	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>14</b> out of 18	

## VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>3</b> out of 8	
<b>BONUS</b>	Openly LGBT elected or appointed municipal leaders +3 +3	
<b>BONUS</b>	City engages with the LGBT community +0 +2	
<b>BONUS</b>	Cities are pro-equality despite restrictive state law +0 +2	

**TOTAL SCORE 73 + TOTAL BONUS 3 = Final Score 76**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>	<b>0 out of 18</b>			

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>	<b>0 out of 12</b>			
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

### III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>0 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

### IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	3/3	0/0	3/3
<b>SCORE</b>	<b>13 out of 18</b>			
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	0	10
<b>SCORE</b>	<b>0 out of 18</b>	

### VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
<b>BONUS</b> City engages with the LGBT community	+0	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 13 + TOTAL BONUS 0 = Final Score 13**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	0/0	0/0	0/0	3/3
Housing	0/0	0/0	0/0	3/3
Public Accommodations	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>0 out of 18</b>

### II. Relationship Recognition

Marriage, civil unions, and comprehensive domestic partnerships are matters of state policy; cities and counties have only the power to create domestic partner registries.

	STATE	COUNTY	CITY	AVAILABLE
Marriage Equality, Civil Unions, or Domestic Partnerships	0			12
Municipal Domestic Partner Registry		0	0	12
<b>SCORE</b>				<b>0 out of 12</b>
<b>BONUS</b> Municipality was forced to stop providing a domestic partner registry as a result of restrictive state law.			+0	+2

### III. Municipality as Employer

By offering equivalent benefits and protections to LGBT employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBT employees equally.

	CITY	AVAILABLE
Non-Discrimination in City Employment	0/0	5/5
Domestic Partner Health Benefits	0	4
Legal Dependent Benefits	0	2
Equivalent Family Leave	0	2
City Contractor Non-Discrimination Ordinance	0/0	2/2
City Contractor Equal Benefits Ordinance	0	4
<b>SCORE</b>	<b>0 out of 26</b>	
<b>BONUS</b> Grossing Up of Employee Benefits	+0	+3
<b>BONUS</b> Transgender-Inclusive Healthcare Benefits	+0	+4
<b>BONUS</b> Municipality is a Welcoming Place to Work	+0	+2

### IV. Municipal Services

This section assesses the efforts of the city to ensure LGBT constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission			7	7
LGBT Liaison in the Mayor's Office			0	5
Enumerated Anti-Bullying School Policies	0/0	0/0	0/0	3/3
<b>SCORE</b>				<b>7 out of 18</b>
<b>BONUS</b> City provides services to particularly vulnerable populations of the LGBT community.			+0	+2

### V. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBT community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBT Police Liaison or Task Force	0	8
Reported 2011 Hate Crimes Statistics to the FBI	10	10
<b>SCORE</b>	<b>10 out of 18</b>	

### VI. Relationship with the LGBT Community

This category measures the city leadership's commitment to fully include the LGBT community and to advocate for full equality.

	CITY	AVAILABLE
Leadership's Public Position on LGBT Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>0 out of 8</b>	
<b>BONUS</b> Openly LGBT elected or appointed municipal leaders	+0	+3
<b>BONUS</b> City engages with the LGBT community	+0	+2
<b>BONUS</b> Cities are pro-equality despite restrictive state law	+0	+2

**TOTAL SCORE 17 + TOTAL BONUS 0 = Final Score 17**  
CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY + BONUS PTS for criteria not accessible to all cities at this time.

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