RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

FY 2012 Revised & FY 2013 Budgets
Staff Presentation
March 29, 2012
Commission for Human Rights

Rhode Island General Law Chapter 28-5

- Fair Employment Practices Act
  - Responsible for enforcement of the state’s anti-discrimination laws relating to
    - Employment
    - Housing
    - Public Accommodations
    - Credit and Services
Caseload Process

- Receives complaints by telephone or walk-in
- Intake questionnaire is filled out
- Staff conducts investigation and completes Investigative Summary
- If probable cause is found,
  - Administrative hearing held before the Commission
  - Can be moved to Superior Court or Federal District Court at the discretion of either party
Caseloads

FY 1999: 1200
FY 2000: 1000
FY 2001: 900
FY 2002: 800
FY 2003: 700
FY 2004: 600
FY 2005: 500
FY 2006: 400
FY 2007: 300
FY 2008: 200
FY 2009: 100
FY 2010: 0
FY 2011: 0
FY 2012: 0
## Governor by Category

<table>
<thead>
<tr>
<th></th>
<th>FY 2012 Enacted</th>
<th>FY 2012 Gov. Rev.</th>
<th>Chg. to Enacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$1,215,932</td>
<td>$1,179,266</td>
<td>($36,666)</td>
</tr>
<tr>
<td>Contracted Services</td>
<td>6,950</td>
<td>5,625</td>
<td>(1,325)</td>
</tr>
<tr>
<td>Operating</td>
<td>232,688</td>
<td>241,304</td>
<td>8,616</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,455,570</strong></td>
<td><strong>$1,426,195</strong></td>
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## FY 2013 Governor by Category

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<td>Salaries &amp; Benefits</td>
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<td>$1,223,719</td>
<td>$7,787</td>
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<tr>
<td>Contracted Services</td>
<td>6,950</td>
<td>5,790</td>
<td>(1,160)</td>
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<td>232,688</td>
<td>258,200</td>
<td>25,512</td>
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<td><strong>Total</strong></td>
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## Summary by Fund Source

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<td>General Revenues</td>
<td>$1,154,038</td>
<td>$1,149,126</td>
<td>($4,912)</td>
</tr>
<tr>
<td>Federal Funds</td>
<td>301,532</td>
<td>277,069</td>
<td>(24,463)</td>
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The Governor recommends the enacted level of 14.5 full-time equivalent positions for both FY 2012 revised and FY 2013.

Consistent with the Commission’s request.

As of March 10, 2012, the Commission has 14.0 filled positions.
Salaries & Benefits

- Governor recommends $1,223,719 from all funds for FY 2013
  - $7,787 more than enacted
    - Current staffing and benefit rates
- Governor includes $36,666 less than enacted for FY 2012 revised
  - Distribution of medical benefit holiday savings
    - Reduction in anticipated federal grants for payroll costs
Retirement Savings

- Agencies used pre-retirement rates when preparing their budgets
  - Governor’s budget adjusts rates to reflect new, lower costs and reduces general revenue expenses
  - Savings from other sources shifted to unidentified operating expenses
    - For the Commission these total approximately $23,949
    - Some may be available to offset state costs
Federal Sources

- Commission receives federal reimbursement for cases processed
  - Federal Fair Housing Law
    - Up to $2,900 per case
  - Federal Equal Employment Opportunity Act
    - $600 per case
Governor recommends $277,069 for FY 2012 revised and $325,992 for FY 2013

Reflect available funds

FY 2012 lower because of overspending in FY 2011