Commission for Human Rights

- Established in 1949 by Chapter 28-5 of the RIGL
- Responsible for enforcement of the state’s anti-discrimination laws relating to
  - Employment
  - Public Accommodations
  - Housing
  - Credit and Services
**Caseload Process**

- Receives complaints by telephone or walk-in
- Intake questionnaire is filled out
- Formal charge of discrimination is prepared
- Staff conducts investigation and completes Investigative Summary
- If probable cause is found,
  - Administrative hearing held before the Commission
  - Civil action before the Superior Court or Federal District Court at the discretion of either party

**Caseload Process**

**Housing Cases**

- If either party elects for the matter to be heard in Court, the Commission must commence & maintain action (in court) if no action is filed by complainant or the attorney general

- If no election is made after probable cause is found, a Commission attorney must maintain administrative action seeking relief for aggrieved party
### Summary by Category

<table>
<thead>
<tr>
<th></th>
<th>FY 2014 Enacted</th>
<th>FY 2014 Gov. Rev.</th>
<th>FY 2015 Governor</th>
<th>Chg. to Enacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$1,231,503</td>
<td>$1,239,151</td>
<td>$1,252,259</td>
<td>$20,756</td>
</tr>
<tr>
<td>Contracted Services</td>
<td>5,331</td>
<td>5,331</td>
<td>5,331</td>
<td>-</td>
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<tr>
<td>Operating</td>
<td>222,589</td>
<td>218,951</td>
<td>222,589</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,459,423</strong></td>
<td><strong>$1,463,433</strong></td>
<td><strong>$1,480,179</strong></td>
<td><strong>$20,756</strong></td>
</tr>
</tbody>
</table>

### Summary by Source

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<tr>
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<th>FY 2014 Enacted</th>
<th>FY 2014 Gov. Rev.</th>
<th>FY 2015 Governor</th>
<th>Chg. to Enacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Revenues</td>
<td>$1,150,785</td>
<td>$1,146,066</td>
<td>$1,193,083</td>
<td>$42,298</td>
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<tr>
<td>Federal Funds</td>
<td>308,638</td>
<td>317,367</td>
<td>287,096</td>
<td>(21,542)</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$1,459,423</strong></td>
<td><strong>$1,463,433</strong></td>
<td><strong>$1,480,179</strong></td>
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</tr>
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</table>
Budget Office Target

- General revenue target of $1,095,286
  - Current service adjustments of $12,798
  - 7.0% target reduction of $68,297
    - Constrained budget submitted by the Commission meets the target
- Governor recommended budget exceeds target by $97,797

Salaries and Benefits
Full-Time Equivalent Positions

<table>
<thead>
<tr>
<th>Full-Time Positions</th>
<th>FTEs</th>
<th>FTE Chg. to Enacted</th>
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</thead>
<tbody>
<tr>
<td>Enacted Authorized</td>
<td>14.5</td>
<td>-</td>
</tr>
<tr>
<td>FY 2015 Request</td>
<td>14.5</td>
<td>-</td>
</tr>
<tr>
<td>FY 2015 Governor</td>
<td>14.5</td>
<td>-</td>
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<tr>
<td>FY 2013 Averaged Filled</td>
<td>14.0</td>
<td>(0.5)</td>
</tr>
<tr>
<td>Filled as of February 22</td>
<td>14.0</td>
<td>(0.5)</td>
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</table>
Salaries & Benefits

- Governor recommends $1,252,259 from all funds for FY 2015
  - $20,756 more than enacted
    - Current service adjustments
    - Medical benefit costs for 1.0 full-time position
- Governor includes $7,648 more than enacted for FY 2014 revised
  - Statewide medical benefit savings
  - Medical benefit costs for 1.0 full-time position

Salaries and Benefits

General Revenue Target Reduction

- Office proposed 1.5 fewer positions for FY 2015 to meet the Budget Office target
  - $88,943 general revenue reduction
    - Impact federal funds linked to case production, investigatory staff reduction
  - This proposal was not recommended by the Governor
Federal Sources

- Commission receives federal reimbursement for cases processed
  - Federal Fair Housing Law
    - Up to $2,900 per case
  - Title VII, Americans with Disabilities Act & Age Discrimination in Employment Act
    - $650 per case

Federal Funds

- Governor recommends $317,367 for FY 2014 revised and $287,096 for FY 2015
  - Reflect available funds
    - FY 2014 higher because of funding delay due to federal sequestration
RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

FY 2014 Revised & FY 2015 Budgets
Staff Presentation
March 5, 2014