Rhode Island Commission for Human Rights

Staff Presentation
FY 2017 Revised and FY 2018 Budgets
March 30, 2017
Commission for Human Rights

- Established in 1949 by Chapter 28-5 of the General Laws
- Responsible for enforcement of the state’s anti-discrimination law relating to:
  - Employment
  - Public Accommodations
  - Housing
  - Credit
  - Delivery of Services
Case load Process

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

<table>
<thead>
<tr>
<th></th>
<th>FY 2017 Enacted</th>
<th>FY 2017 Gov. Rev.</th>
<th>FY 2018 Governor</th>
<th>FY 2018 Chg. to Enacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Revenues</td>
<td>$1,258,128</td>
<td>$1,247,603</td>
<td>$1,258,074</td>
<td>($54)</td>
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<tr>
<td>Federal Funds</td>
<td>323,295</td>
<td>398,405</td>
<td>432,028</td>
<td>108,733</td>
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<tr>
<td>Total</td>
<td>$1,581,423</td>
<td>$1,646,008</td>
<td>$1,290,102</td>
<td>$108,679</td>
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<tr>
<td>FTEs</td>
<td>14.5</td>
<td>14.5</td>
<td>14.5</td>
<td>-</td>
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</tbody>
</table>
Federal Sources

- Commission receives federal reimbursement for cases processed
  - Federal Fair Housing Law
    - Up to $3,100 per case
    - Between $5,000 & $8,000 for post-probably cause dispositions
  - Title VII, Americans with Disabilities Act & Age Discrimination in Employment Act
    - $700 per case
Summary by Category

- Salaries & Benefits: 83%
- Operating: 16%
- Contracted Services: 1%
Budget Office provided a general revenue target of $1.2 million:
- Current service adjustments of $13,026
- 8.0% reduction of $85,384
- Did not include pay raises approved at end of FY 2016

Request $82,841 above target:
- Savings of $85,630 from eliminating 1.3 positions
Salaries and Benefits

- $1.4 million for FY 2017 & FY 2018
  - $42,721 more than enacted for FY 2017
  - $100,930 more than enacted for FY 2018
- Agency-wide pay increases went into effect at end of FY 2016
  - $48,285 for FY 2017; $107,822 for FY 2018
    - Funded from federal sources
- Turnover & statewide benefit savings
  - $5,564 less for FY 2017
  - $6,892 less for FY 2018
Statewide Savings

- Assessment to salaries that funds workers’ comp., unemployment & unused leave
  - Lowered from enacted based on experience
    - Savings of $1.2 million in FY 2017
    - Savings of $1.5 million in FY 2018

- Medical benefit cost growth
  - Lower than initial estimates
    - Savings of $2.6 million in FY 2018

- Total impact to Commission
  - $1,611 in FY 2017; $5,170 in FY 2018
Governor recommends $0.3 million for FY 2017 and FY 2018

- $21,864 more for FY 2017
  - $15,120 from federal funds for temporary investigators
  - $5,000 more for rent based on 5-year lease extension approved by 2016 Assembly

- $7,749 more for FY 2018
  - Shifts a portion of general revenue expenditures to available federal funds
  - $6,029 more for rent
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