

# Rhode Island Commission for Human Rights

Staff Presentation

FY 2016 Revised and FY 2017 Budgets

March 22, 2016

# 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
    - Delivery of Services

# Caseload Process

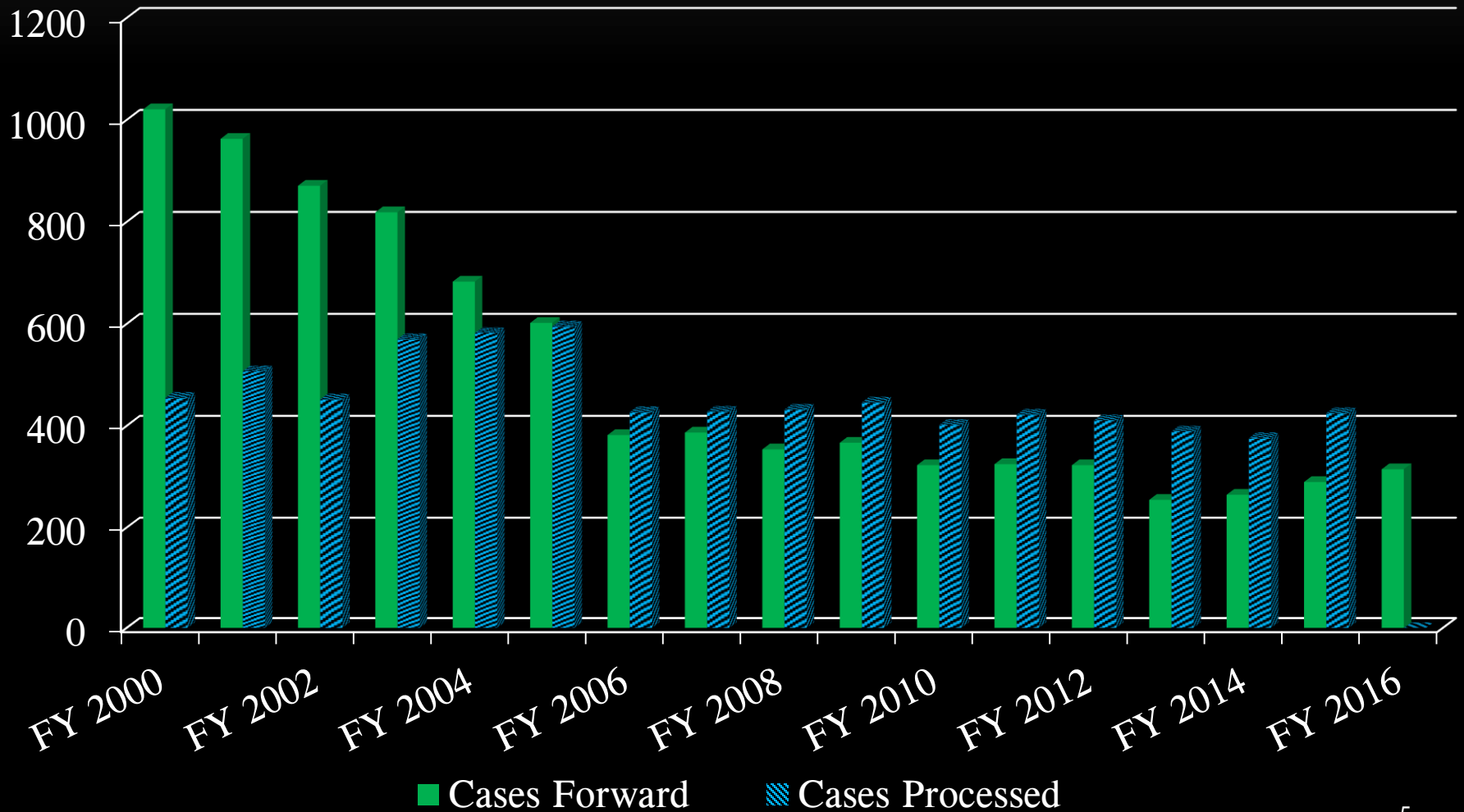
- Receives complaints by telephone or walk-in
- Intake questionnaire is filled out
- Formal charge of discrimination is prepared
- Staff conducts investigation and completes Investigative Summary if case is not settled
- If probable cause is found:
  - Administrative hearing held before the Commission *or*
  - 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 and 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

# Processed Cases and Remaining Cases



# Summary by Category

	FY 2016 Enacted	FY 2016 Gov. Rev.	FY 2017 Governor	FY 2017 Chg. to Enacted
Salaries & Benefits	\$1,310,285	\$1,283,126	\$1,308,501	\$(1,784)
Contracted Services	2,760	8,550	8,550	5,790
Operating	234,965	263,090	264,372	29,407
<b>Total</b>	<b>\$1,548,010</b>	<b>\$1,554,766</b>	<b>\$1,581,423</b>	<b>\$33,413</b>

# Summary by Source

	FY 2016 Enacted	FY 2016 Gov. Rev.	FY 2017 Governor	FY 2017 Chg. to Enacted
General Revenues	\$1,252,174	\$1,243,892	\$1,258,128	\$5,954
Federal Funds	295,836	310,874	323,295	27,459
<b>Total</b>	<b>\$1,548,010</b>	<b>\$1,554,766</b>	<b>\$1,581,423</b>	<b>\$33,413</b>

# Salaries & Benefits

- Governor recommends \$1,308,501 from all funds for FY 2017
  - \$1,784 less than enacted
    - Annualized COLA, employee benefits selection, and statewide medical benefit savings
- Gov. includes \$27,159 less than enacted for FY 2016 Revised
  - Statewide medical benefit savings & employee benefits selection
- 14.0 FTEs are filled



# Federal Sources

- Commission receives federal reimbursement for cases processed
  - Federal Fair Housing Law
    - Up to \$3,100 per case
    - Between \$5,000 and \$8,000 for post-probable cause dispositions
  - Title VII, Americans with Disabilities Act & Age Discrimination in Employment Act - \$700 per case
- Gov. Rec: \$310,874 for FY 2016 Rev. & \$323,295 for FY 2017 based on anticipated receipts

# IT Improvements

- Governor recommends gen. rev. of \$6,954 for FY 2016 and \$8,418 for FY 2017
  - No funding in enacted budget
  - Licensing costs associated with MS Office 365 and increasing bandwidth

# Other Operations

- Governor recommends \$0.3 million each year in FY 2016 and FY 2017
  - Rent and utilities, trial related costs, insurance, office equipment and supplies
  - \$26,961 more than enacted for FY 2016 Revised and \$27,049 more for FY 2017
    - Printing, postage, travel and training costs

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