

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

Caseload 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

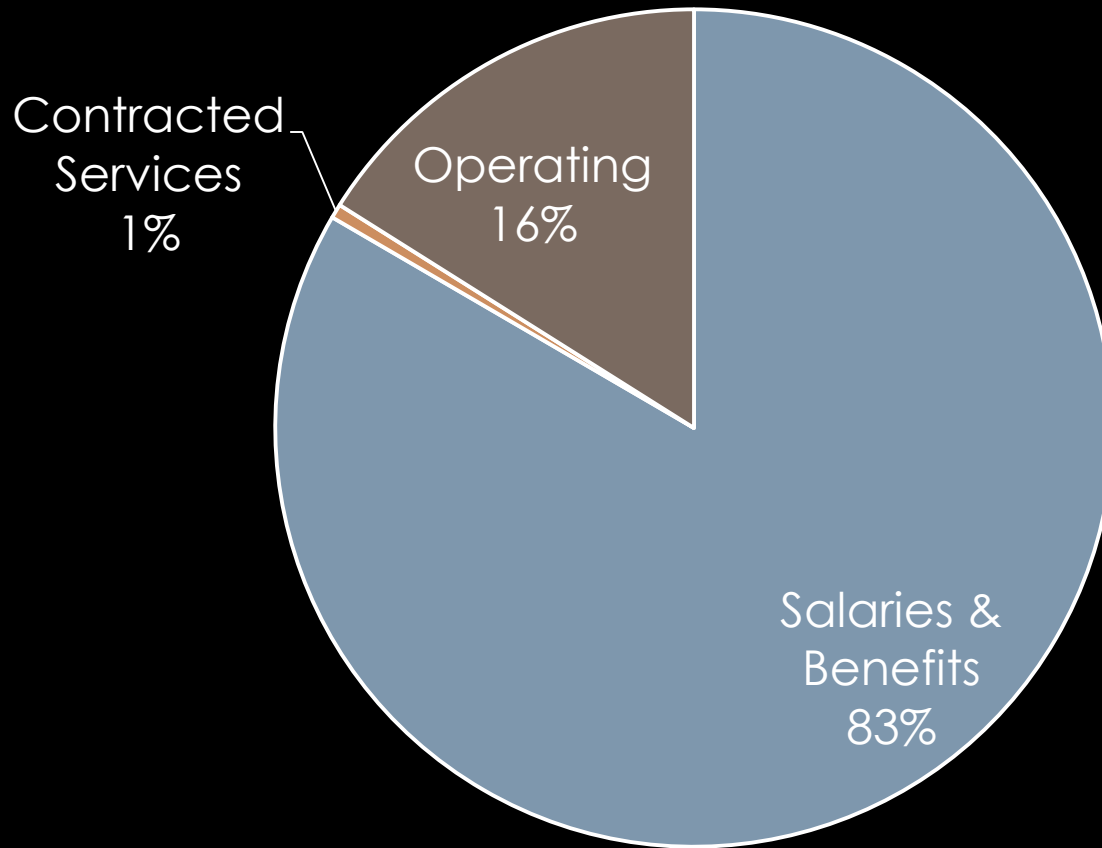
Summary by Source

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

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



Target Budget

- 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

Other Operations

- 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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