

# RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

FY 2014 Revised & FY 2015 Budgets

Staff Presentation

March 5, 2014

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## 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

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## 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

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## 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

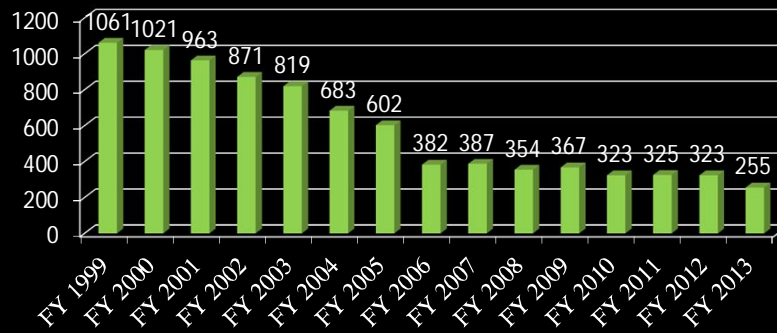
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## Processed Cases



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## Remaining Cases



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## Summary by Category

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

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## Summary by Source

	FY 2014 Enacted	FY 2014 Gov. Rev.	FY 2015 Governor	Chg. to Enacted
General Revenues	\$1,150,785	\$1,146,066	\$1,193,083	\$42,298
Federal Funds	308,638	317,367	287,096	(21,542)
<b>Total</b>	<b>\$1,459,423</b>	<b>\$1,463,433</b>	<b>\$1,480,179</b>	<b>\$20,756</b>

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## 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

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## Salaries and Benefits

### *Full-Time Equivalent Positions*

Full-Time Positions	FTEs	FTE Chg. to Enacted
Enacted Authorized	14.5	-
FY 2015 Request	14.5	-
FY 2015 Governor	14.5	-
FY 2013 Averaged Filled	14.0	(0.5)
Filled as of February 22	14.0	(0.5)

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## 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

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## 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

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## 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

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## 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

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