

# Rhode Island Commission for Human Rights

Staff Presentation  
FY 2015 Revised and FY 2016 Budgets  
April 14, 2015

1

## 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

2

## 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

3

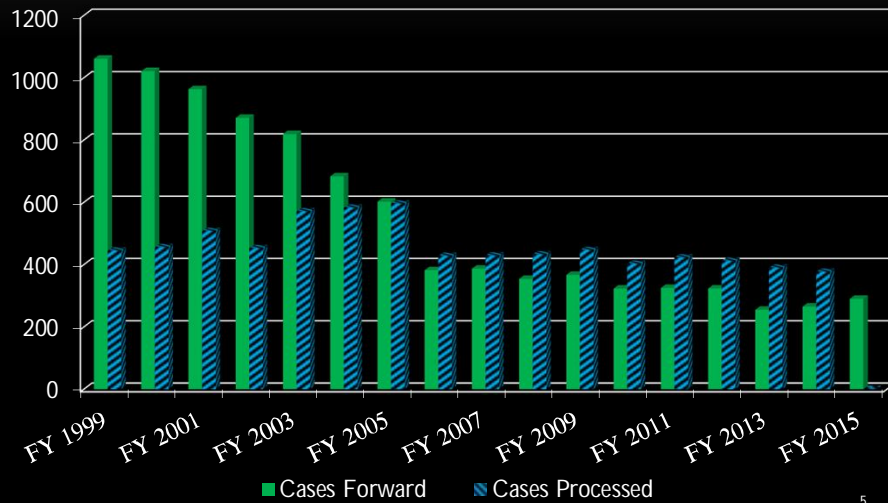
## Caseload Process

### *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

4

## Processed Cases and Remaining Cases



5

## Summary by Category

	FY 2015 Enacted	FY 2015 Gov. Rev.	FY 2016 Governor	FY 2016 Chg. to Enacted
Salaries & Benefits	\$1,252,259	\$1,274,060	\$1,310,285	\$58,026
Contracted Services	5,331	20,030	2,760	(2,571)
Operating	222,589	238,365	234,965	12,376
<b>Total</b>	<b>\$1,480,179</b>	<b>\$1,532,455</b>	<b>\$1,548,010</b>	<b>\$67,831</b>

6

## Summary by Source

	FY 2015 Enacted	FY 2015 Gov. Rev.	FY 2016 Governor	FY 2016 Chg. to Enacted
General Revenues	\$1,193,083	\$1,221,763	\$1,252,174	\$59,091
Federal Funds	287,096	310,692	295,836	8,741
<b>Total</b>	<b>\$1,480,179</b>	<b>\$1,532,455</b>	<b>\$1,548,010</b>	<b>\$67,831</b>

7

## Salaries & Benefits

- Governor recommends \$1,310,285 from all funds for FY 2016
  - \$58,026 more than enacted
    - Cost-of-Living Adjustment
    - Statewide medical benefit savings & other adjustments
- Governor includes \$21,801 more than enacted for FY 2015 revised
  - COLA and statewide medical benefit savings
- Shift from federal funds to general revenues
- 14.0 FTEs are filled

8

## 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 - \$650 per case
- Gov. Rec: \$310,692 for FY 2015 Rev. & \$295,836 for FY 2016 based on anticipated receipts

9

## Other Operations

- Governor recommends \$0.3 million for FY 2015 and \$0.2 million for FY 2016
  - Rent and utilities, trial related costs, insurance, office equipment and supplies
  - \$30,475 more than enacted for FY 2015 Revised and \$9,805 more for FY 2016
    - Includes \$7,850 more for leased photocopiers

10

# Rhode Island Commission for Human Rights

Staff Presentation  
FY 2015 Revised and FY 2016 Budgets  
April 14, 2015

11