

State of Rhode Island and Providence Plantations

Budget



Fiscal Year 2017

Volume I – General Government and Quasi-Public Agencies

Gina M. Raimondo, Governor

Agency

Rhode Island Commission For Human Rights

Agency Mission

To enforce state and federal anti-discrimination laws.

Agency Description

The Rhode Island Commission for Human Rights enforces Rhode Island anti-discrimination laws in the areas of employment, housing, public accommodations, credit, and delivery of services. The employment and public accommodation statutes prohibit discrimination based on race, color, sex, religion, age, sexual orientation and gender identity/expression, disability and ancestral origin. The housing and credit statutes also prohibit discrimination based on marital status, familial status, housing status and association with members of a protected class. The housing statute additionally prohibits discrimination on the basis of status as a victim of domestic abuse. The delivery of service statute prohibits discrimination on the basis of disability.

The Commission's major program activities include outreach and education, intake, investigation, conciliation and administrative hearings. Staff members perform outreach and education activities voluntarily and frequently, after normal working hours. Intake involves the receipt and evaluation of inquiries. If the allegations present a prima facie case of discrimination, a formal charge of discrimination is prepared and forwarded to the respondent. Investigators conduct an impartial analysis of evidence obtained from both parties, compare all elements of the case and attempt to negotiate a resolution. Where resolution is not achieved, investigators make a recommendation on the merits of the charge to a Preliminary Investigating Commissioner ("PIC"). The PIC makes a formal ruling as to whether there is "Probable Cause" or "No Probable Cause" in respect to the allegations of the charge. A No Probable Cause ruling terminates proceedings at the Commission. Upon a "Probable Cause" ruling, the commission attempts to conciliate the matter. The parties have the opportunity to elect that the matter be heard in Superior Court. Where conciliation is unsuccessful, and the parties have elected to proceed at the commission, an administrative hearing is conducted. At the administrative hearing, evidence is admitted and sworn testimony is heard before a Commissioner; a court stenographer also is present. The commission renders a formal decision and order following an administrative hearing.

Statutory History

The commission was created and empowered in 1949 by Title 28, Chapter 5 of the General Laws of Rhode Island (the Fair Employment Practices Act). The commission has been given statutory responsibility to enforce the following laws: R.I.G.L. § 28-5-1 et seq.; R.I.G.L. § 34-37-1 et seq. (Fair Housing Practices Act); R.I.G.L. § 11-24-1 et seq. (Hotels and Public Places); R.I.G.L. §§ 23-6-22 and 23-6-23 (Prevention and Suppression of Contagious Diseases); R.I.G.L. § 42-87-1 et seq. (Civil Rights of People with Disabilities); and R.I.G.L. § 40-9.1-1 et seq. (Equal Rights of Blind and Deaf Persons to Public Facilities). In addition to state laws, the Commission assists the federal government in enforcing the following federal laws: Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act and Title VIII of the Federal Fair Housing Law, as amended. During the 2013 legislative session, there was one substantive change to the laws enforced by the Commission. On July 15, 2013, Governor Lincoln Chafee signed into law the so-called "Ban the Box" legislation. The law, which became effective on January 1, 2014, amends the state Fair Employment Practices Act to prohibit employers from inquiring before a first interview, either via an employment application or otherwise, whether an applicant has been convicted of a crime; certain enumerated exceptions apply.

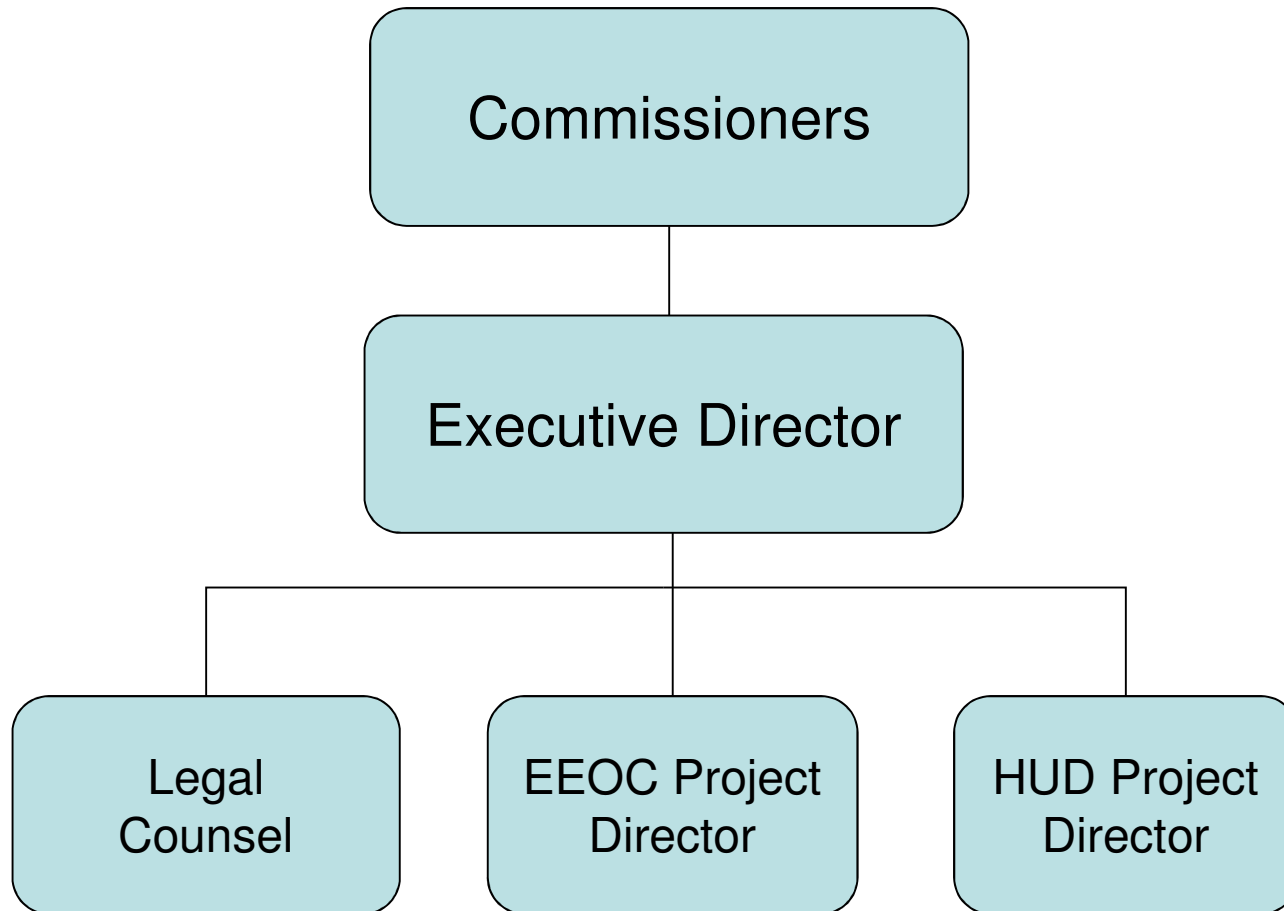
Budget

Rhode Island Commission For Human Rights

| | FY 2014 Audited | FY 2015 Audited | FY 2016 Enacted | FY 2016 Revised | FY 2017 Recommend |
|---|--------------------|--------------------|--------------------|--------------------|----------------------|
| Expenditures By Program | | | | | |
| Central Management | 1,489,579 | 1,556,738 | 1,548,010 | 1,554,766 | 1,581,423 |
| Total Expenditures | \$1,489,579 | \$1,556,738 | \$1,548,010 | \$1,554,766 | \$1,581,423 |
| Expenditures By Object | | | | | |
| Personnel | 1,248,025 | 1,298,126 | 1,313,045 | 1,291,676 | 1,317,051 |
| Operating Supplies and Expenses | 241,554 | 258,112 | 234,965 | 263,090 | 264,372 |
| Assistance and Grants | - | 500 | - | - | - |
| Subtotal: Operating Expenditures | 1,489,579 | 1,556,738 | 1,548,010 | 1,554,766 | 1,581,423 |
| Total Expenditures | \$1,489,579 | \$1,556,738 | \$1,548,010 | \$1,554,766 | \$1,581,423 |
| Expenditures By Funds | | | | | |
| General Revenue | 1,138,859 | 1,225,335 | 1,252,174 | 1,243,892 | 1,258,128 |
| Federal Funds | 350,720 | 331,403 | 295,836 | 310,874 | 323,295 |
| Total Expenditures | \$1,489,579 | \$1,556,738 | \$1,548,010 | \$1,554,766 | \$1,581,423 |
| FTE Authorization | 14.5 | 14.5 | 14.5 | 14.5 | 14.5 |

The Agency

Rhode Island Commission For Human Rights



Personnel

Rhode Island Commission For Human Rights Central Management

| | Grade | FY 2016 | | FY 2017 | |
|---|--------|-------------|--------------------|-------------|--------------------|
| | | FTE | Cost | FTE | Cost |
| Unclassified | | | | | |
| EXECUTIVE SECRETARY - HUMAN RIGHTS | 00832A | 1.0 | 85,887 | 1.0 | 86,343 |
| LEGAL COUNSEL | 00826A | 2.0 | 150,271 | 2.0 | 151,058 |
| SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS) | 00319A | 3.5 | 210,515 | 3.5 | 211,624 |
| HUD PROJECT DIRECTOR | 00320A | 1.0 | 57,853 | 1.0 | 58,151 |
| EQUAL EMPLOYMENT OPP. COMM. PROJECT DIR. | 00320A | 1.0 | 56,123 | 1.0 | 56,421 |
| CHIEF CLERK | 00E13A | 1.0 | 50,760 | 1.0 | 51,024 |
| INVESTIGATOR (HUMAN RIGHTS) | 00314A | 3.0 | 132,207 | 3.0 | 132,903 |
| ADMINISTRATIVE AIDE | 00310A | 2.0 | 81,153 | 2.0 | 81,583 |
| Subtotal | | 14.5 | \$824,769 | 14.5 | \$829,107 |
| Turnover | | - | (49,328) | - | (49,590) |
| Subtotal | | - | (\$49,328) | - | (\$49,590) |
| Total Salaries | | 14.5 | \$775,441 | 14.5 | \$779,517 |
| Benefits | | | | | |
| Payroll Accrual | | | 4,660 | | 4,743 |
| FICA | | | 59,321 | | 59,630 |
| Retiree Health | | | 46,294 | | 46,537 |
| Health Benefits | | | 172,622 | | 177,683 |
| Retirement | | | 189,118 | | 203,363 |
| Subtotal | | | \$472,015 | | \$491,956 |
| Total Salaries and Benefits | | 14.5 | \$1,247,456 | 14.5 | \$1,271,473 |
| Cost Per FTE Position (Excluding Temporary and Seasonal) | | | \$86,031 | | \$87,688 |
| Statewide Benefit Assessment | | | \$35,670 | | \$37,028 |
| Payroll Costs | | 14.5 | \$1,283,126 | 14.5 | \$1,308,501 |
| Purchased Services | | | | | |
| Clerical and Temporary Services | | | 4,200 | | 4,200 |
| Legal Services | | | 2,400 | | 2,400 |
| Other Contracts | | | 950 | | 950 |
| Training and Educational Services | | | 1,000 | | 1,000 |
| Subtotal | | | \$8,550 | | \$8,550 |
| Total Personnel | | 14.5 | \$1,291,676 | 14.5 | \$1,317,051 |
| Distribution By Source Of Funds | | | | | |
| General Revenue | | 11.7 | \$998,409 | 11.8 | \$1,015,773 |
| Federal Funds | | 2.8 | \$293,267 | 2.7 | \$301,278 |
| Total All Funds | | 14.5 | \$1,291,676 | 14.5 | \$1,317,051 |

Performance Measures

Rhode Island Commission For Human Rights

Cases Processed

The figures below represent the number of cases achieving a final disposition (e.g., settlement, No Probable Cause ruling, administrative closure, Decision & Order) as well as cases in which a ruling of Probable Cause has been rendered. Although Probable Cause rulings do not constitute closures, they are recorded in order to present an accurate record of casework completed by staff and Commissioners. The data is from internal agency case-tracking records.

| | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------|------|------|------|------|------|
| Target | 422 | 414 | 414 | 405 | 405 |
| Actual | 389 | 376 | 425 | -- | -- |

Performance for this measure is reported by state fiscal year.

Outreach Activities

The figures below represent the number of outreach activities conducted by agency staff in compliance with the statutory mandate of R.I.G.L. § 28-5-14. A higher number of outreach activities generally indicates a greater success at compliance with the statute. The data is from internal agency outreach tracking records.

| | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------|------|------|------|------|------|
| Target | 26 | 28 | 28 | 36 | 36 |
| Actual | 31 | 46 | 45 | -- | -- |

Performance for this measure is reported by state fiscal year.

Average Case Age at Closure

This performance measure assesses the average age, in days, of a case at final disposition. A lower number reflects the more expeditious processing of cases. The data is from internal agency case-tracking records.

| | 2013 | 2014 | 2015 | 2016 | 2017 |
|---------------|----------|----------|----------|----------|----------|
| Target | 365 Days | 365 Days | 365 Days | 365 Days | 365 Days |
| Actual | 329 Days | 308 Days | 300 Days | -- | -- |

Performance for this measure is reported by state fiscal year.