

State of Rhode Island and Providence Plantations

# Budget



## Fiscal Year 2013

Volume 1 – General Government, Quasi-Public  
Agencies and Component Units

Lincoln D. Chafee, Governor

# Agency

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## Rhode Island Commission For Human Rights

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### 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 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.

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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. 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.

# Budget

## Rhode Island Commission For Human Rights

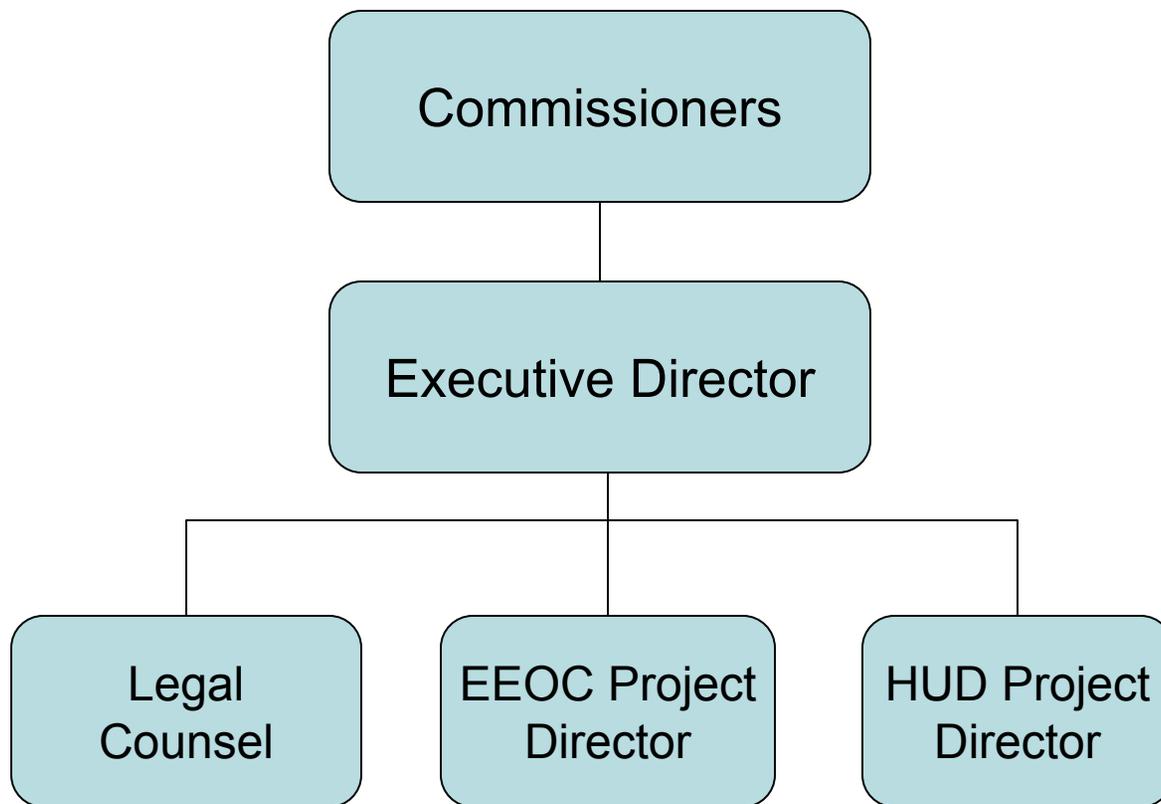
	FY 2010 Audited	FY 2011 Audited	FY 2012 Enacted	FY 2012 Revised	FY 2013 Recommend
<b>Expenditures By Program</b>					
Central Management	1,284,241	1,355,743	1,455,570	1,426,195	1,487,709
<b>Total Expenditures</b>	<b>\$1,284,241</b>	<b>\$1,355,743</b>	<b>\$1,455,570</b>	<b>\$1,426,195</b>	<b>\$1,487,709</b>
<b>Expenditures By Object</b>					
Personnel	1,055,129	1,108,134	1,222,882	1,184,891	1,229,509
Operating Supplies and Expenses	229,112	231,229	232,688	241,304	258,200
<b>Subtotal: Operating Expenditures</b>	<b>1,284,241</b>	<b>1,339,363</b>	<b>1,455,570</b>	<b>1,426,195</b>	<b>1,487,709</b>
Capital Purchases and Equipment	-	16,380	-	-	-
<b>Total Expenditures</b>	<b>\$1,284,241</b>	<b>\$1,355,743</b>	<b>\$1,455,570</b>	<b>\$1,426,195</b>	<b>\$1,487,709</b>
<b>Expenditures By Funds</b>					
General Revenue	959,253	1,214,438	1,154,038	1,149,126	1,161,717
Federal Funds	324,988	141,305	301,532	277,069	325,992
<b>Total Expenditures</b>	<b>\$1,284,241</b>	<b>\$1,355,743</b>	<b>\$1,455,570</b>	<b>\$1,426,195</b>	<b>\$1,487,709</b>
<b>FTE Authorization</b>	<b>14.2</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>
<b>Agency Measures</b>					
Minorities as a Percentage of the Workforce	42.9%	42.9%	50.0%	50.0%	50.0%
Females as a Percentage of the Workforce	64.3%	64.3%	64.3%	64.3%	64.3%
Persons with Disabilities as a Percentage of the Workforce	35.7%	35.7%	28.6%	28.6%	28.6%
Average Number of Business Days from Receipt of Intake Questionnaire to Official Charge	38	38	38	38	38

# The Agency

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Rhode Island Commission For Human Rights

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# Personnel

## Rhode Island Commission For Human Rights Central Management

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
Executive Secretary	0832	1.0	81,363	1.0	81,363
Legal Counsel	826	2.0	142,455	2.0	142,455
Senior Compliance Officer	319	3.5	193,505	3.5	194,489
HUD Project Director	320	1.0	54,896	1.0	54,896
EEOC Project Director	0320	1.0	53,167	1.0	53,167
Chief Clerk	0E13	1.0	48,137	1.0	48,137
Investigator	0314	3.0	125,288	3.0	125,288
Administrative Aide	310	2.0	75,734	2.0	76,877
<b>Subtotal</b>		<b>14.5</b>	<b>\$774,545</b>	<b>14.5</b>	<b>\$776,672</b>
Turnover		-	(56,814) <sup>(1,2)</sup>	-	(43,493) <sup>(1)</sup>
<b>Subtotal</b>		-	<b>(\$56,814)</b>	-	<b>(\$43,493)</b>
<b>Total Salaries</b>		<b>14.5</b>	<b>\$717,731</b>	<b>14.5</b>	<b>\$733,179</b>
<b>Benefits</b>					
Defined Contribution Plan		-	-	-	7,332
FICA		-	54,908	-	56,092
Medical		-	165,541	-	189,713
Payroll Accrual		-	-	-	4,332
Retiree Health		-	49,237	-	50,297
Retirement		-	164,935	-	155,280
<b>Subtotal</b>		-	<b>\$434,621</b>	-	<b>\$463,046</b>
<b>Total Salaries and Benefits</b>		<b>14.5</b>	<b>\$1,152,352</b>	<b>14.5</b>	<b>\$1,196,225</b>
Cost Per FTE Position			\$79,473		\$82,498
Statewide Benefit Assessment		-	26,914	-	27,494
<b>Subtotal</b>		-	<b>\$26,914</b>	-	<b>\$27,494</b>
<b>Payroll Costs</b>		<b>14.5</b>	<b>\$1,179,266</b>	<b>14.5</b>	<b>\$1,223,719</b>
<b>Purchased Services</b>					
Clerical and Temporary Services		-	5,625	-	5,790
<b>Subtotal</b>		-	<b>\$5,625</b>	-	<b>\$5,790</b>
<b>Total Personnel</b>		<b>14.5</b>	<b>\$1,184,891</b>	<b>14.5</b>	<b>\$1,229,509</b>

# Personnel

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## Rhode Island Commission For Human Rights Central Management

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	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
<b>Distribution By Source Of Funds</b>					
General Revenue		11.8	929,003	11.6	945,308
Federal Funds		2.7	255,888	2.9	284,201
<b>Total All Funds</b>		<b>14.5</b>	<b>\$1,184,891</b>	<b>14.5</b>	<b>\$1,229,509</b>

1 Reflects full annual value of turnover cost savings for a vacant 0.5 FTE position of Senior Compliance Officer (Gr. 0319A).

2 Includes turnover cost savings for the position of Investigator (Gr. 0314A) for six pay periods in FY 2012.