

State of Rhode Island and Providence Plantations

# Budget



## Fiscal Year 2016

Volume I – General Government and Quasi-Public Agencies

Gina M. Raimondo, 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, 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

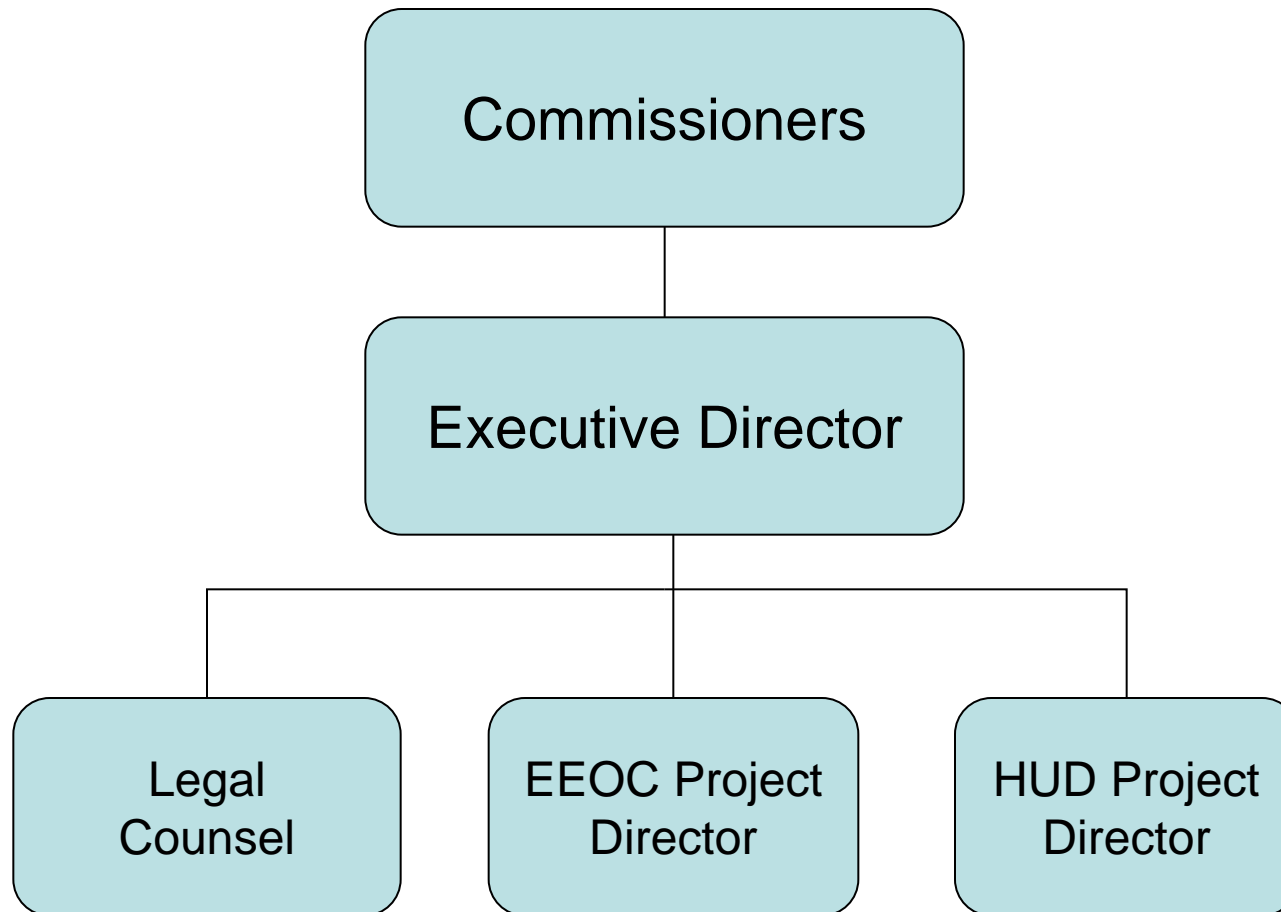
## Rhode Island Commission For Human Rights

	FY 2013 Audited	FY 2014 Audited	FY 2015 Enacted	FY 2015 Revised	FY 2016 Recommend
<b>Expenditures By Program</b>					
Central Management	1,454,143	1,489,579	1,480,179	1,532,455	1,548,010
<b>Total Expenditures</b>	<b>\$1,454,143</b>	<b>\$1,489,579</b>	<b>\$1,480,179</b>	<b>\$1,532,455</b>	<b>\$1,548,010</b>
<b>Expenditures By Object</b>					
Personnel	1,213,057	1,248,025	1,257,590	1,294,090	1,313,045
Operating Supplies and Expenses	241,086	241,554	222,589	238,365	234,965
<b>Subtotal: Operating Expenditures</b>	<b>1,454,143</b>	<b>1,489,579</b>	<b>1,480,179</b>	<b>1,532,455</b>	<b>1,548,010</b>
<b>Total Expenditures</b>	<b>\$1,454,143</b>	<b>\$1,489,579</b>	<b>\$1,480,179</b>	<b>\$1,532,455</b>	<b>\$1,548,010</b>
<b>Expenditures By Funds</b>					
General Revenue	1,131,840	1,138,859	1,193,083	1,221,763	1,252,174
Federal Funds	322,303	350,720	287,096	310,692	295,836
<b>Total Expenditures</b>	<b>\$1,454,143</b>	<b>\$1,489,579</b>	<b>\$1,480,179</b>	<b>\$1,532,455</b>	<b>\$1,548,010</b>
<b>FTE Authorization</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>	<b>14.5</b>

# The Agency

Rhode Island Commission For Human Rights

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# Personnel

## Rhode Island Commission For Human Rights Central Management

	Grade	FY 2015		FY 2016	
		FTE	Cost	FTE	Cost
<b>Unclassified</b>					
EXECUTIVE SECRETARY - HUMAN RIGHTS	00832A	1.0	84,202	1.0	85,887
LEGAL COUNSEL	00826A	2.0	147,361	2.0	150,269
HUD PROJECT DIRECTOR	00320A	1.0	56,753	1.0	57,853
EQUAL EMPLOYMENT OPP. COMM. PROJECT DIR.	00320A	1.0	55,023	1.0	56,123
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	00319A	3.5	177,840	3.5	181,938
CHIEF CLERK	0E013A	1.0	49,783	1.0	50,760
INVESTIGATOR (HUMAN RIGHTS)	00314A	3.0	129,631	3.0	132,207
ADMINISTRATIVE AIDE	00310A	2.0	79,561	2.0	81,152
<b>Subtotal</b>		<b>14.5</b>	<b>\$780,154</b>	<b>14.5</b>	<b>\$796,189</b>
Turnover		-	(19,787)	-	(20,754)
<b>Subtotal</b>		<b>-</b>	<b>(\$19,787)</b>	<b>-</b>	<b>(\$20,754)</b>
<b>Total Salaries</b>		<b>14.5</b>	<b>\$760,367</b>	<b>14.5</b>	<b>\$775,435</b>
<b>Benefits</b>					
Payroll Accrual			4,350		4,423
FICA			58,168		59,321
Retiree Health			51,324		46,526
Health Benefits			182,157		200,170
Retirement			184,998		191,066
<b>Subtotal</b>			<b>\$480,997</b>		<b>\$501,506</b>
<b>Total Salaries and Benefits</b>		<b>14.5</b>	<b>\$1,241,364</b>	<b>14.5</b>	<b>\$1,276,941</b>
<b>Cost Per FTE Position (Excluding Temporary and Seasonal)</b>			<b>\$85,611</b>		<b>\$88,065</b>
<b>Statewide Benefit Assessment</b>			<b>\$32,696</b>		<b>\$33,344</b>
<b>Payroll Costs</b>		<b>14.5</b>	<b>\$1,274,060</b>	<b>14.5</b>	<b>\$1,310,285</b>
<b>Purchased Services</b>					
Clerical and Temporary Services			19,855		2,500
Legal Services			90		90
Other Contracts			85		170
<b>Subtotal</b>			<b>\$20,030</b>		<b>\$2,760</b>
<b>Total Personnel</b>		<b>14.5</b>	<b>\$1,294,090</b>	<b>14.5</b>	<b>\$1,313,045</b>
<b>Distribution By Source Of Funds</b>					
General Revenue		11.8	\$992,919	11.9	\$1,023,230
Federal Funds		2.7	\$301,171	2.6	\$289,815
<b>Total All Funds</b>		<b>14.5</b>	<b>\$1,294,090</b>	<b>14.5</b>	<b>\$1,313,045</b>

# Performance Measures

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## Rhode Island Commission For Human Rights Central Management

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### *Cases Processed*

The figures below represent the number of cases achieving a final disposition (e.g., settlement, No Probable Cause ruling, administrative closure) as well as cases in which a ruling of Probable Cause has been rendered. Although Probable Cause rulings do not result in an immediate closure of cases, such cases are included here so as to accurately reflect the overall work of Commission staff. A higher number of cases processed indicates a greater amount of agency work product and results in a decrease in the number of cases carried forward to a new fiscal year.

	2012	2013	2014	2015	2016
<b>Target</b>	--	422	414	414	400
<b>Actual</b>	411	389	376	--	--

Performance for this measure is reported by state fiscal year.

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### *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 statutory mandate.

	2012	2013	2014	2015	2016
<b>Target</b>	--	26	28	28	32
<b>Actual</b>	24	31	46	--	--

Performance for this measure is reported by state fiscal year.

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### *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 Commission case tracking records.

	2012	2013	2014	2015	2016
<b>Target</b>	--	365 Days	365 Days	365 Days	365 Days
<b>Actual</b>	400 Days	329 Days	308 Days	--	--

Performance for this measure is reported by state fiscal year.

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