

State of Rhode Island and Providence Plantations

Fiscal Year 2019 Budget



Volume I – General Government and Quasi-Public Agencies

Gina M. Raimondo, Governor

Agency Summary

RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

Agency Mission

To enforce Rhode Island anti-discrimination laws in the areas of employment, housing, public accommodations, credit and delivery of services. In addition to enforcing state antidiscrimination laws, the Commission, via work-sharing agreements/contracts with the U.S. Dept. of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission, assists the federal government in enforcing the following federal laws: Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, as amended, the Americans with Disabilities Act, as amended, and Title VIII of the Federal Fair Housing Law, as amended.

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, in addition to prohibiting discrimination on the aforementioned bases, also prohibit discrimination based on marital status, familial status, and military status. The housing statute additionally prohibits discrimination on the basis of status as a victim of domestic abuse, housing status and association with members of a protected class. The delivery of services statute prohibits discrimination on the basis of disability.

The employment law also prohibits 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. 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: RIGL 28-5-1 et seq.; RIGL 34-37-1 et seq. (Fair Housing Practices Act); RIGL 11-24-1 et seq. (Hotels and Public Places); RIGL 23-6.3-11 and 23-6.3-12 (Prevention and Suppression of Contagious Diseases - HIV/AIDS); RIGL 42-87-1 et seq. (Civil Rights of People with Disabilities); and RIGL 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.

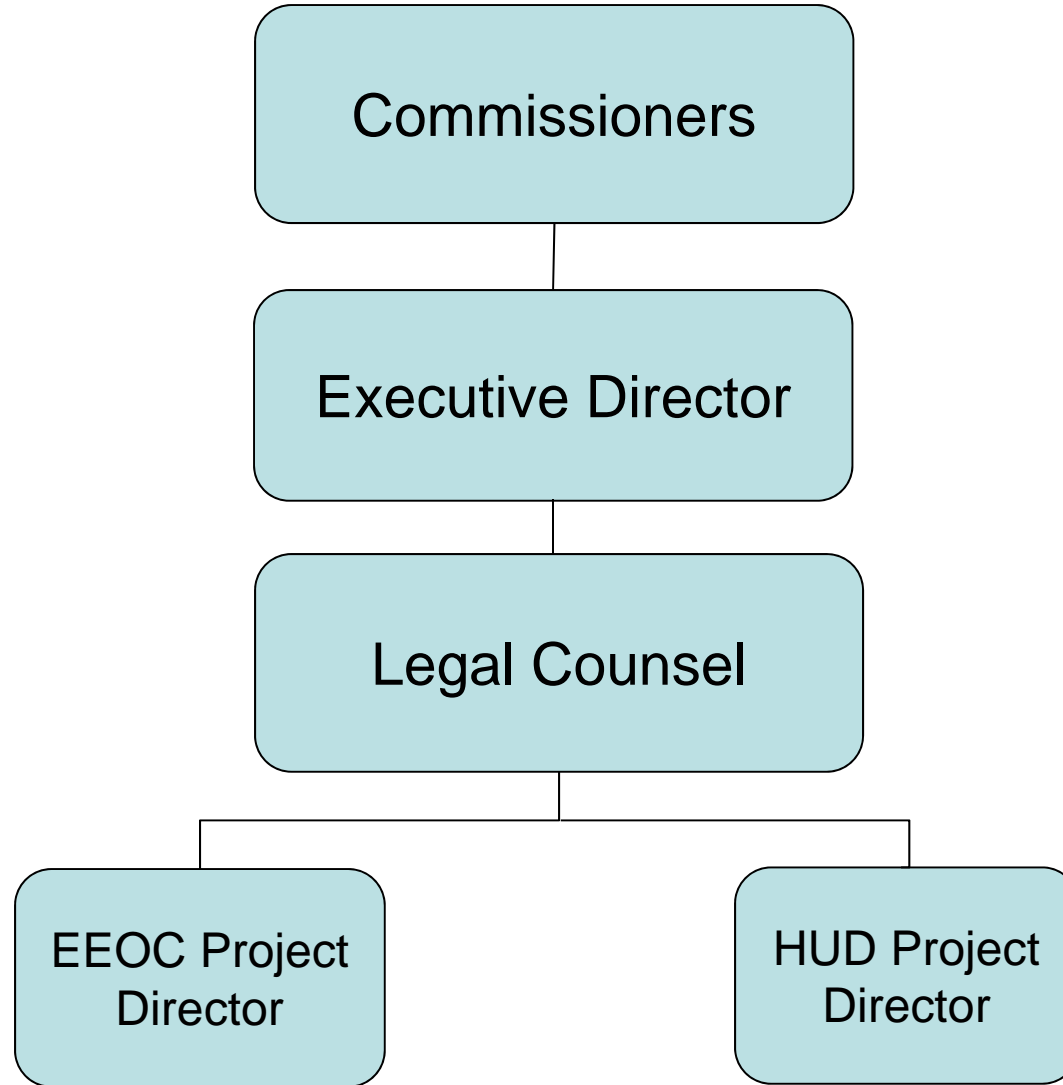
Budget

RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Expenditures by Program					
Central Management	1,521,437	1,557,320	1,690,102	1,737,997	1,808,026
Total Expenditures	1,521,437	1,557,320	1,690,102	1,737,997	1,808,026
Expenditures by Object					
Salary And Benefits	1,262,756	1,271,213	1,409,431	1,402,851	1,466,790
Contract Professional Services	4,650	35,392	9,250	7,350	8,475
Operating Supplies And Expenses	254,031	250,715	271,421	327,796	332,761
Subtotal: Operating	1,521,437	1,557,320	1,690,102	1,737,997	1,808,026
Total Expenditures	1,521,437	1,557,320	1,690,102	1,737,997	1,808,026
Expenditures by Source of Funds					
General Revenue	1,242,374	1,247,603	1,258,074	1,292,590	1,310,456
Federal Funds	279,063	309,718	432,028	445,407	497,570
Total Expenditures	1,521,437	1,557,320	1,690,102	1,737,997	1,808,026
FTE Authorization	14.5	14.5	14.5	14.5	14.5

The Agency

Rhode Island Commission For Human Rights



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. [Note: Missing values appear as zeros in the measure.]

<i>Frequency: Monthly</i>	<i>Reporting Period: State Fiscal Year</i>				
	2015	2016	2017	2018	2019
Target	425.00	405.00	407.00	407.00	407.00
Actual	425.00	434.00	412.00	0.00	

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. [Note: Missing values appear as zeros in the measure.]

<i>Frequency: Monthly</i>	<i>Reporting Period: State Fiscal Year</i>				
	2015	2016	2017	2018	2019
Target	45.00	36.00	38.00	44.00	44.00
Actual	45.00	46.00	51.00	0.00	

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. [Note: Missing values appear as zeros in the measure.]

<i>Frequency: Monthly</i>	<i>Reporting Period: State Fiscal Year</i>				
	2015	2016	2017	2018	2019
Target	300.00	365.00	365.00	365.00	365.00
Actual	300.00	331.00	315.00	0.00	

Personnel

Agency: RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

Central Management

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Unclassified				
ADMINISTRATIVE AIDE (COMMISSION FOR HUMAN RIGHTS)	2.0	84,981	2.0	84,982
CHIEF CLERK	1.0	57,644	1.0	57,644
EEOC PROJECT DIRECTOR - HUMAN RIGHTS	1.0	64,754	1.0	64,754
EXECUTIVE SECRETARY - HUMAN RIGHTS	1.0	113,420	1.0	113,420
HUD PROJECT DIRECTOR	1.0	69,026	1.0	69,026
INVESTIGATOR (HUMAN RIGHTS)	3.0	132,941	3.0	132,941
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	3.5	196,022	3.5	196,022
STAFF ATTORNEY III	1.0	74,405	1.0	74,405
STAFF ATTORNEY IV	1.0	96,055	1.0	96,055
Subtotal Unclassified	14.5	889,248	14.5	889,249
Subtotal	14.5	889,248	14.5	889,249
Turnover		(35,259)		(22,986)
Total Salaries		853,990		866,263
Benefits				
FICA		65,328		66,270
Health Benefits		170,477		201,883
Payroll Accrual		4,922		4,973
Retiree Health		51,066		51,801
Retirement		219,958		235,754
Subtotal		511,751		560,681
Total Salaries and Benefits	14.5	1,365,741	14.5	1,426,944
Cost Per FTE Position (Excluding Temp. and Seasonal)		94,189		98,409.93
Statewide Benefit Assessment		37,110		39,846
Payroll Costs	14.5	1,402,851	14.5	1,466,790
Purchased Services				
Clerical and Temporary Services		2,000		2,300
Legal Services		850		1,000
Other Contracts		3,000		3,375
Training and Educational Services		1,500		1,800
Subtotal		7,350		8,475
Total Personnel	14.5	1,410,201	14.5	1,475,265

Personnel

Agency: RHODE ISLAND COMMISSION FOR HUMAN RIGHTS

Central Management

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Distribution by Source of Funds				
General Revenue		1,019,114		1,032,230
Federal Funds		391,087		443,035
Total All Funds		1,410,201		1,475,265
