

State of Rhode Island and Providence Plantations

Budget



Fiscal Year 2014

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

Lincoln D. Chafee, 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 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. 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.

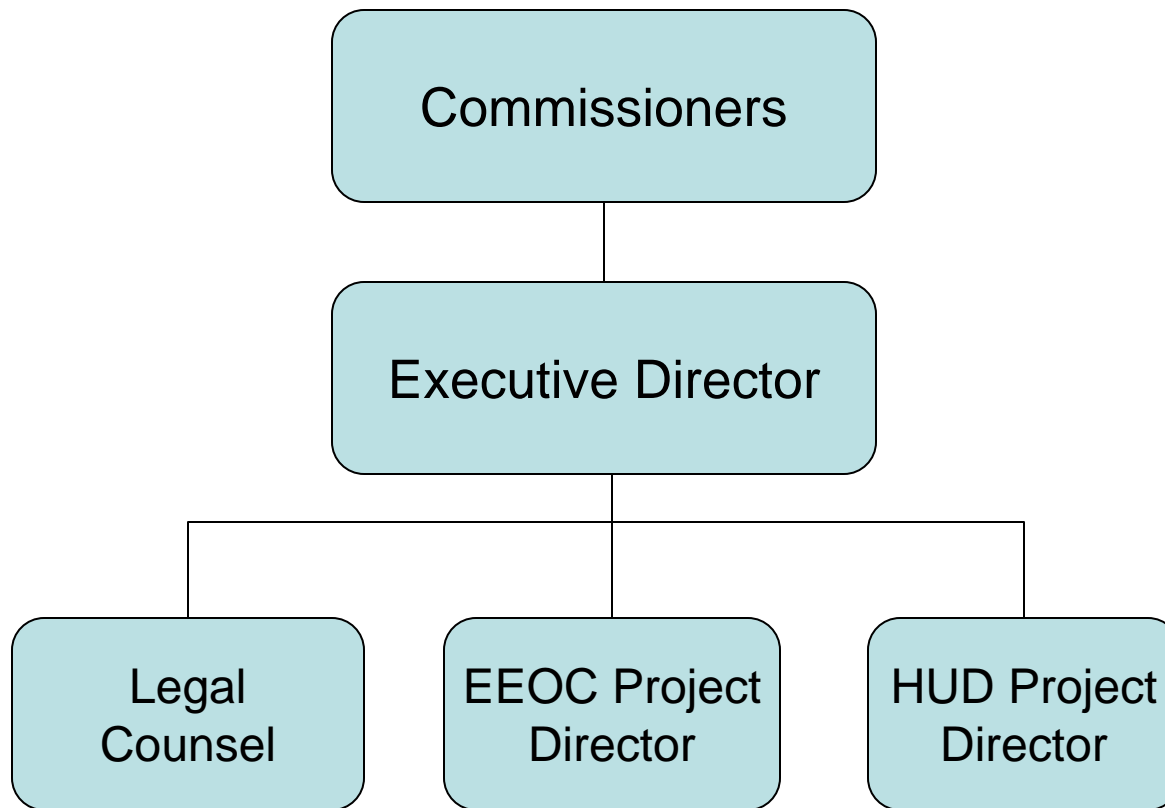
The Budget

Rhode Island Commission For Human Rights Central Management

	2011 Audited	2012 Audited	2013 Enacted	2013 Revised	2014 Recommend
Expenditures By Subprogram					
Operations	1,355,743	1,408,199	1,463,760	1,439,817	1,459,423
Total Expenditures	\$1,355,743	\$1,408,199	\$1,463,760	\$1,439,817	\$1,459,423
Expenditures By Object					
Personnel	1,108,134	1,181,134	1,229,509	1,204,158	1,236,834
Operating Supplies and Expenses	231,229	227,065	234,251	235,659	222,589
Subtotal: Operating Expenditures	1,339,363	1,408,199	1,463,760	1,439,817	1,459,423
Capital Purchases and Equipment	16,380	-	-	-	-
Total Expenditures	\$1,355,743	\$1,408,199	\$1,463,760	\$1,439,817	\$1,459,423
Expenditures By Funds					
General Revenue	1,214,438	1,093,206	1,137,768	1,133,129	1,150,785
Federal Funds	141,305	314,993	325,992	306,688	308,638
Total Expenditures	\$1,355,743	\$1,408,199	\$1,463,760	\$1,439,817	\$1,459,423

The Agency

Rhode Island Commission For Human Rights



Personnel

Rhode Island Commission For Human Rights Central Management

	Grade	FY 2013		FY 2014	
		FTE	Cost	FTE	Cost
Unclassified					
EXECUTIVE SECRETARY - HUMAN RIGHTS	00832A	1.0	81,363	1.0	81,363
LEGAL COUNSEL	00826A	2.0	142,455	2.0	142,455
HUD PROJECT DIRECTOR	00320A	1.0	54,896	1.0	54,896
EQUAL EMPLOYMENT OPP. COMM. PROJECT DIR.	00320A	1.0	53,167	1.0	53,167
SENIOR COMPLIANCE OFFICER (HUMAN RIGHTS)	00319A	3.5	173,138	3.5	173,630
CHIEF CLERK	00G13A	1.0	48,137	1.0	48,137
INVESTIGATOR (HUMAN RIGHTS)	00314A	3.0	125,288	3.0	125,288
ADMINISTRATIVE AIDE	00810A	2.0	76,877	2.0	76,877
Subtotal		14.5	\$755,321	14.5	\$755,813
Turnover		-	(20,367)	-	(20,859)
Subtotal		-	(\$20,367)	-	(\$20,859)
Total Salaries		14.5	\$734,954	14.5	\$734,954
Benefits					
Payroll Accrual			4,130		4,211
FICA			56,228		56,228
Retiree Health			50,419		56,131
Health Benefits			162,523		175,660
Retirement			163,013		176,759
Subtotal			\$436,313		\$468,989
Total Salaries and Benefits		14.5	\$1,171,267	14.5	\$1,203,943
Cost Per FTE Position (excluding Statewide Benefit Assessment)			\$80,777		\$83,031
Statewide Benefit Assessment			\$27,560		\$27,560
Payroll Costs		14.5	\$1,198,827	14.5	\$1,231,503
Purchased Services					
Clerical and Temporary Services			5,331		5,331
Subtotal			\$5,331		\$5,331
Total Personnel		14.5	\$1,204,158	14.5	\$1,236,834
Distribution By Source Of Funds					
General Revenue		11.5	\$913,019	11.2	\$930,675
Federal Funds		3.0	\$291,139	3.3	\$306,159
Total All Funds		14.5	\$1,204,158	14.5	\$1,236,834

Performance Measures

Rhode Island Commission For Human Rights Central Management

Cases Processed

This performance measure assesses 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. [Performance data and targets are provided by State fiscal year. The 2013 Actual figure represents performance data from the first four months of FY 2013 (7/1/12 through 10/31/12).]

	2011	2012	2013	2014
Target	N/A	N/A	422	422
Actual	422	411	125	--

Outreach Activities

This performance measure represents 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. [Performance data and targets are provided by State fiscal year. The 2013 Actual figure represents performance data from the first four months of FY 2013 (7/1/12 through 10/31/12).]

	2011	2012	2013	2014
Target	N/A	N/A	26	27
Actual	32	24	11	--