

State of Alaska FY2002 Governor's Operating Budget

Office of the Governor
Human Rights Commission
BRU/Component

Component: Human Rights Commission

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Component Mission

Eliminate and prevent discrimination in employment; in credit and financing practices; in places of public accommodation; in the sale, lease, or rental of real property; in practices by the state or its political subdivisions because of race, religion, color, national origin, sex, age, physical or mental disability, marital status, changes in marital status, pregnancy or parenthood.

Component Services Provided

- Answer questions from Alaskans regarding human rights concerns.
- Accept and investigate complaints.
- Present cases at hearing.
- Provide the public with information and education regarding Alaska's Human Rights Law.

Component Goals and Strategies

Enforce the Human Rights Law prohibiting discrimination through impartial investigation of complaints, conciliation, administrative hearings and public education.

- Accept complaints of discrimination; negotiate/mediate predetermination settlements; impartially investigate complaints; determine whether allegations are supported by substantial evidence; eliminate discrimination by conciliation; present cases at public hearing; issue orders dismissing the complaint or, where appropriate, enjoining the discriminatory acts and providing appropriate relief.

Key Component Issues for FY2001 – 2002

- During fiscal year 2000, over 4200 Alaskans contacted the agency to inquire about their rights and responsibilities. In recent years an increased demand for services and corresponding rise in complaint inventory caused delays in processing cases. To reduce the delay the Commission revised its procedures, amended its regulations, and with the assistance of the Governor and Legislature, secured additional resources. These efforts resulted in the elimination of the agency's backlog of unassigned cases. The Commission continues to focus its resources on reducing the time to complete investigations and, when necessary, present cases at public hearing.

Major Component Accomplishments for FY2000

- From 1990 to 1995, Alaskans filed complaints of discrimination in historically high numbers. During this period the Commission managed its burgeoning inventory with fewer staff. While staff continued to complete more cases with fewer resources, the increased filings resulted in the unassigned case inventory soaring to a high of 368 cases in August 1997. In 1997 it could take upwards of one year for complaints to be assigned to an investigator's inventory for investigation. As a result of streamlined procedures, changes to regulations and statute, as well as receipt of much needed additional resources, the unassigned case inventory began to decrease in 1998 and was eliminated in late 1999. During the past year staff continued to prioritize completion of aged cases remaining in its inventory from the earlier backlog and focus on promptly initiating investigation in newly filed cases.
- The Commission's new mediation program provided Alaskans filing complaints and the businesses against whom they filed the opportunity to voluntarily reach a mutually acceptable resolution. The business community has applauded the opportunity provided by the program.
- Received grant funds for and launched a fair housing education and outreach program. With money received from the U. S. Department of Housing and Urban Development (HUD) specifically for this project, staff will be able

to reach Alaskans throughout the state with information on their rights and responsibilities under Alaska's Human Rights Law.

Statutory and Regulatory Authority

AS 18.80.010-330
6 AAC 30.011-990

**Human Rights Commission
Component Financial Summary**

All dollars in thousands

	FY2000 Actuals	FY2001 Authorized	FY2002 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	1,191.9	1,294.3	1,267.2
72000 Travel	28.1	61.8	43.8
73000 Contractual	202.5	174.7	203.3
74000 Supplies	37.9	12.8	12.8
75000 Equipment	38.8	0.0	0.0
76000 Land/Buildings	0.0	0.0	0.0
77000 Grants, Claims	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	1,499.2	1,543.6	1,527.1
Funding Sources:			
1002 Federal Receipts	191.8	212.1	188.7
1004 General Fund Receipts	1,307.4	1,331.5	1,338.4
Funding Totals	1,499.2	1,543.6	1,527.1

Estimated Revenue Collections

Description	Master Revenue Account	FY2000 Actuals	FY2001 Authorized	FY2001 Cash Estimate	FY2002 Governor	FY2003 Forecast
Unrestricted Revenues						
None.		0.0	0.0	0.0	0.0	0.0
Unrestricted Total		0.0	0.0	0.0	0.0	0.0
Restricted Revenues						
Federal Receipts	51010	191.8	212.1	212.1	188.7	175.0
Restricted Total		191.8	212.1	212.1	188.7	175.0
Total Estimated Revenues		191.8	212.1	212.1	188.7	175.0

Human Rights Commission
Proposed Changes in Levels of Service for FY2002

No service changes.

Summary of Component Budget Changes
From FY2001 Authorized to FY2002 Governor

All dollars in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2001 Authorized	1,331.5	212.1	0.0	1,543.6
Adjustments which will continue current level of service:				
-Year 2 Labor Costs - Net Change from FY2001	6.9	1.0	0.0	7.9
Proposed budget decreases:				
-Adjust Authorization for Federal Funds	0.0	-24.4	0.0	-24.4
FY2002 Governor	1,338.4	188.7	0.0	1,527.1

Human Rights Commission
Personal Services Information

Authorized Positions			Personal Services Costs	
	FY2001 Authorized	FY2002 Governor		
Full-time	19	19	Annual Salaries	945,531
Part-time	2	1	COLA	23,150
Nonpermanent	1	1	Premium Pay	12,494
			Annual Benefits	341,043
			<i>Less 4.16% Vacancy Factor</i>	(55,018)
			Lump Sum Premium Pay	0
Totals	22	21	Total Personal Services	1,267,200

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Assistant	1	0	0	0	1
Administrative Clerk II	1	0	0	0	1
Administrative Clerk III	1	0	0	0	1
Administrative Manager I	1	0	0	0	1
Attorney II	1	0	0	0	1
Attorney IV	1	0	0	0	1
Division Director	1	0	0	0	1
Human Rights Fld Rep III	9	0	0	0	9
Human Rights Fld Rep IV	2	0	0	0	2
Legal Secretary I	2	0	0	0	2
Secretary	1	0	0	0	1
Totals	21	0	0	0	21