

**State of Alaska
FY2003 Governor's Operating Budget**

**Office of the Governor
Human Rights Commission
BRU/Component Budget Summary**

BRU/Component: Human Rights Commission

(There is only one component in this BRU. To reduce duplicate information, we did not print a separate BRU section.)

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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.
- Informally resolve discrimination complaints through mediation, conciliation and settlement.
- Present cases at hearing.
- Provide public education regarding Alaska's Human Rights Law.
- Share information with other organizations and members of the community to help reduce problems resulting from discrimination in Alaska.

Component Goals and Strategies

Enforce Alaska's Human Rights Law to prevent and eliminate 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.
- Educate Alaskans about preventing and eliminating discrimination.
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Key Component Issues for FY2002 – 2003

During fiscal year 2001, over 4000 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 led to delays in processing cases. The Commission revised procedures, amended its regulations, and with the assistance of the Governor and Legislature, secured additional resources. Through these efforts the agency eliminated the backlog. The Commission continues to focus its resources on reducing the time required to resolve complaints.
- Businesses and organizations seek the Commission's expertise on Alaska's Human Rights Law about how best to prevent and eliminate discrimination. An increased number of requests for education and technical assistance has coincided with recent events within Alaska and nationwide, and the Commission has increasingly had to turn down requests for this type of assistance. The Commission hopes to be able to respond to more of these requests to help reduce the problems which lead to discrimination complaints.

Major Component Accomplishments in 2001

An increase in complaints of discrimination from Alaskans in the mid 1990s led to a historically high inventory, which

- the Commission managed with fewer staff. In 1997 it took upwards of one year for complaints to be assigned for investigation. Streamlined procedures, changes to the regulations and statute, as well as receipt of much needed

additional resources, led to elimination of the backlog of unassigned cases in late 1999. Staff continued to prioritize completion of older cases and focus on promptly initiating investigation in newly filed cases. This led to a reduction in the time needed to process complaints in FY 2001.

The Commission's mediation program provided Alaskan businesses and complainants the opportunity to voluntarily reach an acceptable resolution. Both the business community and individuals continue to applaud the opportunity provided by the program and the success rate is high.

- The public gave the Commission's fair housing education and outreach program high marks. With money received from the U. S. Department of Housing and Urban Development (HUD) staff reached housing providers and others throughout the state with information about rights and responsibilities under Alaska's fair housing laws. HUD has also commended the Commission for its accomplishments with this program.

Statutory and Regulatory Authority

AS 18.80.010-330
6 AAC 30.011-990

**Human Rights Commission
Component Financial Summary**

All dollars in thousands

	FY2001 Actuals	FY2002 Authorized	FY2003 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	1,235.9	1,267.2	1,429.7
72000 Travel	46.0	43.8	52.8
73000 Contractual	168.4	203.3	147.6
74000 Supplies	23.4	12.8	12.8
75000 Equipment	19.3	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	1,493.0	1,527.1	1,642.9
Funding Sources:			
1002 Federal Receipts	162.2	188.7	128.7
1004 General Fund Receipts	1,330.8	1,338.4	1,514.2
Funding Totals	1,493.0	1,527.1	1,642.9

Estimated Revenue Collections

Description	Master Revenue Account	FY2001 Actuals	FY2002 Authorized	FY2002 Cash Estimate	FY2003 Governor	FY2004 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	162.2	188.7	188.7	128.7	128.7
Restricted Total		162.2	188.7	188.7	128.7	128.7
Total Estimated Revenues		162.2	188.7	188.7	128.7	128.7

Human Rights Commission
Proposed Changes in Levels of Service for FY2003

No service changes.

Summary of Component Budget Changes
From FY2002 Authorized to FY2003 Governor

All dollars in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2002 Authorized	1,338.4	188.7	0.0	1,527.1
Adjustments which will continue current level of service:				
-Year 3 Labor Costs - Net Change from FY2002	26.9	1.7	0.0	28.6
Proposed budget decreases:				
-Decrease Authorization for Federal Funds	0.0	-61.7	0.0	-61.7
Proposed budget increases:				
-Increase positions and resources to address increased service demands.	148.9	0.0	0.0	148.9
FY2003 Governor	1,514.2	128.7	0.0	1,642.9

Human Rights Commission
Personal Services Information

	Authorized Positions		Personal Services Costs	
	<u>FY2002</u> <u>Authorized</u>	<u>FY2003</u> <u>Governor</u>		
Full-time	19	21	Annual Salaries	1,053,710
Part-time	1	1	COLA	38,047
Nonpermanent	1	0	Premium Pay	12,663
			Annual Benefits	369,866
			<i>Less 3.02% Vacancy Factor</i>	(44,587)
			Lump Sum Premium Pay	0
Totals	21	22	Total Personal Services	1,429,699

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Clerk II	1	0	0	0	1
Administrative Clerk III	2	0	0	0	2
Administrative Manager I	1	0	0	0	1
Attorney II	1	0	0	0	1
Attorney IV	1	0	0	0	1
Dep Director Human Rights Comm	1	0	0	0	1
Division Director	1	0	0	0	1
Human Rights Fld Rep III	8	0	0	0	8
Human Rights Fld Rep IV	3	0	0	0	3
Law Office Assistant I	2	0	0	0	2
Secretary	1	0	0	0	1
Totals	22	0	0	0	22