

State of Alaska
FY2026 Governor's Operating Budget

Office of the Governor
Human Rights Commission
RDU/Component Budget Summary

RDU/Component: Human Rights Commission**Contribution to Department's Mission**

The Alaska Constitution provides that “all persons are equal and entitled to equal rights, opportunities, and protection under the law; and that all persons have corresponding obligations to the people and to the State.” Alaska Constitution Article I, § 1. “No person is to be denied the enjoyment of any civil or political right because of race, color, creed, sex, or national origin. The legislature shall implement this section.” Id. art. I, § 3.

The Alaska State Commission for Human Rights (ASCHR) works to prevent and eliminate discrimination in employment, in credit and financing practices, in places of public accommodation, in the sale, lease, or rental of real property, and 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.

Core Services

- Enforce the Human Rights Law to prevent and eliminate discrimination through impartial investigation of complaints, conciliation, adjudication, public education, and community outreach.
- Accept and investigate all complaints where state jurisdiction exists.
- Informally resolve discrimination complaints through pre-determination negotiation, conciliation, and settlement.
- Resolve cases adjudicated at administrative hearings and through judicial mediation.
- Provide public education regarding Alaskans' civil rights.
- Collaborate with other organizations and members of the community to help reduce problems resulting from discrimination in Alaska through referrals, joint programs, and participation in existing initiatives.

Major Component Accomplishments in 2024

- Reduced average number of days for all “open” cases to under 300 days.
- Processed over 1,150 inquiries as of November 7, 2024.
- Oriented new commissioner to the agency.
- Entered into a work sharing agreement with the Anchorage Equal Rights Commission (AERC).
- In partnership with the Anchorage Equal Rights Commission and UAA’s Institute for Social and Economic Research, undertook a first-of-its-kind statewide discrimination survey.
- Explored a partnership with the Small Business Development Center and successfully hosted a series of public “brown bag” training sessions for business owners and Human Resources professionals.
- Expanded outreach with 53 individual outreach events; increased collaboration with community organizations.
- Provided sponsorship and assistance to second annual ANB/ANS Camp 87 Statewide Civil Rights Conference.
- Developed three-chapter graphic novel and civil rights heroes trading cards in conjunction with Anchorage Equal Rights Commission to generate youth interest in Alaska’s unique civil rights history.
- Finalized draft of ASCHR history and practitioner’s guide.

Key Component Challenges

- Ongoing staff turnover. Vacancies place a strain on existing staff. There are few or no applicants, requiring multiple postings.

Significant Changes in Results to be Delivered in FY2026

- With the recent initiation of a classification study by the Division of Personnel, implement additional organizational changes.
- Create procedures for AERC work sharing agreement.
- Close all cases from investigation status older than 365 days.
- Bring average length of “open” investigation case to 6 months.

- Assist the Anchorage School District with creating new social studies curriculum discussing civil rights and incorporating recent ASCHR outreach materials as it implements the career academy model.
- Move the public training program to an ASCHR-hosted system.
- Due to anticipated software support ending, transition to a new case management database.

Statutory and Regulatory Authority

AS 18.80.010-330
6 AAC 30.011-990

Contact Information
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Human Rights Commission Personal Services Information				
Authorized Positions			Personal Services Costs	
	<u>FY2025</u> <u>Management</u> <u>Plan</u>	<u>FY2026</u> <u>Governor</u>		
Full-time	18	18	Annual Salaries	1,607,057
Part-time	0	0	COLA	67,675
Nonpermanent	0	0	Premium Pay	0
			Annual Benefits	1,088,469
			<i>Less 3.92% Vacancy Factor</i>	<i>(108,201)</i>
			Lump Sum Premium Pay	0
Totals	18	18	Total Personal Services	2,655,000

Position Classification Summary					
Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Officer 2	1	0	0	0	1
Attorney 2	1	0	0	0	1
Attorney 3	1	0	0	0	1
Attorney 4	1	0	0	0	1
Chief of Enforcement, Aschr	1	0	0	0	1
Division Director - Px	1	0	0	0	1
Hr Field Rep 1	1	0	0	0	1
Hr Field Rep 2	2	0	0	0	2
Hr Field Rep 3	4	0	0	0	4
Hr Field Rep 4	1	0	0	0	1
Law Office Assistant 2	1	0	0	0	1
Office Assistant 2	1	0	0	0	1
Paralegal 1	1	0	0	0	1
Secretary	1	0	0	0	1
Totals	18	0	0	0	18

Component Detail All Funds
Office of the Governor

Component: Human Rights Commission (1)
RDU: Commissions/Special Offices (1)

Non-Formula Component

	FY2024 Actuals	FY2025 Enrolled	FY2025 Authorized	FY2025 Management Plan	FY2026 Governor Adjusted Base	FY2026 Governor	FY2025 Management Plan vs FY2026 Governor	
1000 Personal Services	2,069.4	2,370.9	2,539.0	2,539.0	2,655.0	2,655.0	116.0	4.6%
2000 Travel	20.9	17.7	17.7	17.7	17.7	17.7	0.0	0.0%
3000 Services	225.8	243.6	243.6	243.6	243.6	243.6	0.0	0.0%
4000 Commodities	67.6	70.4	70.4	70.4	70.4	70.4	0.0	0.0%
5000 Capital Outlay	0.0	3.0	3.0	3.0	3.0	3.0	0.0	0.0%
7000 Grants, Benefits	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
8000 Miscellaneous	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Totals	2,383.7	2,705.6	2,873.7	2,873.7	2,989.7	2,989.7	116.0	4.0%
Fund Sources:								
1002 Fed Rcpts (Fed)	119.7	137.2	145.8	145.8	151.9	151.9	6.1	4.2%
1004 Gen Fund (UGF)	2,264.0	2,568.4	2,727.9	2,727.9	2,837.8	2,837.8	109.9	4.0%
Unrestricted General (UGF)	2,264.0	2,568.4	2,727.9	2,727.9	2,837.8	2,837.8	109.9	4.0%
Designated General (DGF)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Other Funds	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Federal Funds	119.7	137.2	145.8	145.8	151.9	151.9	6.1	4.2%
Positions:								
Permanent Full Time	18	18	18	18	18	18	0	0.0%
Permanent Part Time	0	0	0	0	0	0	0	0.0%
Non Permanent	0	0	0	0	0	0	0	0.0%

Change Record Detail - Multiple Scenarios with Descriptions
Office of the Governor

Component: Human Rights Commission (1)
RDU: Commissions/Special Offices (1)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
***** Changes From FY2025 Enrolled To FY2025 Authorized *****												
FY2025 Enrolled												
	Enrolled	2,705.6	2,370.9	17.7	243.6	70.4	3.0	0.0	0.0	18	0	0
1002 Fed Rcpts		137.2										
1004 Gen Fund		2,568.4										
Compensation for Certain State Employees Ch5 SLA2024 (SB259) (Sec2 Ch7 SLA2024 P54 L08 (HB268))												
	FisNot	69.8	69.8	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		3.6										
1004 Gen Fund		66.2										
One salary step adjustment for employees not covered by a collective bargaining agreement.: \$69.8												
Compensation for Certain State Employees Ch5 SLA2024 (SB259) (Sec2 Ch7 SLA2024 P54 L08 (HB268))												
	FisNot	98.3	98.3	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		5.0										
1004 Gen Fund		93.3										
Five percent cost of living adjustment for employees not covered by a collective bargaining unit.: \$98.3												
Subtotal		2,873.7	2,539.0	17.7	243.6	70.4	3.0	0.0	0.0	18	0	0
***** Changes From FY2025 Management Plan To FY2026 Governor Adjusted Base *****												
FY2026 Salary, Health Insurance, and Retirement Increases												
	SalAdj	116.0	116.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		6.1										
1004 Gen Fund		109.9										
Salary, health and retirement increases: \$116.0												
AlaskaCare increase from \$1908 to \$2030.11 per member per month: \$25.2												
FY2026 3% cost of living adjustment for employees not covered by a collective bargaining agreement: \$65.4												
FY2026 PERS rate adjustment from 26.76% to 28.33%: \$25.4												
Subtotal		2,989.7	2,655.0	17.7	243.6	70.4	3.0	0.0	0.0	18	0	0
***** Changes From FY2026 Governor Adjusted Base To FY2026 Governor *****												
Totals		2,989.7	2,655.0	17.7	243.6	70.4	3.0	0.0	0.0	18	0	0

Line Item Detail (1676)
Office of the Governor
Travel

Component: Human Rights Commission (1)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
2000	Travel		20.9	17.7	17.7
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
2000 Travel Detail Totals			20.9	17.7	17.7
2000	In-State Employee Travel	Employee travel in-state	9.6	9.0	10.0
2001	In-State Non-Employee Travel	Non-Employee travel in-state	2.6	3.7	5.0
2002	Out of State Employee Travel	Employee travel out-of-state	8.7	5.0	2.7

Line Item Detail (1676)
Office of the Governor
Services

Component: Human Rights Commission (1)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000	Services		225.8	243.6	243.6
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000 Services Detail Totals			225.8	243.6	243.6
3000	Education Services	Training, conference fees, professional memberships.	7.8	8.0	8.0
3002	Legal and Judicial Services	Legal services.	0.9	0.9	1.0
3003	Information Technology	Software licensing and maintenance.	22.2	23.0	23.0
3004	Telecommunications	Long distance, local equipment, wireless service and other telecommunications services from private vendors.	18.3	19.0	19.0
3006	Delivery Services	Freight, courier and postage.	22.3	24.0	24.0
3007	Advertising and Promotions	Advertising expenses for meetings and recruitments and public and employer outreach.	20.8	21.0	21.0
3008	Utilities	Utility costs	1.8	1.8	0.0
3009	Structure/Infrastructure/Land	Structure, infrastructure, land costs.	5.7	5.7	5.0
3010	Equipment/Machinery	Office equipment leases and maintenance.	3.0	3.0	3.5
3011	Other Services	Professional and other services.	42.1	39.0	40.9
3017	Inter-Agency Information Technology Non-Telecommunications	Admin - Department-wide Computer services enterprise productivity rate and other non-telecommunications services provided by the Office of Information Technology.	29.0	30.0	30.0
3023	Inter-Agency Building Leases	Trans - Department-wide Building leases.	30.9	32.0	32.0
3026	Inter-Agency Insurance	Admin - Department-wide General liability and other insurance costs.	1.5	2.0	2.0

Line Item Detail (1676)
Office of the Governor
Services

Component: Human Rights Commission (1)

Object Class		Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3000 Services Detail Totals				225.8	243.6	243.6
3027	Inter-Agency Financial	Admin - Department-wide	State accounting and payroll system costs (I/A transfer to DOA, Finance).	7.9	9.0	9.0
3028	Inter-Agency Americans with Disabilities Act Compliance	Admin - Department-wide	Americans with Disabilities Act (I/A transfer to DOA, Personnel)	0.2	0.2	0.2
3030	Inter-Agency Hearing/Mediation		Office of Administrative Hearings.	11.4	25.0	25.0

Line Item Detail (1676)
Office of the Governor
Commodities

Component: Human Rights Commission (1)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
4000	Commodities		67.6	70.4	70.4
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
4000 Commodities Detail Totals			67.6	70.4	70.4
4000	Business	Office equipment, personal computers, subscriptions, and business supplies.	66.7	69.4	67.4
4002	Household/Institutional	General supplies.	0.9	1.0	3.0

Line Item Detail (1676)
Office of the Governor
Capital Outlay

Component: Human Rights Commission (1)

Line Number	Line Name		FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
5000	Capital Outlay		0.0	3.0	3.0
Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
5000 Capital Outlay Detail Totals			0.0	3.0	3.0
5004	Equipment	Office equipment.	0.0	3.0	3.0

Revenue Detail (1681)
Office of the Governor

Component: Human Rights Commission (1)

Revenue Type (OMB Fund Code) Revenue Source	Component	Comment	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
5002 Fed Rcpts (1002 Fed Rcpts)			119.7	145.8	151.9
5014 Federal Public Protection - Miscellaneous Grants		Federal receipts	119.7	145.8	151.9

Inter-Agency Services (1682)
Office of the Governor

Component: Human Rights Commission (1)

	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
Component Totals	69.5	73.2	73.2
With Department of Administration	38.6	41.2	41.2
With Department of Transportation and Public Facilities	30.9	32.0	32.0

Object Class	Servicing Agency	Explanation	FY2024 Actuals	FY2025 Management Plan	FY2026 Governor
3017 Inter-Agency Information Technology Non-Telecommunications	Admin - Department-wide	Computer services enterprise productivity rate and other non-telecommunications services provided by the Office of Information Technology.	29.0	30.0	30.0
3023 Inter-Agency Building Leases	Trans - Department-wide	Building leases.	30.9	32.0	32.0
3026 Inter-Agency Insurance	Admin - Department-wide	General liability and other insurance costs.	1.5	2.0	2.0
3027 Inter-Agency Financial	Admin - Department-wide	State accounting and payroll system costs (I/A transfer to DOA, Finance).	7.9	9.0	9.0
3028 Inter-Agency Americans with Disabilities Act Compliance	Admin - Department-wide	Americans with Disabilities Act (I/A transfer to DOA, Personnel)	0.2	0.2	0.2

Personal Services Expenditure Detail
Office of the Governor

Scenario: FY2026 Governor (22363)
Component: Human Rights Commission (1)
RDU: Commissions/Special Offices (1)

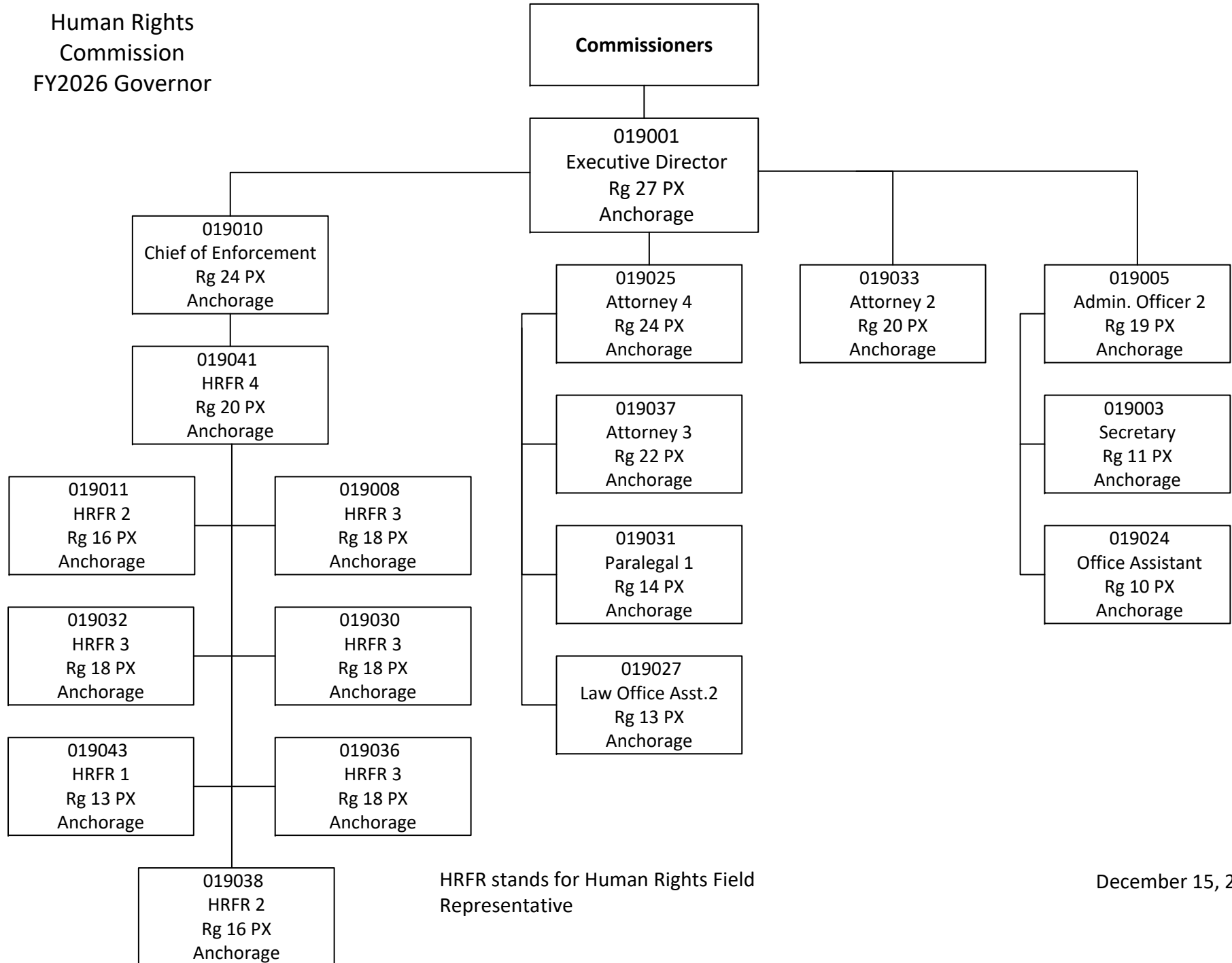
PCN	Job Class Title	Time Status	Retire Code	Barg Unit	Location	Salary Sched	Range / Step	Comp Months	Split / Count	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	UGF Amount
019001	Division Director - Px	FT	A	XE	Anchorage	A00	27Q / R	12.0		212,392	8,605	0	109,539	330,536	330,536
019003	Secretary	FT	A	XE	Anchorage	N00	11A / B	12.0		44,071	1,867	0	42,522	88,460	88,460
019005	Administrative Officer 2	FT	A	XE	Anchorage	N00	19L	12.0		95,570	4,048	0	63,730	163,348	163,348
019008	Hr Field Rep 3	FT	A	XE	Anchorage	N00	18L	12.0		89,408	3,787	0	61,192	154,387	115,790
019010	Chief of Enforcement, Aschr	FT	A	XE	Anchorage	A00	24A / B	9.6		97,469	4,128	0	59,637	161,234	120,926
019011	Hr Field Rep 2	FT	A	XE	Anchorage	N00	16A / B	9.6		49,436	2,094	0	39,857	91,387	91,387
019024	Office Assistant 2	FT	A	XE	Anchorage	N00	10D / E	12.0		44,749	1,895	0	42,802	89,446	76,029
019025	Attorney 4	FT	A	XE	Anchorage	A00	24N	12.0		163,742	6,935	0	91,803	262,480	262,480
019027	Law Office Assistant 2	FT	A	XE	Anchorage	N00	13A / B	12.0		50,193	2,126	0	45,043	97,362	97,362
019030	Hr Field Rep 3	FT	A	XE	Anchorage	N00	18F / J	12.0		82,685	3,502	0	58,424	144,611	144,611
019031	Paralegal 1	FT	A	XE	Anchorage	N00	14A / B	12.0		52,619	2,229	0	46,042	100,890	75,668
019032	Hr Field Rep 3	FT	A	XE	Anchorage	N00	18J / K	12.0		84,666	3,586	0	59,239	147,491	147,491
019033	Attorney 2	FT	A	XE	Anchorage	A00	20B / C	12.0		93,662	3,967	0	62,944	160,573	136,487
019036	Hr Field Rep 3	FT	A	XE	Anchorage	N00	18K / L	12.0		88,823	3,762	0	60,951	153,536	153,536
019037	Attorney 3	FT	A	XE	Anchorage	A00	22D / E	12.0		115,106	4,875	0	71,775	191,756	191,756
019038	Hr Field Rep 2	FT	A	XE	Anchorage	N00	16B / C	12.0		63,519	2,690	0	50,531	116,740	116,740
019041	Hr Field Rep 4	FT	A	XE	Anchorage	N00	20Q / R	12.0		123,430	5,228	0	75,202	203,860	203,860
019043	Hr Field Rep 1	FT	A	XE	Anchorage	N00	13E	12.0		55,517	2,351	0	47,236	105,104	105,104

Total Positions		New	Deleted	Total Salary Costs:	1,607,057
Full Time Positions:	18	0	0	Total COLA:	67,675
Part Time Positions:	0	0	0	Total Premium Pay:	0
Non Permanent Positions:	0	0	0	Total Benefits:	1,088,469
Positions in Component:	18	0	0	Total Pre-Vacancy:	2,763,201
				Minus Vacancy Adjustment of 3.92%:	(108,201)
				Total Post-Vacancy:	2,655,000
Total Component Months:	211.2			Plus Lump Sum Premium Pay:	0
				Personal Services Line 100:	2,655,000

PCN Funding Sources:	Pre-Vacancy	Post-Vacancy	Percent
1002 Federal Receipts	141,631	136,085	5.13%
1004 Unrestricted General Fund Receipts	2,621,570	2,518,915	94.87%
Total PCN Funding:	2,763,201	2,655,000	100.00%

Note: If a position is split, an asterisk (*) will appear in the Split/Count column. If the split position is also counted in the component, two asterisks (**) will appear in this column. [No valid job title] appearing in the Job Class Title indicates that the PCN has an invalid class code or invalid range for the class code effective date of this scenario.

Human Rights
Commission
FY2026 Governor



HRFR stands for Human Rights Field Representative

December 15, 2024