

## 1700 Department of Fair Employment and Housing

The Department of Fair Employment and Housing (Department) is responsible for protecting the civil rights of the people of California. The Department receives, investigates, conciliates, mediates, and prosecutes complaints alleging unlawful discrimination in employment, housing, and public accommodation, and acts of hate violence. The Department is authorized to commence prosecution by filing cases directly in court, and to seek attorney's fees and costs when it is the prevailing party.

The Fair Employment and Housing Council within the Department promulgates regulations interpreting California's civil rights laws.

The Department's jurisdiction extends to individuals, private and public entities, housing providers, and business establishments within the State of California.

### 3-YR EXPENDITURES AND POSITIONS

	Positions			Expenditures		
	2013-14	2014-15	2015-16	2013-14*	2014-15*	2015-16*
1490 Administration of Civil Rights Law	153.4	189.8	189.8	\$19,522	\$22,329	\$22,363
1495 Fair Employment and Housing Council	-	-	-	4	10	10
1500 Department of Justice Legal Services	-	-	-	172	346	346
<b>TOTALS, POSITIONS AND EXPENDITURES (All Programs)</b>	<b>153.4</b>	<b>189.8</b>	<b>189.8</b>	<b>\$19,698</b>	<b>\$22,685</b>	<b>\$22,719</b>
<b>FUNDING</b>				<b>2013-14*</b>	<b>2014-15*</b>	<b>2015-16*</b>
0001 General Fund				\$11,484	\$17,005	\$17,019
0890 Federal Trust Fund				5,413	5,680	5,700
8071 National Mortgage Special Deposit Fund				2,801	-	-
<b>TOTALS, EXPENDITURES, ALL FUNDS</b>				<b>\$19,698</b>	<b>\$22,685</b>	<b>\$22,719</b>

### LEGAL CITATIONS AND AUTHORITY

#### DEPARTMENT AUTHORITY

Government Code, Title 2, Division 3, Part 2.8 (Section 12900 et seq.); and Civil Code, Sections 51, 51.5, 51.7, 54, 54.1, and 54.2.

### DETAILED BUDGET ADJUSTMENTS

	2014-15*			2015-16*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
<b>Workload Budget Adjustments</b>						
<b>Other Workload Budget Adjustments</b>						
• Retirement Rate Adjustments	\$316	\$72	-	\$316	\$72	-
• Salary Adjustments	200	47	-	200	47	-
• Benefit Adjustments	88	21	-	102	24	-
• SWCAP	-	-	-	-	17	-
• Miscellaneous Baseline Adjustments	-	-	-	-	-	-
<b>Totals, Other Workload Budget Adjustments</b>	<b>\$604</b>	<b>\$140</b>	<b>-</b>	<b>\$618</b>	<b>\$160</b>	<b>-</b>
<b>Totals, Workload Budget Adjustments</b>	<b>\$604</b>	<b>\$140</b>	<b>-</b>	<b>\$618</b>	<b>\$160</b>	<b>-</b>
<b>Totals, Budget Adjustments</b>	<b>\$604</b>	<b>\$140</b>	<b>-</b>	<b>\$618</b>	<b>\$160</b>	<b>-</b>

### PROGRAM DESCRIPTIONS

#### 1490 - ADMINISTRATION OF CIVIL RIGHTS LAW

Through this program, the Department governs both private and public entities operating within the state of California. The Department promotes equal opportunity in employment, housing, and public accommodations and works to eliminate discrimination in employment, housing, and public accommodations and acts of hate violence. Additionally, the Department educates the public about their rights and responsibilities under the Fair Employment and Housing Act.

\* Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.

† Past year appropriations are net of subsequent budget adjustments.

## 1700 Department of Fair Employment and Housing - Continued

### 1495 - FAIR EMPLOYMENT AND HOUSING COUNCIL

The Fair Employment and Housing Council promulgates rules and regulations, and holds public hearings on civil rights issues.

### 1500 - DEPARTMENT OF JUSTICE LEGAL SERVICES

This program identifies the cost of legal services provided by the Department of Justice to the Department of Fair Employment and Housing.

#### DETAILED EXPENDITURES BY PROGRAM

		2013-14*	2014-15*	2015-16*
<b>PROGRAM REQUIREMENTS</b>				
<b>1490</b>	<b>ADMINISTRATION OF CIVIL RIGHTS LAW</b>			
	<b>State Operations:</b>			
0001	General Fund	\$11,308	\$16,649	\$16,663
0890	Federal Trust Fund	5,413	5,680	5,700
8071	National Mortgage Special Deposit Fund	<u>2,801</u>	<u>-</u>	<u>-</u>
	<b>Totals, State Operations</b>	<b>\$19,522</b>	<b>\$22,329</b>	<b>\$22,363</b>
<b>PROGRAM REQUIREMENTS</b>				
<b>1495</b>	<b>FAIR EMPLOYMENT AND HOUSING COUNCIL</b>			
	<b>State Operations:</b>			
0001	General Fund	<u>\$4</u>	<u>\$10</u>	<u>\$10</u>
	<b>Totals, State Operations</b>	<b>\$4</b>	<b>\$10</b>	<b>\$10</b>
<b>PROGRAM REQUIREMENTS</b>				
<b>1500</b>	<b>DEPARTMENT OF JUSTICE LEGAL SERVICES</b>			
	<b>State Operations:</b>			
0001	General Fund	<u>\$172</u>	<u>\$346</u>	<u>\$346</u>
	<b>Totals, State Operations</b>	<b>\$172</b>	<b>\$346</b>	<b>\$346</b>
<b>TOTALS, EXPENDITURES</b>				
	State Operations	<u>19,698</u>	<u>22,685</u>	<u>22,719</u>
	<b>Totals, Expenditures</b>	<b>\$19,698</b>	<b>\$22,685</b>	<b>\$22,719</b>

#### EXPENDITURES BY CATEGORY

	1 State Operations					
	Positions			Expenditures		
	2013-14	2014-15	2015-16	2013-14*	2014-15*	2015-16*
PERSONAL SERVICES						
Authorized Positions (Equals Sch. 7A)	153.4	189.8	189.8	\$10,128	\$12,650	\$12,650
Total Adjustments	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>247</u>	<u>247</u>
<b>Net Totals, Salaries and Wages</b>	<b>153.4</b>	<b>189.8</b>	<b>189.8</b>	<b>\$10,128</b>	<b>\$12,897</b>	<b>\$12,897</b>
Staff Benefits	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,572</u>	<u>5,808</u>	<u>5,825</u>
<b>Totals, Personal Services</b>	<b>153.4</b>	<b>189.8</b>	<b>189.8</b>	<b>\$14,700</b>	<b>\$18,705</b>	<b>\$18,722</b>
OPERATING EXPENSES AND EQUIPMENT				<u>\$4,998</u>	<u>\$3,980</u>	<u>\$3,997</u>
<b>TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)</b>				<b>\$19,698</b>	<b>\$22,685</b>	<b>\$22,719</b>

#### DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2013-14*†	2014-15*	2015-16*
0001 General Fund			
APPROPRIATIONS			

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## 1700 Department of Fair Employment and Housing - Continued

1 STATE OPERATIONS	2013-14*†	2014-15*	2015-16*
001 Budget Act appropriation	\$16,394	\$16,401	\$17,019
Allocation for employee compensation	-	200	-
Allocation for staff benefits	-	88	-
Section 3.60 pension contribution adjustment	-	316	-
<b>Totals Available</b>	<b>\$16,394</b>	<b>\$17,005</b>	<b>\$17,019</b>
Unexpended balance, estimated savings	-2,109	-	-
<b>TOTALS, EXPENDITURES</b>	<b>\$14,285</b>	<b>\$17,005</b>	<b>\$17,019</b>
Less funding provided by the National Mortgage Special Deposit Fund	-2,801	-	-
<b>NET TOTALS, EXPENDITURES</b>	<b>\$11,484</b>	<b>\$17,005</b>	<b>\$17,019</b>
<b>0890 Federal Trust Fund</b>			
APPROPRIATIONS			
001 Budget Act appropriation	\$5,413	\$5,540	\$5,700
Allocation for employee compensation	-	47	-
Allocation for staff benefits	-	21	-
Section 3.60 pension contribution adjustment	-	72	-
<b>TOTALS, EXPENDITURES</b>	<b>\$5,413</b>	<b>\$5,680</b>	<b>\$5,700</b>
<b>8071 National Mortgage Special Deposit Fund</b>			
APPROPRIATIONS			
Government Code Section 12531(e) (General Fund Offset)	\$2,802	-	-
<b>Totals Available</b>	<b>\$2,802</b>	<b>\$-</b>	<b>\$-</b>
Unexpended balance, estimated savings	-1	-	-
<b>TOTALS, EXPENDITURES</b>	<b>\$2,801</b>	<b>\$-</b>	<b>\$-</b>
<b>Total Expenditures, All Funds, (State Operations)</b>	<b>\$19,698</b>	<b>\$22,685</b>	<b>\$22,719</b>

### FUND CONDITION STATEMENTS

	2013-14*	2014-15*	2015-16*
<b>3246 Fair Employment and Housing Enforcement and Litigation Fund<sup>§</sup></b>			
BEGINNING BALANCE	-	\$979	\$1,039
Prior Year Adjustments	\$-2	-	-
Adjusted Beginning Balance	\$-2	\$979	\$1,039
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4173500 Settlements and Judgments - Other	982	60	60
Total Revenues, Transfers, and Other Adjustments	\$982	\$60	\$60
Total Resources	\$979	\$1,039	\$1,099
FUND BALANCE	\$979	\$1,039	\$1,099
Reserve for economic uncertainties	979	1,039	1,099

### CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2013-14	2014-15	2015-16	2013-14*	2014-15*	2015-16*
<b>Totals, Authorized Positions</b>	153.4	189.8	189.8	\$10,128	\$12,650	\$12,650
<b>Salary and Other Adjustments</b>	-	-	-	-	247	247
<b>Totals, Adjustments</b>	-	-	-	\$-	\$247	\$247
<b>TOTALS, SALARIES AND WAGES</b>	<b>153.4</b>	<b>189.8</b>	<b>189.8</b>	<b>\$10,128</b>	<b>\$12,897</b>	<b>\$12,897</b>

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