

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

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

3-YR EXPENDITURES AND POSITIONS

	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
1490 Administration of Civil Rights Law	170.4	155.9	179.9	\$20,121	\$22,959	\$28,912
1495 Fair Employment and Housing Council	-	-	-	4	10	10
1500 Department of Justice Legal Services	-	-	-	77	346	346
TOTALS, POSITIONS AND EXPENDITURES (All Programs)	170.4	155.9	179.9	\$20,202	\$23,315	\$29,268
FUNDING				2014-15*	2015-16*	2016-17*
0001 General Fund				\$16,428	\$17,615	\$22,121
0890 Federal Trust Fund				3,774	5,700	5,697
3246 Fair Employment and Housing Enforcement and Litigation Fund				-	-	1,450
TOTALS, EXPENDITURES, ALL FUNDS				\$20,202	\$23,315	\$29,268

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.

MAJOR PROGRAM CHANGES

- Enforcement Resources - The Budget includes \$2.5 million General Fund and 28 positions for the Department to meet its fair employment and housing enforcement caseload and respond to the high volume of Public Records Act (PRA) requests. The Department receives approximately 23,000 employment and housing discrimination complaints and 4,500 PRA requests annually. This adjustment should help the Department meet its statutory requirement to investigate all allegations of civil rights violations. The Department will submit a report to the Legislature by March 1, 2019, to evaluate the effectiveness of the new positions on the enforcement caseload.

DETAILED BUDGET ADJUSTMENTS

	2015-16*			2016-17*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments						
Workload Budget Change Proposals						
• Enforcement Resources	\$-	\$-	-	\$2,522	\$-	21.0
• Replace existing Case Management System	-	-	-	1,928	1,450	3.0
Totals, Workload Budget Change Proposals	\$-	\$-	-	\$4,450	\$1,450	24.0
Other Workload Budget Adjustments						
• Expenditure by Category Redistribution	\$2,511	\$-	-	\$2,782	\$-	-
• Salary Adjustments	318	-	-	325	-	-
• Benefit Adjustments	166	-	-	215	-	-
• Retirement Rate Adjustments	112	-	-	112	-	-
• Miscellaneous Baseline Adjustments	-	-	-	-	-	-
• SWCAP	-	-	-	-	-3	-
• Budget Position Transparency	-2,511	-	-33.9	-2,782	-	-33.9

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

1700 Department of Fair Employment and Housing - Continued

	2015-16*			2016-17*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Totals, Other Workload Budget Adjustments	\$596	\$-	-33.9	\$652	-\$3	-33.9
Totals, Workload Budget Adjustments	\$596	\$-	-33.9	\$5,102	\$1,447	-9.9
Totals, Budget Adjustments	\$596	\$-	-33.9	\$5,102	\$1,447	-9.9

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.

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.

DETAILED EXPENDITURES BY PROGRAM

		2014-15*	2015-16*	2016-17*
PROGRAM REQUIREMENTS				
1490	ADMINISTRATION OF CIVIL RIGHTS LAW			
	State Operations:			
0001	General Fund	\$16,347	\$17,259	\$21,765
0890	Federal Trust Fund	3,774	5,700	5,697
3246	Fair Employment and Housing Enforcement and Litigation Fund	-	-	1,450
	Totals, State Operations	\$20,121	\$22,959	\$28,912
PROGRAM REQUIREMENTS				
1495	FAIR EMPLOYMENT AND HOUSING COUNCIL			
	State Operations:			
0001	General Fund	\$4	\$10	\$10
	Totals, State Operations	\$4	\$10	\$10
PROGRAM REQUIREMENTS				
1500	DEPARTMENT OF JUSTICE LEGAL SERVICES			
	State Operations:			
0001	General Fund	\$77	\$346	\$346
	Totals, State Operations	\$77	\$346	\$346
TOTALS, EXPENDITURES				
	State Operations	20,202	23,315	29,268
	Totals, Expenditures	\$20,202	\$23,315	\$29,268

EXPENDITURES BY CATEGORY

	1 State Operations	Positions			Expenditures		
		2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
PERSONAL SERVICES							

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1700 Department of Fair Employment and Housing - Continued

1 State Operations	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
Baseline Positions	189.8	189.8	189.8	\$12,897	\$12,897	\$12,897
Budget Position Transparency	-	-33.9	-33.9	-	-2,511	-2,782
Total Adjustments	<u>-19.4</u>	<u>-</u>	<u>24.0</u>	<u>-1,399</u>	<u>318</u>	<u>1,820</u>
Net Totals, Salaries and Wages	170.4	155.9	179.9	\$11,498	\$10,704	\$11,934
Staff Benefits	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,347</u>	<u>6,103</u>	<u>6,839</u>
Totals, Personal Services	170.4	155.9	179.9	\$16,845	\$16,807	\$18,773
OPERATING EXPENSES AND EQUIPMENT				\$3,369	\$6,508	\$10,495
SPECIAL ITEMS OF EXPENSES				<u>-12</u>	<u>-</u>	<u>-</u>
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$20,202	\$23,315	\$29,268

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2014-15*	2015-16*	2016-17*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$16,401	\$17,019	\$22,121
Allocation for Employee Compensation	200	318	-
Allocation for Staff Benefits	88	166	-
Budget Position Transparency	-	-2,511	-
Expenditure by Category Redistribution	-	2,511	-
Section 3.60 Pension Contribution Adjustment	<u>316</u>	<u>112</u>	<u>-</u>
Totals Available	\$17,005	\$17,615	\$22,121
Unexpended balance, estimated savings	<u>-577</u>	<u>-</u>	<u>-</u>
TOTALS, EXPENDITURES	\$16,428	\$17,615	\$22,121
0890 Federal Trust Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$5,540	\$5,700	\$5,697
Allocation for Employee Compensation	47	-	-
Allocation for Staff Benefits	21	-	-
Section 3.60 Pension Contribution Adjustment	<u>72</u>	<u>-</u>	<u>-</u>
Totals Available	\$5,680	\$5,700	\$5,697
Unexpended balance, estimated savings	<u>-1,906</u>	<u>-</u>	<u>-</u>
TOTALS, EXPENDITURES	\$3,774	\$5,700	\$5,697
3246 Fair Employment and Housing Enforcement and Litigation Fund			
APPROPRIATIONS			
001 Budget Act appropriation	<u>-</u>	<u>-</u>	<u>\$1,450</u>
TOTALS, EXPENDITURES	\$-	\$-	\$1,450
Total Expenditures, All Funds, (State Operations)	\$20,202	\$23,315	\$29,268

FUND CONDITION STATEMENTS

	2014-15*	2015-16*	2016-17*
3246 Fair Employment and Housing Enforcement and Litigation Fund^s			
BEGINNING BALANCE	\$979	\$1,248	\$1,502
Prior Year Adjustments	<u>-3</u>	<u>-</u>	<u>-</u>
Adjusted Beginning Balance	\$976	\$1,248	\$1,502
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			

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1700 Department of Fair Employment and Housing - Continued

	2014-15*	2015-16*	2016-17*
Revenues:			
4173500 Settlements and Judgments - Other	272	254	100
Total Revenues, Transfers, and Other Adjustments	\$272	\$254	\$100
Total Resources	\$1,248	\$1,502	\$1,602
EXPENDITURE AND EXPENDITURE ADJUSTMENTS			
Expenditures:			
1700 Department of Fair Employment and Housing (State Operations)	-	-	1,450
Total Expenditures and Expenditure Adjustments	-	-	\$1,450
FUND BALANCE	\$1,248	\$1,502	\$152
Reserve for economic uncertainties	1,248	1,502	152

CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
Baseline Positions	189.8	189.8	189.8	\$12,897	\$12,897	\$12,897
Budget Position Transparency	-	-33.9	-33.9	-	-2,511	-2,782
Salary and Other Adjustments	-19.4	-	-	-1,399	318	325
Workload and Administrative Adjustments						
Enforcement Resources						
Assoc Govtl Program Analyst	-	-	12.0	-	-	746
Consultant III (Spec)	-	-	2.3	-	-	154
Office Techn (Typing)	-	-	0.8	-	-	28
Staff Svcs Analyst (Gen)	-	-	3.0	-	-	129
Staff Svcs Mgr I	-	-	1.5	-	-	107
Staff Svcs Mgr II (Supvry)	-	-	1.5	-	-	118
Replace existing Case Management System						
Assoc Info Sys Analyst (Spec)	-	-	1.0	-	-	65
Staff Info Sys Analyst (Spec)	-	-	1.0	-	-	74
Sys Software Spec I (Tech)	-	-	1.0	-	-	74
TOTALS, WORKLOAD AND ADMINISTRATIVE ADJUSTMENTS	-	-	24.0	\$-	\$-	\$1,495
Totals, Adjustments	-19.4	-33.9	-9.9	-\$1,399	-\$2,193	-\$963
TOTALS, SALARIES AND WAGES	170.4	155.9	179.9	\$11,498	\$10,704	\$11,934

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