

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	176.9	\$20,121	\$22,959	\$25,534
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	176.9	\$20,202	\$23,315	\$25,890

FUNDING		2014-15*	2015-16*	2016-17*
0001	General Fund	\$16,428	\$17,615	\$20,193
0890	Federal Trust Fund	3,774	5,700	5,697
TOTALS, EXPENDITURES, ALL FUNDS		\$20,202	\$23,315	\$25,890

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

- \$2.5 million General Fund and 21 positions is included to allow the Department to meet its federal and state requirements to provide thorough and timely investigations of discrimination complaints.

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
Totals, Workload Budget Change Proposals		\$-	\$-	-	\$2,522	\$-	21.0
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	-	-
•	SWCAP	-	-	-	-	-3	-
•	Budget Position Transparency	-2,511	-	-33.9	-2,782	-	-33.9
Totals, Other Workload Budget Adjustments		\$596	\$-	-33.9	\$652	-\$3	-33.9
Totals, Workload Budget Adjustments		\$596	\$-	-33.9	\$3,174	-\$3	-12.9
Totals, Budget Adjustments		\$596	\$-	-33.9	\$3,174	-\$3	-12.9

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

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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

		<u>2014-15*</u>	<u>2015-16*</u>	<u>2016-17*</u>
PROGRAM REQUIREMENTS				
1490	ADMINISTRATION OF CIVIL RIGHTS LAW			
	State Operations:			
0001	General Fund	\$16,347	\$17,259	\$19,837
0890	Federal Trust Fund	<u>3,774</u>	<u>5,700</u>	<u>5,697</u>
	Totals, State Operations	\$20,121	\$22,959	\$25,534
PROGRAM REQUIREMENTS				
1495	FAIR EMPLOYMENT AND HOUSING COUNCIL			
	State Operations:			
0001	General Fund	<u>\$4</u>	<u>\$10</u>	<u>\$10</u>
	Totals, State Operations	\$4	\$10	\$10
PROGRAM REQUIREMENTS				
1500	DEPARTMENT OF JUSTICE LEGAL SERVICES			
	State Operations:			
0001	General Fund	<u>\$77</u>	<u>\$346</u>	<u>\$346</u>
	Totals, State Operations	\$77	\$346	\$346
TOTALS, EXPENDITURES				
	State Operations	<u>20,202</u>	<u>23,315</u>	<u>25,890</u>
	Totals, Expenditures	\$20,202	\$23,315	\$25,890

EXPENDITURES BY CATEGORY

	1 State Operations			Expenditures		
	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2014-15*</u>	<u>2015-16*</u>	<u>2016-17*</u>
PERSONAL SERVICES						
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>21.0</u>	<u>-1,399</u>	<u>318</u>	<u>1,607</u>
Net Totals, Salaries and Wages	170.4	155.9	176.9	\$11,498	\$10,704	\$11,721
Staff Benefits	-	-	-	5,347	6,103	6,741
Totals, Personal Services	170.4	155.9	176.9	\$16,845	\$16,807	\$18,462
OPERATING EXPENSES AND EQUIPMENT				\$3,369	\$6,508	\$7,428
SPECIAL ITEMS OF EXPENSES				-12	-	-

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1 State Operations	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$20,202	\$23,315	\$25,890
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	\$20,193
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				316	112	-
Totals Available				\$17,005	\$17,615	\$20,193
Unexpended balance, estimated savings				-577	-	-
TOTALS, EXPENDITURES				\$16,428	\$17,615	\$20,193
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				72	-	-
Totals Available				\$5,680	\$5,700	\$5,697
Unexpended balance, estimated savings				-1,906	-	-
TOTALS, EXPENDITURES				\$3,774	\$5,700	\$5,697
Total Expenditures, All Funds, (State Operations)				\$20,202	\$23,315	\$25,890

FUND CONDITION STATEMENTS

	2014-15*	2015-16*	2016-17*
3246 Fair Employment and Housing Enforcement and Litigation Fund^s			
BEGINNING BALANCE	\$979	\$1,248	\$1,348
Prior Year Adjustments	-3	-	-
Adjusted Beginning Balance	\$976	\$1,248	\$1,348
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4173500 Settlements and Judgments - Other	272	100	100
Total Revenues, Transfers, and Other Adjustments	\$272	\$100	\$100
Total Resources	\$1,248	\$1,348	\$1,448
FUND BALANCE	\$1,248	\$1,348	\$1,448
Reserve for economic uncertainties	1,248	1,348	1,448

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

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	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
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
TOTALS, WORKLOAD AND ADMINISTRATIVE ADJUSTMENTS	-	-	21.0	\$-	\$-	\$1,282
Totals, Adjustments	-19.4	-33.9	-12.9	-\$1,399	-\$2,193	-\$1,176
TOTALS, SALARIES AND WAGES	170.4	155.9	176.9	\$11,498	\$10,704	\$11,721

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