

Kentucky Commission on Human Rights

Budget Overview

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What We Do

- The Kentucky Commission on Human Rights is the exclusive state administrative authority charged with the enforcement of the Kentucky Civil Rights Act; KRS Chapter 344.
- **To provide for execution within the state of the policies embodied by** Title VII and Title VIII of the Federal Civil Rights Acts of 1964 and 1968, respectively, and other federal civil rights legislation.



Protected Classes :

Race

Color

National Origin

Religion

Sex

Disability

Age (40 and Over, *(employment)*)

Familial Status, *(housing)*

Smoking Status, *(employment)*

Who and What is Protected

- Housing
- Employment
- Public Accommodations
- Credit Transactions

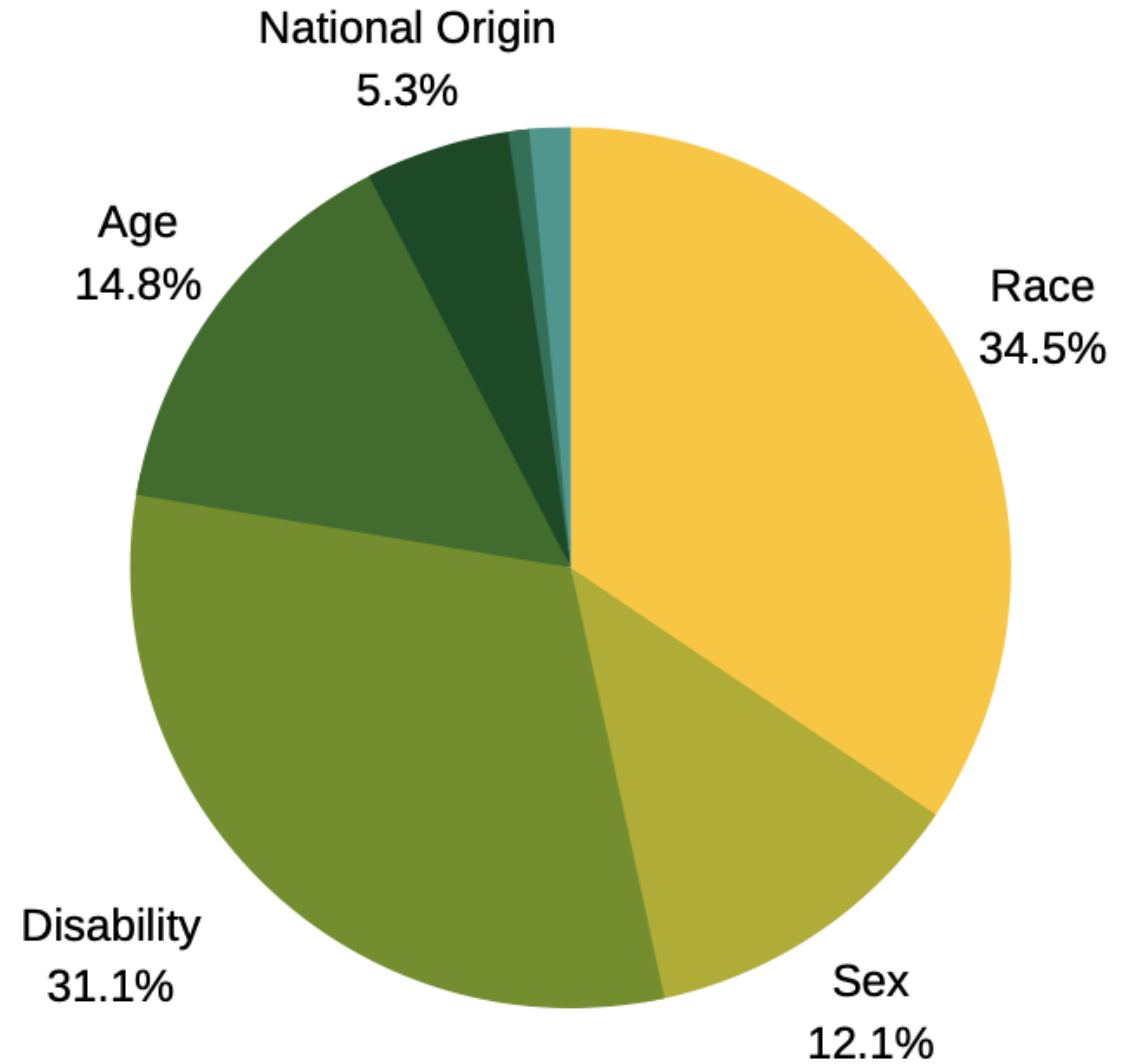


Discrimination Filing Types

- The bulk are employment actions
- Terminated Employees
- Lack of accommodation for disabilities
- Retaliation

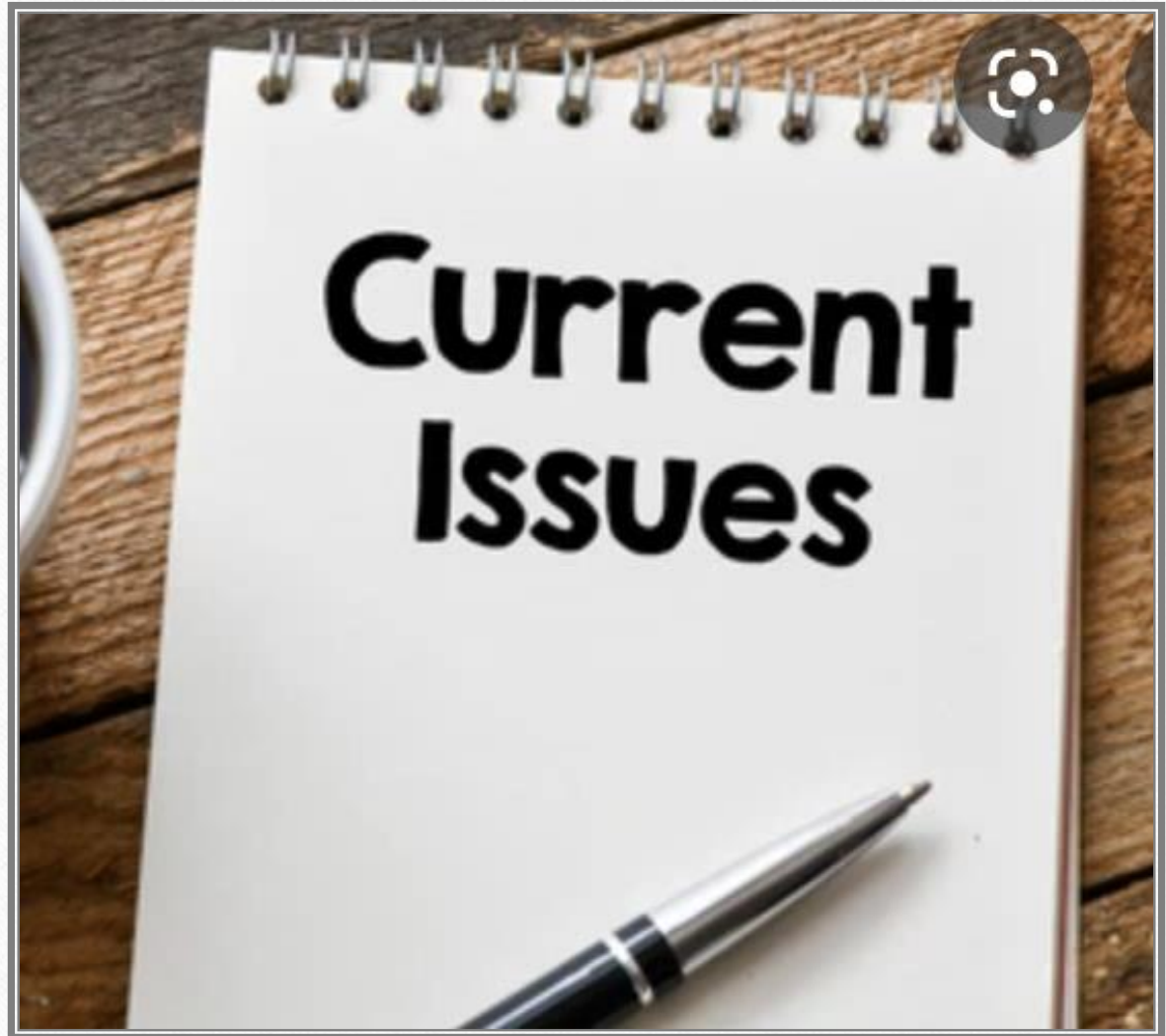
A Year In Review

- For 2020, cases that made it through the intake phase were as follows:
 - Mostly based on race
 - Change from previous years
 - 2nd was disability
 - 3rd on Age



Our Issues

- Payroll
- Retirement Contributions
 - Lack of Staffing
 - Insufficient Appropriations
- Comprehensive Problem



Payroll & Retirement

The background of the slide is a dark, moody photograph of a desk. In the upper right, there is a white ceramic coffee cup filled with dark coffee and a dusting of brown powder. Below the cup is a small, spiral-bound notepad with a light-colored cover. To the left of the notepad, a document with the word 'PAYROLL' printed in large, bold, black capital letters is visible. The entire scene is set against a dark, textured surface, possibly a desk or a backdrop.

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- 88% of our budget goes to payroll expenses
 - Rest of Exec Branch is 21%
 - Since 2008
 - Retirement cost **up** 900%
 - Budget **down** about 8%

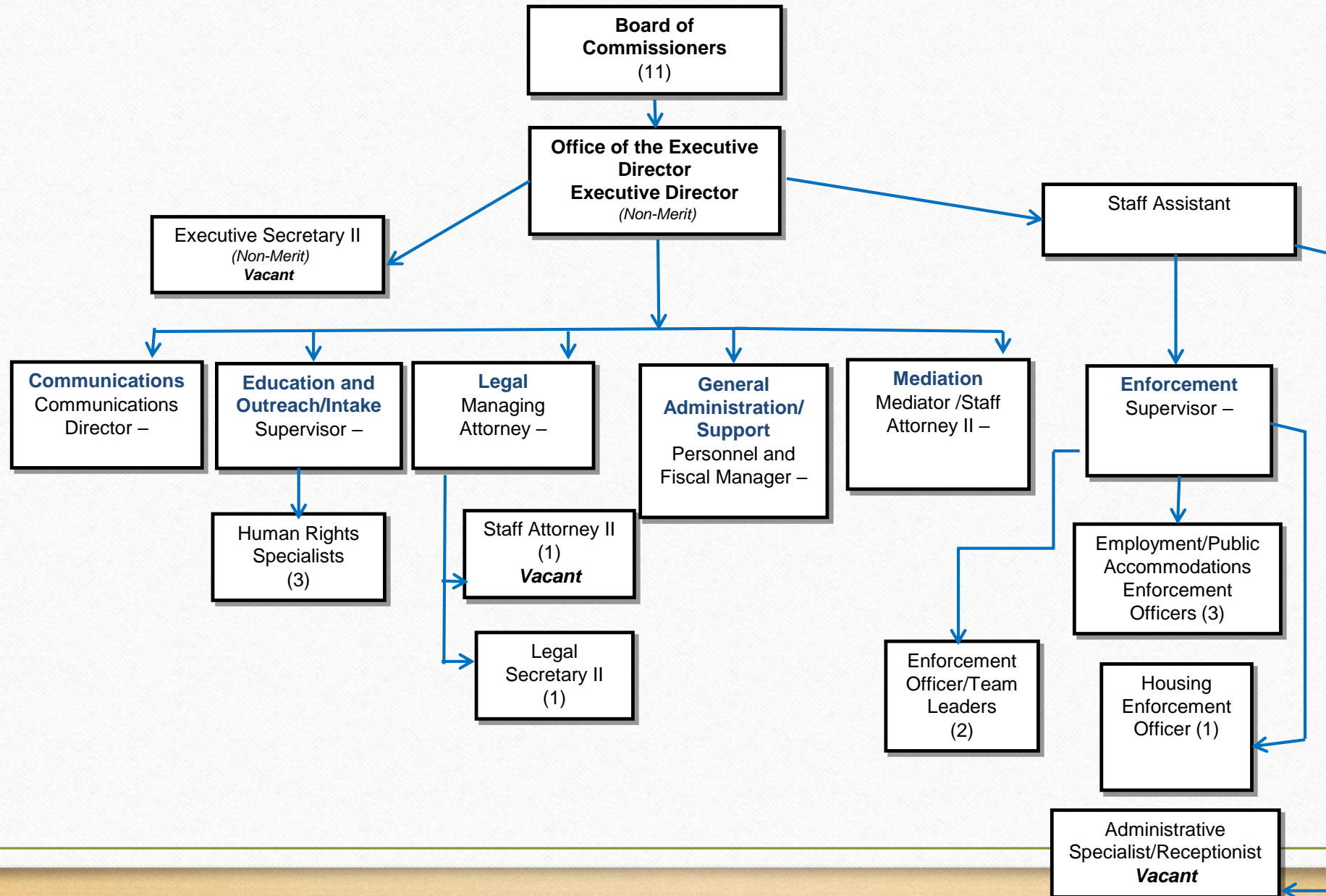


Staffing

- Every year we are able to fund fewer positions
- One of the last times we presented we had approx. 34 staff
- Now down to 18 for FY22
- Failure to meet statutory timelines for PC, closure

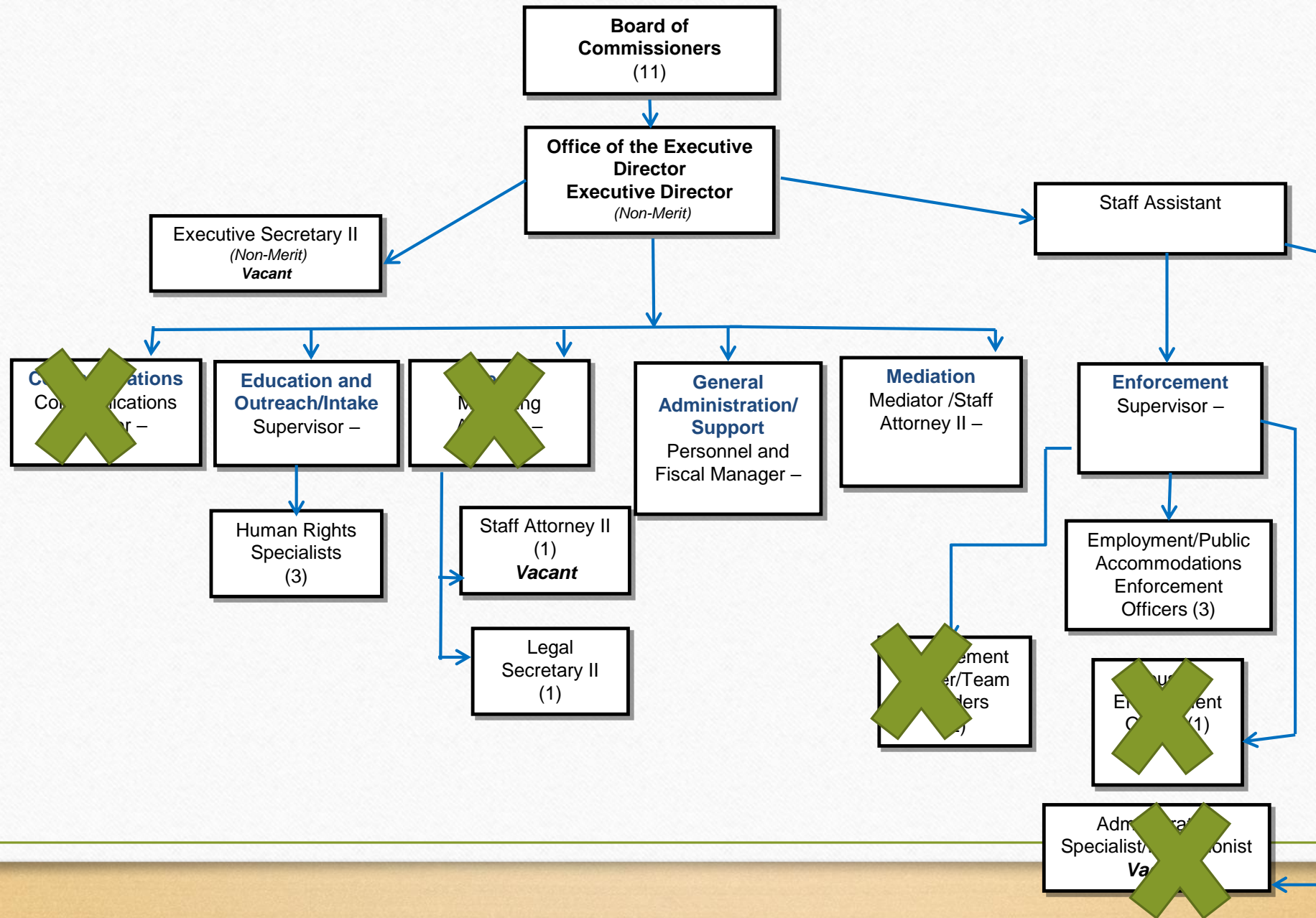
Kentucky Commission on Human Rights

Organizational Chart



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Organizational Chart



Insufficient Appropriations

- State budgets are hard
- Continuous cuts have hurt agency
- If we filled open positions at *minimum salaries* (which will be difficult in this market)
 - We estimate \$106K shortfall.
 - Excludes proposed 1% pay raise or payroll deferral amounts.

TRANSACTION DENIED

You have insufficient funds
to complete this transaction.

Comprehensive & Compounding Issue

- Large Case backlog
- Extended investigatory periods
- Danger of loss of federal funding

The
Issues



Loss of Federal Funding

Concern: Because KCHR is not properly staffed this has negatively impacted the agency's performance. KCHR is a state agency that processes over 50 cases a year, officials must ensure that it maintains the appropriate staffing level to meet the fair housing enforcement needs of its jurisdiction in a timely manner and to meet FHAP participation requirements. It is noted that the agency indicated that it has received significant budget cuts which has impeded its ability to recruit and hire staff. However, the agency can use administrative cost funds received from HUD for salaries. The agency must maintain the proper staff level to process the fair housing caseload. Additionally, the agency should also consider diversifying its Board, which is predominately African American, to represent the community it serves as terms expire.

Conclusion: The agency does not have the staff necessary to produce quality, timely complaint processing. Case processing challenges will be discussed as part of the performance standards below.



Our Ask

- Protect Existing Funding
- Increase appropriation to meet at minimum staffing levels for state required operations
- Invest in expanded human rights agenda and collaboration with government
- Work with us to identify other funding opportunities or allow flexibility for increased grant opportunities
 - Grant writing staff?



Thank You

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