

HRO 41100

Agency Option Submission

Commission on Human Rights and Opportunities

Signed (Agency Head)

Title

Date

*Jane A. Hughes*

Executive Director

12/13/17

Fund	Agency Priority	Adjustment Title	FY 2019 Amount	FY 2020 Amount
11000 - General Fund				
	1	Increase Case/Complaint Processing	216,343	216,343
	Total		216,343	216,343
Total			216,343	216,343

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Commission on Human Rights and Opportunities

11000 - General Fund

Adjustment Type: Revenue

Agency Title: Increase Case/Complaint Processing

Agency Description:

Revenue options: Section 659 of Public Act 17-2 (June Spec. Sess.) requires agencies to determine whether fees collected by the agency are "sufficient to cover the department's costs to collect such fee and administer the program associated with such fee." Agencies should submit proposed fee increases as revenue options via the ABS software, and should clearly indicate that the proposal is due to this requirement. Additionally, agencies may submit revenue options where the cost/benefit is clearly advantageous to the state. Any request for appropriations or positions necessary to secure additional revenue should be made sparingly, recognizing the need to constrain expenditure growth and the general economic conditions; to the extent possible, revenue options should be proposed within available resources.

1 HRO Trainee/Representative to conduct complaint processing in housing discrimination cases  
 In order to secure additional revenue for the state of Connecticut an additional HRO Representative is needed in the Housing Unit. The CT Commission on Human Rights and Opportunities (CHRO) is substantially equivalent to the Federal Housing and Urban Development Agency. The state of Connecticut generates revenue for every housing case that is processed by the CHRO staff. Representatives are responsible for all aspects of mediating and investigating complaints of housing discrimination for the state. The following fee schedule applies when cases are processed by the CHRO: Effective Conciliation \$3,100; a finding of Cause or No Cause \$2,800; On average last year each housing investigator processed 24 complaints to closure in that year. The CHRO investigator if hired could potentially generate \$70,800 in revenue. The salary of an HRO Trainee is only \$48,781. Further, HUD provides additional fund incentives when cases are timely processed within 100 days. It is impossible to meet the 100 day timeframe with the current staff. When cases are not processed within 100 days the amount of fund is reduced by 50% per case.

2 HRO Trainees to conduct complaint processing in employment discrimination cases  
 In order to secure additional revenue for the state of Connecticut two additional HRO Representatives are needed. The CHRO is substantially equivalent to the federal Equal Employment Opportunity Commission. The state of Connecticut receives case processing dollars for every employment case that the CHRO processes within its contract value. The state of CT receives \$750 a case for processing and approximately \$50 a case for some case filings. Cases must be processed within state, federal and contractual timeframes. Currently, the CHRO is understaffed and does not want to be threatened with the possibility of failing to process all cases within state, federal and contractual timeframes, which means that federal dollars that the state could be receiving, the state would not receive. A CHRO investigator over the past year was able to close between 50-65 cases a year and there were thousands of complaints filed. Thus, for each investigator that is hired to process employment discrimination cases funds will be generated that will cover close to the cost of the hire and allow the CHRO to increase its contract with the EEOC and remain substantially equivalent.

1 HRO Attorney 1 to assist with conducting CAR reviews for the four regional offices  
 and for processing housing complaints after cause or no cause has been found by the investigator from the housing unit. In order to secure additional revenue for the state of Connecticut an additional HRO Attorney is needed. Post-cause enforcement action supplemental payments -Administrative Hearing held: \$5,000; civil action filed \$8,000. In the majority of the Housing cases, civil election is requested. On average, in this fiscal year already CHRO Attorneys have filed 27 housing cases in court for a total of \$216,000 and 23 housing cases at public hearing \$115,000. There are three attorneys who currently process most of the housing cases. If you divide \$331,000 by three the total would be \$110,333 of newly generated revenue by having an additional attorney. Thus, the additional case processing that can occur with an additional Attorney will more than cover the cost of the additional position and assist with CHRO maintaining its substantial equivalency. The salary for an attorney is approximately \$70,000. Further, HUD provides additional fund incentives when cases are timely processed through the public hearing and court phases. Additionally, there is a provision which allows for attorney fees under 46a-86(c).

Agency Priority: 1

System ID: 8462

SID	Agency 2019
Financials	

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10010 - Personal Services	216,343
Total Financials	216,343
Revenue	
	285,333
Total Revenue	285,333
Positions	
	4
Total Positions	4