

120 - Human Rights Commission

A002 Civil Rights Complaint Investigation

The mission of the Human Rights Commission is to enforce Washington State laws against discrimination. The commission works to eliminate and prevent discrimination throughout the state in employment, real estate transactions, credit and insurance transactions, and in places of public accommodation based on race, creed, color, national origin, sex, marital status, familial status, and disability.

	FY 2006	FY 2007	Biennial Total
FTE's	40.0	42.0	42.0
GFS	\$1,710,000	\$1,907,000	\$3,617,000
Other	\$673,000	\$591,000	\$1,264,000
Total	\$2,383,000	\$2,498,000	\$4,881,000

*FTE is second year only

Statewide Result Area: Improve the economic vitality of businesses and individuals
Statewide Strategy: Improve workplace safety and fairness

Expected Results

Number of Human Rights Commission cases closed through early resolution.				
Biennium	Period	Target	Actual	Variance
2005-07	8th Qtr	45%		
	4th Qtr	40%	55%	15%
<i>Baseline was 42.4% of cases closed within 180 days of filing during FY2003-05. This activity will show statewide results in strengthening government's ability to achieve results.</i>				

Reduce the percentage of pending cases over 300 days.
<i>Baseline was percentage of cases at the end of June 30, 2005. This activity will indicated statewide results in strengthening government's ability to achieve results.</i>

A003 Civil Rights Education and Outreach

Upon request, the commission provides specially tailored training to employers, labor organizations, housing providers, and community groups.

Appropriation Period: 2005-07 Activity Version: 81 - 2007 Enacted Supplemental Budget

	FY 2006	FY 2007	Biennial Total
FTE's	0.0	0.0	0.0
GFS	\$0	\$12,000	\$12,000
Other	\$18,000	\$31,000	\$49,000
Total	\$18,000	\$43,000	\$61,000

*FTE is second year only

Statewide Result Area: Improve the economic vitality of businesses and individuals
Statewide Strategy: Improve workplace safety and fairness

Expected Results

Lower claims of housing and employment discrimination.

Employers trained by the Human Rights Commission. (accumulative total)				
Biennium	Period	Target	Actual	Variance
2005-07	8th Qtr	800		
	7th Qtr	700		
	6th Qtr	600		
	5th Qtr	500		
	4th Qtr	400	528	128
	3rd Qtr	350		
	2nd Qtr	200		
	1st Qtr	100		
<i>Baseline is based on 1134 persons trained during FY2003-05. This activity will indicate statewide results in strengthening government's ability to achieve results.</i>				

Percentage of Customers who give high marks (4 or 5) on an "Overall Customer Satisfaction" question.				
Biennium	Period	Target	Actual	Variance
2005-07	8th Qtr	50%		
	4th Qtr	40%	61%	21%

A004 Commission Activity

The Governor appoints the five Human Rights Commission members to staggered five-year terms. They provide the policy framework for the agency and appoint the executive director. Commissioners make the final determination on all complaints investigated by staff, except for those reasonable cause cases that are certified for hearing before an administrative law judge. The commissioners meet monthly at locations around the state.

Appropriation Period: 2005-07 Activity Version: 81 - 2007 Enacted Supplemental Budget

	FY 2006	FY 2007	Biennial Total
FTE's	0.4	0.4	0.4
GFS	\$10,000	\$52,000	\$62,000
Other	\$0	\$0	\$0
Total	\$10,000	\$52,000	\$62,000

*FTE is second year only

Statewide Result Area: Improve the economic vitality of businesses and individuals
Statewide Strategy: Improve workplace safety and fairness

Expected Results

Provide leadership in human rights law across the state.

A001 Administrative Activity

Administrative support provides the infrastructure to ensure that the core work of the agency can be done efficiently and effectively.

	FY 2006	FY 2007	Biennial Total
FTE's	7.3	7.2	7.2
GFS	\$1,059,000	\$1,096,000	\$2,155,000
Other	\$7,000	\$14,000	\$21,000
Total	\$1,066,000	\$1,110,000	\$2,176,000

*FTE is second year only

Statewide Result Area: Improve the economic vitality of businesses and individuals
Statewide Strategy: Improve workplace safety and fairness

Expected Results

Realize efficiencies within the organization by exerting strong managerial leadership.

Percentage of Customers who give high marks (4 or 5) on an "Overall Customer Satisfaction" question.				
Biennium	Period	Target	Actual	Variance
2005-07	8th Qtr	50%		
	4th Qtr	40%	61%	21%

Grand Total

	FY 2006	FY 2007	Biennial Total
FTE's	47.7	49.6	49.6
GFS	\$2,779,000	\$3,067,000	\$5,846,000
Other	\$698,000	\$636,000	\$1,334,000
Total	\$3,477,000	\$3,703,000	\$7,180,000

*FTE is second year only