

Civil Rights Commission Budgets

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Civil Rights Commission

Mission Statement

The mission of the ICRC is to eliminate discrimination within the State of Iowa. The ICRC is a neutral law enforcement agency that fulfills its mission through timely and competent resolution of complaints as well as public education. A credible ICRC that enforces the ICRA ensures that Iowa has a diverse and inclusive workforce and a more welcoming business environment as well as ensuring that all Iowans have equal access to housing and services.

Description

The purpose of the Iowa Civil Rights Commission is to provide access to opportunities for all Iowans in

the areas of employment, education, housing, credit, and public accommodations through the promotion and enforcement of Iowa civil rights law. The Iowa Civil Rights Commission provides two main products: 1) It removes barriers to opportunities for all Iowans in the areas of employment, housing, credit, education, and public accommodations 2) It helps create an environment that supports diversity.

The mechanisms the Iowa Civil Rights Commission uses to provide these products are:

1) Enforcement through intake, screening, mediation, investigation, conciliation, and hearings; 2) Education; 3) Networking links and collaborative activities; 4) The Iowa Civil Rights Commission serves all the people of Iowa, including the parties to complaints and stakeholder, constituency groups.

Performance Measures

Measure	FY 2015	FY 2016	FY 2017	FY 2017
	Actuals Achieved	Current Year Budget Estimate Target	Total Department Request Target	Total Governor's Recommended Target
Average Number of Days to Complete Process	396	300	300	300
Percent of Cases Accepted for Reimbursement by Fed Agencies	98.75	98	98	98
Percent of Cases Screened in Less than 120 Days	21.15	80	80	80

Financial Summary

Object Category	FY 2015 Actuals	FY 2016 Current Year Budget Estimate	FY 2017 Total Department Request	FY 2017 Total Governor's Recommended
Resources				
State Appropriations	1,169,540	1,169,540	1,169,540	1,169,540
Receipts from Other Entities	1,307,183	1,566,099	1,262,269	1,262,269
Refunds & Reimbursements	24,932	30,000	30,000	30,000
Beginning Balance and Adjustments	44,873	0	110,381	22,454
Total Resources	2,546,529	2,765,639	2,572,190	2,484,263
Expenditures				
Personal Services	2,008,975	2,276,399	1,994,961	1,994,961
Travel & Subsistence	43,486	34,000	34,000	34,000
Supplies & Materials	53,167	43,182	43,182	43,182
Contractual Services and Transfers	420,398	384,541	392,921	392,921
Equipment & Repairs	18,969	2,000	1,500	1,500
Claims & Miscellaneous	1,472	3,063	1,500	1,500
Licenses, Permits, Refunds & Other	63	0	0	0
Balance Carry Forward	0	22,454	104,126	16,199
Total Expenditures	2,546,529	2,765,639	2,572,190	2,484,263
Full Time Equivalents	28	31	28	28

Appropriations from General Fund

Appropriations	FY 2015 Actuals	FY 2016 Current Year Budget Estimate	FY 2017 Total Department Request	FY 2017 Total Governor's Recommended
Civil Rights Commission	1,169,540	1,169,540	1,169,540	1,169,540
Total Civil Rights Commission	1,169,540	1,169,540	1,169,540	1,169,540

Appropriations Detail

Civil Rights Commission

General Fund

Appropriation Description

The Iowa Civil Rights Commission (ICRC) is a law enforcement agency whose primary mission is to eliminate discrimination through enforcement of the Iowa Civil Rights Act (ICRA) through competent and timely processing of complaints received by the ICRC. Enforcement of the ICRA can only be achieved if the ICRC is staffed by a sufficient number of well trained, competent and accountable staff members or the equivalent of FY14 FTE levels.

ICRC provides a cost effective and accessible process that resolves discrimination complaints in the areas of employment, housing, public services (public accommodation), education, and credit. Complainants can file with or without an attorney; there are no costs for filing. To prevent discrimination, ICRC offers training, education, and community outreach.

An effective discrimination enforcement agency helps Iowa increase the pool of qualified workers, in turn insuring Iowa receives broad based economic contributions from all sectors of society and full benefits from a diverse, creative workforce. To attract and sustain a pool of highly skilled workers, our agency assists in the training of a culturally competent workforce. Our agency educates business and industry on discrimination laws and diversity issues to prevent problems and provide a more welcoming economic climate.

Civil Rights Commission Financial Summary

Object Class	FY 2015	FY 2016	FY 2017	FY 2017
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Resources				
Balance Brought Forward (Approps)	44,873	0	110,381	22,454
Appropriation	1,169,540	1,169,540	1,169,540	1,169,540
Federal Support	1,256,884	1,566,099	1,262,269	1,262,269
Reimbursement from Other Agencies	49,850	0	0	0
Gov Fund Type Transfers - Other Agencies	449	0	0	0
Refunds & Reimbursements	24,932	30,000	30,000	30,000
Total Resources	2,546,529	2,765,639	2,572,190	2,484,263
Expenditures				
Personal Services-Salaries	2,008,975	2,276,399	1,994,961	1,994,961
Personal Travel In State	23,517	20,000	20,000	20,000
State Vehicle Operation	18	0	0	0

Civil Rights Commission Financial Summary (Continued)

Object Class	FY 2015	FY 2016	FY 2017	FY 2017
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Personal Travel Out of State	19,951	14,000	14,000	14,000
Office Supplies	18,961	11,871	11,871	11,871
Equipment Maintenance Supplies	0	500	500	500
Other Supplies	0	500	500	500
Printing & Binding	5,708	1,000	1,000	1,000
Food	589	0	0	0
Postage	27,910	29,311	29,311	29,311
Communications	22,372	21,000	21,000	21,000
Rentals	11,504	10,000	9,000	9,000
Professional & Scientific Services	1,085	1,000	1,000	1,000
Outside Services	73,979	30,000	30,000	30,000
Advertising & Publicity	28,503	22,000	22,000	22,000
Outside Repairs/Service	759	1,000	1,000	1,000
Reimbursement to Other Agencies	40,115	55,358	67,358	67,358
ITS Reimbursements	63,400	33,000	33,000	33,000
Gov Fund Type Transfers - Attorney General Services	67,990	86,183	86,184	86,184
Gov Fund Type Transfers - Auditor of State Services	499	0	0	0
Gov Fund Type Transfers - Other Agencies Services	110,193	125,000	122,379	122,379
Office Equipment	11,047	0	0	0
Equipment - Non-Inventory	1,339	2,000	1,500	1,500
IT Equipment	6,583	0	0	0
Other Expense & Obligations	1,472	3,063	1,500	1,500
Refunds-Other	63	0	0	0
Balance Carry Forward (Approps)	0	22,454	104,126	16,199
Total Expenditures	2,546,529	2,765,639	2,572,190	2,484,263