

1700 Civil Rights Department

The Civil Rights Department (CRD), formerly the Department of Fair Employment and Housing, is responsible for protecting the civil rights of the people of California. CRD receives, investigates, conciliates, mediates, and prosecutes complaints alleging unlawful discrimination in employment, housing, and public accommodations, business, and state-funded programs and activities, as well as acts of hate violence and human trafficking. CRD is authorized prosecute cases directly in court, and to seek attorney's fees and costs when it is the prevailing party. CRD's jurisdiction extends to individuals, employers, housing providers, private and public entities, business establishments, and state-funded programs and activities within California. CRD also conducts a pay data reporting program, outreach and education, and other strategic initiatives to prevent and remedy discrimination and other lawful conduct.

The Civil Rights Council (Council), formerly the Fair Employment and Housing Council, within CRD promulgates regulations to interpret California's civil rights laws and holds civil rights hearings.

3-YEAR EXPENDITURES AND POSITIONS

		Positions			Expenditures		
		2021-22	2022-23	2023-24	2021-22*	2022-23*	2023-24*
1490	Administration of Civil Rights Law	240.9	320.2	288.2	\$48,449	\$65,786	\$61,952
1495	Civil Rights Council	1.1	1.1	1.0	221	221	221
1500	Department of Justice Legal Services	-	-	-	24	929	-
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		242.0	321.3	289.2	\$48,694	\$66,936	\$62,173

FUNDING		2021-22*	2022-23*	2023-24*
0001	General Fund	\$42,934	\$60,670	\$55,928
0890	Federal Trust Fund	5,760	5,730	5,709
3246	Civil Rights Enforcement and Litigation Fund	-	536	536
TOTALS, EXPENDITURES, ALL FUNDS		\$48,694	\$66,936	\$62,173

LEGAL CITATIONS AND AUTHORITY

DEPARTMENT AUTHORITY

Government Code, title 2, division 3, part 2.8 (section 12900 et seq.); Government Code section 11135; Civil Code sections 51, 51.5, 51.7, 51.9, 52.5, 54, 54.1, and 54.2; and Labor Code section 1197.5.

DETAILED BUDGET ADJUSTMENTS

	2022-23*			2023-24*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments						
Workload Budget Change Proposals						
• Cannabis Discrimination in Employment (AB 2188)	\$-	\$-	-	\$1,700	\$-	-
• Leave from Work (AB 1041 and AB 1949)	-	-	-	1,200	-	-
• Affordable Housing Local Tenant Preference (SB 649)	-	-	-	1,123	-	-
• Housing Voucher Discrimination Prevention	-	-	-	602	-	4.0
• Pay Data Reporting (SB 1162)	-	-	-	494	-	2.0
• Workload and Administrative Resources	-	-	-	441	-	2.0
• Pilot Program Business Discrimination and Harassment of Customers (AB 2448)	-	-	-	245	-	1.0
• Program 1500 Elimination	-	-	-	-	-	-
Totals, Workload Budget Change Proposals	\$-	\$-	-	\$5,805	\$-	9.0
Other Workload Budget Adjustments						
• Other Post-Employment Benefit Adjustments	-16	-	-	-21	-	-
• Salary Adjustments	846	-	-	804	-	-
• Retirement Rate Adjustments	768	-	-	768	-	-
• Benefit Adjustments	368	-	-	436	-	-
• Carryover/Reappropriation	10,000	-	-	-	-	-

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

1700 Civil Rights Department - Continued

	2022-23*			2023-24*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
• SWCAP	-	-	-	-	-21	-
Totals, Other Workload Budget Adjustments	\$11,966	\$-	-	\$1,987	\$-21	-
Totals, Workload Budget Adjustments	\$11,966	\$-	-	\$7,792	\$-21	9.0
Totals, Budget Adjustments	\$11,966	\$-	-	\$7,792	\$-21	9.0

PROGRAM DESCRIPTIONS

1490 - ADMINISTRATION OF CIVIL RIGHTS LAW

Through this program, CRD oversees both private and public entities operating within California. CRD promotes equal opportunity and works to eliminate discrimination in employment, housing, public accommodations, business and state-funded programs and activities. Additionally, CRD operates a pay data reporting program and conducts outreach and education and other strategic initiatives to prevent and remedy discrimination and other unlawful conduct.

1495 - CIVIL RIGHTS COUNCIL

The Council promulgates rules and regulations and holds public hearings on civil rights issues.

DETAILED EXPENDITURES BY PROGRAM

		2021-22*	2022-23*	2023-24*
PROGRAM REQUIREMENTS				
1490	ADMINISTRATION OF CIVIL RIGHTS LAW			
	State Operations:			
0001	General Fund	\$42,689	\$59,520	\$55,707
0890	Federal Trust Fund	5,760	5,730	5,709
3246	Civil Rights Enforcement and Litigation Fund	-	536	536
	Totals, State Operations	\$48,449	\$65,786	\$61,952
PROGRAM REQUIREMENTS				
1495	CIVIL RIGHTS COUNCIL			
	State Operations:			
0001	General Fund	\$221	\$221	\$221
	Totals, State Operations	\$221	\$221	\$221
PROGRAM REQUIREMENTS				
1500	DEPARTMENT OF JUSTICE LEGAL SERVICES			
	State Operations:			
0001	General Fund	\$24	\$929	\$-
	Totals, State Operations	\$24	\$929	\$-
TOTALS, EXPENDITURES				
	State Operations	48,694	66,936	62,173
	Totals, Expenditures	\$48,694	\$66,936	\$62,173

EXPENDITURES BY CATEGORY

1 State Operations	Positions			Expenditures		
	2021-22	2022-23	2023-24	2021-22*	2022-23*	2023-24*
PERSONAL SERVICES						
Baseline Positions	305.3	321.3	280.2	\$26,612	\$30,062	\$27,211
Other Adjustments	-63.3	-	9.0	-2,610	846	4,659

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

1700 Civil Rights Department - Continued

1 State Operations	Positions			Expenditures		
	2021-22	2022-23	2023-24	2021-22*	2022-23*	2023-24*
Net Totals, Salaries and Wages	242.0	321.3	289.2	\$24,002	\$30,908	\$31,870
Staff Benefits	-	-	-	10,375	13,075	16,695
Totals, Personal Services	242.0	321.3	289.2	\$34,377	\$43,983	\$48,565
OPERATING EXPENSES AND EQUIPMENT				\$14,317	\$22,953	\$13,608
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$48,694	\$66,936	\$62,173

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2021-22*	2022-23*	2023-24*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$42,934	\$48,704	\$55,928
Allocation for Employee Compensation	-	846	-
Allocation for Other Post-Employment Benefits	-	-16	-
Allocation for Staff Benefits	-	368	-
Section 3.60 Pension Contribution Adjustment	-	768	-
Prior Year Balances Available:			
Item 1700-001-0001, Budget Act of 2021	-	10,000	-
Totals Available	\$42,934	\$60,670	\$55,928
TOTALS, EXPENDITURES	\$42,934	\$60,670	\$55,928
0890 Federal Trust Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$5,760	\$5,730	\$5,709
TOTALS, EXPENDITURES	\$5,760	\$5,730	\$5,709
3246 Civil Rights Enforcement and Litigation Fund			
APPROPRIATIONS			
001 Budget Act appropriation	-	\$536	\$536
Totals Available	-	\$536	\$536
TOTALS, EXPENDITURES	-	\$536	\$536
Total Expenditures, All Funds, (State Operations)	\$48,694	\$66,936	\$62,173

FUND CONDITION STATEMENTS

	2021-22*	2022-23*	2023-24*
<u>3246 Civil Rights Enforcement and Litigation Fund^s</u>			
BEGINNING BALANCE	\$3,046	\$3,061	\$2,970
Adjusted Beginning Balance	\$3,046	\$3,061	\$2,970
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4173500 Settlements and Judgments - Other	55	500	500
Total Revenues, Transfers, and Other Adjustments	\$55	\$500	\$500
Total Resources	\$3,101	\$3,561	\$3,470
EXPENDITURE AND EXPENDITURE ADJUSTMENTS			
1700 Civil Rights Department (State Operations)	-	536	536
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	40	55	33
Total Expenditures and Expenditure Adjustments	\$40	\$591	\$569
FUND BALANCE	\$3,061	\$2,970	\$2,901

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

1700 Civil Rights Department - Continued

Reserve for economic uncertainties	2021-22*	2022-23*	2023-24*
	3,061	2,970	2,901

CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2021-22	2022-23	2023-24	2021-22*	2022-23*	2023-24*
Baseline Positions	305.3	321.3	280.2	\$26,612	\$30,062	\$27,211
Salary and Other Adjustments	-63.3	-	-	-2,610	846	804
Workload and Administrative Adjustments						
Affordable Housing Local Tenant Preference (SB 649)						
Assistant Chief Counsel	-	-	-	-	-	174
Consultant III (Spec)	-	-	-	-	-	80
Fair Empt & Housing Counsel	-	-	-	-	-	105
Legal Secty	-	-	-	-	-	52
Sr Counsel (Spec)	-	-	-	-	-	137
Cannabis Discrimination in Employment (AB 2188)						
Temporary Help	-	-	-	-	-	1,506
Housing Voucher Discrimination Prevention						
Assoc Govtl Program Analyst	-	-	3.0	-	-	224
Sr Counsel (Spec)	-	-	1.0	-	-	137
Leave from Work (AB 1041 and AB 1949)						
Assoc Accounting Analyst	-	-	-	-	-	78
Assoc Govtl Program Analyst	-	-	-	-	-	224
Atty IV	-	-	-	-	-	76
Consultant III (Spec)	-	-	-	-	-	164
Info Tech Spec I	-	-	-	-	-	94
Office Techn (Typing)	-	-	-	-	-	45
Sr Counsel (Spec)	-	-	-	-	-	273
Staff Svcs Mgr I	-	-	-	-	-	88
Pay Data Reporting (SB 1162)						
Assoc Govtl Program Analyst	-	-	1.0	-	-	73
Staff Svcs Analyst (Gen)	-	-	1.0	-	-	54
Pilot Program Business Discrimination and Harassment of Customers (AB 2448)						
Staff Svcs Mgr I	-	-	1.0	-	-	86
Workload and Administrative Resources						
Staff Svcs Mgr I	-	-	1.0	-	-	88
Staff Svcs Mgr II (Supvry)	-	-	1.0	-	-	97
TOTALS, WORKLOAD AND ADMINISTRATIVE ADJUSTMENTS	-	-	9.0	\$-	\$-	\$3,855
Totals, Adjustments	-63.3	-	9.0	\$-2,610	\$846	\$4,659
TOTALS, SALARIES AND WAGES	242.0	321.3	289.2	\$24,002	\$30,908	\$31,870

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