

Greenbook

LBO Analysis of Enacted Budget

Ohio Civil Rights Commission

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LBO Greenbook

Ohio Civil Rights Commission

Quick look...

- The primary responsibility of the Ohio Civil Rights Commission (CIV) is to investigate and resolve charges of discrimination.
- Biennial appropriation of \$19.0 million: \$9.4 million in FY 2022 and \$9.6 million in FY 2023.
 - Funding sources: GRF (67%), Federal HUD and EEOC reimbursements (33%).
- If federal funding remains stable, the Commission will be able to maintain existing service delivery levels, including the personal services costs of 80 full-time equivalent staff.

Fund Group	FY 2020 Actual	FY 2021 Actual	FY 2022 Appropriation	FY 2023 Appropriation
General Revenue (GRF)	\$5,909,891	\$5,499,840	\$6,118,897	\$6,538,548
Dedicated Purpose (DPF)	\$0	\$378	\$3,000	\$3,000
Federal (FED)	\$2,682,845	\$2,898,311	\$3,300,000	\$3,036,884
Total	\$8,592,736	\$8,398,528	\$9,421,897	\$9,578,432
% change	--	-2.3%	12.2%	1.7%
<i>GRF % change</i>	--	-6.9%	11.3%	6.9%

Agency overview

The Ohio Civil Rights Commission is charged with enforcing R.C. Chapter 4112, which prohibits discrimination based on certain characteristics in the areas of employment, places of public accommodation, housing, granting of credit, and higher education. The Governor, with the advice and consent of the Senate, appoints five members to the Commission, not more than three of whom can be of the same political party, and at least one member of whom must be at least 60 years of age.

The Commission's day-to-day operations are handled by 80 full-time equivalent (FTE) staff, with duties that can be summarized as follows: (1) enforcing Ohio's anti-discrimination laws through the investigation of complaints and the determination of whether or not discrimination has occurred, (2) educating the public, employers, housing providers, and places of public accommodation about Ohio's anti-discrimination laws, and (3) offering alternative dispute resolution and mediation services to parties who have filed charges with the Commission.

Analysis of FY 2022-FY 2023 budget

For the Commission's use, the budget appropriates \$9.4 million in FY 2022 and \$9.6 million in FY 2023. Approximately 88%, or \$8 million more or less, of the total annual appropriation will be allocated for personal services (wages, salaries, fringe benefits, and payroll check off charges). This level of funding will likely cover the ongoing annual cost of retaining

existing staff, as well as filling vacant positions to handle the expected increase in workload resulting from the enactment of H.B. 352 of the 133rd General Assembly, which changes employment discrimination charging procedures.¹

Operating Expenses (ALIs 876321, 876604, and 876601)

FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Appropriation	FY 2023 Appropriation
GRF ALI 876321, Operating Expenses					
\$5,039,347	\$5,664,776	\$5,909,891	\$5,499,840	\$6,118,897	\$6,538,548
% change	12.4%	4.3%	-6.9%	11.3%	6.9%
DPF Fund 2170 ALI 876604, Operations Support					
\$4,000	\$2,141	\$0	\$378	\$3,000	\$3,000
% change	-46.5%	-100.0%	--	693.8%	0.0%
FED Fund 3340 ALI 876601, Federal Programs					
\$3,045,918	\$2,824,693	\$2,682,845	\$2,898,311	\$3,300,000	\$3,036,884
% change	-7.3%	-5.0%	8.0%	13.9%	-8.0%
Total	\$8,491,610	\$8,592,736	\$8,398,528	\$9,421,897	\$9,578,432
% change	5.0%	1.2%	-2.3%	12.2%	1.7%

The three above line items combined pay for the Commission's operating expenses. Federal reimbursement payments appropriated through the Federal Programs Fund (Fund 3340) are used to offset the cost of investigating cases. However, these reimbursement payments do not cover the full cost of processing the cases; the remainder of the cost is paid with money appropriated from the GRF. The percentage of GRF funding comprising the overall budget increases from 64.9% in FY 2022 to 68.3% in FY 2023.

Virtually all of the remaining funding will be drawn from Fund 3340. The reimbursement payments credited to the fund come from two federal agencies: the U.S. Equal Employment Opportunity Commission (EEOC) and Department of Housing and Urban Development (HUD). Reimbursement payments are expected to remain stable in FY 2022 and FY 2023; however, expenditures, generally in the area of personal services/payroll, have increased. The Commission estimates that, by close of FY 2023, Fund 3340 will have a nearly depleted cash balance. To preserve the cash balance, for FY 2023, the budget increases the GRF appropriation by 6.9% (\$419,651) to offset the 8% decrease (\$263,116) in the amount of federal funding appropriated.

CIV/lb

¹ Effective April 15, 2021.