

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 2019	FY 2020	FY 2021	FY 2021
	Actuals Achieved	Current Year Budget Estimate Target	Total Department Request Target	Total Governor's Recommended Target
Average Number of Days to Complete Process for All Cases	192	300	300	300
Percent of Cases Accepted for Reimbursement by Fed Agencies	99	98	98	98
Percent of Cases Screened in Less than 120 Days	24.3	80	80	80

Financial Summary

Object Category	FY 2019 Actuals	FY 2020 Current Year Budget Estimate	FY 2021 Total Department Request	FY 2021 Total Governor's Recommended
Resources				
State Appropriations	1,198,266	1,252,899	1,252,899	1,272,748
Receipts from Other Entities	981,313	1,377,912	1,317,182	1,317,182
Refunds & Reimbursements	40,375	30,000	30,000	30,000
Beginning Balance and Adjustments	0	0	717,544	127,240
Total Resources	2,219,954	2,660,811	3,317,625	2,747,170
Expenditures				
Personal Services	1,755,167	2,034,438	2,055,916	2,075,765
Travel & Subsistence	29,504	31,500	63,300	63,300
Supplies & Materials	49,760	53,404	57,904	57,904
Contractual Services and Transfers	342,553	413,729	424,149	424,149
Equipment & Repairs	41,657	500	500	500
Claims & Miscellaneous	1,238	0	0	0
Reversions	75	0	0	0
Balance Carry Forward	0	127,240	715,856	125,552
Total Expenditures	2,219,954	2,660,811	3,317,625	2,747,170
Full Time Equivalents	23	27	27	27

Appropriations from General Fund

Appropriations	FY 2019 Actuals	FY 2020 Current Year Budget Estimate	FY 2021 Total Department Request	FY 2021 Total Governor's Recommended
Civil Rights Commission	1,198,266	1,252,899	1,252,899	1,272,748
Total Civil Rights Commission	1,198,266	1,252,899	1,252,899	1,272,748

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 2019 Actuals	FY 2020 Current Year Budget Estimate	FY 2021 Total Department Request	FY 2021 Total Governor's Recommended
Resources				
Balance Brought Forward (Approps)	0	0	717,544	127,240
Appropriation	1,198,266	1,237,756	1,252,899	1,252,899
Salary Adjustment	0	0	0	19,849
OCIO Rate Adjustment	0	15,143	0	0
Federal Support	907,827	1,306,562	1,245,832	1,245,832
Reimbursement from Other Agencies	60,000	65,350	65,350	65,350
Gov Fund Type Transfers - Other Agencies	13,486	6,000	6,000	6,000
Refunds & Reimbursements	40,375	30,000	30,000	30,000
Total Resources	2,219,954	2,660,811	3,317,625	2,747,170
Expenditures				
Personal Services-Salaries	1,755,167	2,034,438	2,055,916	2,075,765
Personal Travel In State	19,987	16,500	48,300	48,300
State Vehicle Operation	35	0	0	0

Civil Rights Commission Financial Summary (Continued)

Object Class	FY 2019	FY 2020	FY 2021	FY 2021
	Actuals	Current Year Budget Estimate	Total Department Request	Total Governor's Recommended
Personal Travel Out of State	9,482	15,000	15,000	15,000
Office Supplies	26,913	28,250	28,250	28,250
Facility Maintenance Supplies	128	0	0	0
Other Supplies	38	0	0	0
Printing & Binding	2,649	2,000	3,000	3,000
Food	0	5,000	5,000	5,000
Postage	20,031	18,154	21,654	21,654
Communications	18,490	19,500	19,500	19,500
Rentals	6,729	8,562	8,562	8,562
Professional & Scientific Services	13,289	7,000	12,000	12,000
Outside Services	33,669	35,000	35,000	35,000
Advertising & Publicity	10,782	15,000	15,000	15,000
Outside Repairs/Service	0	500	500	500
Reimbursement to Other Agencies	78,469	83,272	83,272	83,272
ITS Reimbursements	56,349	70,861	70,861	70,861
Gov Fund Type Transfers - Attorney General Services	107,498	102,534	107,954	107,954
Gov Fund Type Transfers - Auditor of State Services	496	500	500	500
Gov Fund Type Transfers - Other Agencies Services	16,783	71,000	71,000	71,000
Office Equipment	12,865	0	0	0
Equipment - Non-Inventory	1,676	500	500	500
IT Equipment	27,116	0	0	0
Other Expense & Obligations	1,238	0	0	0
Balance Carry Forward (Approps)	0	127,240	715,856	125,552
Reversions	75	0	0	0
Total Expenditures	2,219,954	2,660,811	3,317,625	2,747,170