

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, public accommodations, business, and state-funded programs and activities, as well as acts of hate violence and human trafficking. CRD is authorized to 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 unlawful 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		
		2022-23	2023-24	2024-25	2022-23*	2023-24*	2024-25*
1490	Administration of Civil Rights Law	280.1	329.3	329.3	\$62,726	\$66,550	\$61,647
1495	Civil Rights Council	1.0	1.0	1.0	221	221	221
1500	Department of Justice Legal Services	-	-	-	279	429	429
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		281.1	330.3	330.3	\$63,226	\$67,200	\$62,297

		2022-23*	2023-24*	2024-25*
FUNDING				
0001	General Fund	\$57,496	\$60,580	\$55,685
0890	Federal Trust Fund	5,730	6,084	6,076
3246	Civil Rights Enforcement and Litigation Fund	-	536	536
TOTALS, EXPENDITURES, ALL FUNDS		\$63,226	\$67,200	\$62,297

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

	2023-24*			2024-25*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments						
Workload Budget Change Proposals						
• General Fund Solution: Additional Enforcement and Conciliation Resources	\$-	\$-	-	\$-2,305	\$-	-
Totals, Workload Budget Change Proposals	\$-	\$-	-	\$-2,305	\$-	-
Other Workload Budget Adjustments						
• Other Post-Employment Benefit Adjustments	-105	-	-	-133	-	-
• Salary Adjustments	1,185	-	-	1,258	-	-
• Benefit Adjustments	717	-	-	949	-	-
• Carryover/Reappropriation	2,855	-	-	-	-	-
• SWCAP	-	-	-	-	-8	-
Totals, Other Workload Budget Adjustments	\$4,652	\$-	-	\$2,074	\$-8	-
Totals, Workload Budget Adjustments	\$4,652	\$-	-	\$-231	\$-8	-
Totals, Budget Adjustments	\$4,652	\$-	-	\$-231	\$-8	-

PROGRAM DESCRIPTIONS

* 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**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, 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.

1500 - DEPARTMENT OF JUSTICE LEGAL SERVICES

This program identifies the cost of legal services provided by the Department of Justice to the Department.

DETAILED EXPENDITURES BY PROGRAM

		<u>2022-23*</u>	<u>2023-24*</u>	<u>2024-25*</u>
	PROGRAM REQUIREMENTS			
1490	ADMINISTRATION OF CIVIL RIGHTS LAW			
	State Operations:			
0001	General Fund	\$56,996	\$59,930	\$55,035
0890	Federal Trust Fund	5,730	6,084	6,076
3246	Civil Rights Enforcement and Litigation Fund	-	536	536
	Totals, State Operations	\$62,726	\$66,550	\$61,647
	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	\$279	\$429	\$429
	Totals, State Operations	\$279	\$429	\$429
	TOTALS, EXPENDITURES			
	State Operations	63,226	67,200	62,297
	Totals, Expenditures	\$63,226	\$67,200	\$62,297

EXPENDITURES BY CATEGORY

1 State Operations	<u>Positions</u>			<u>Expenditures</u>		
	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2022-23*</u>	<u>2023-24*</u>	<u>2024-25*</u>
PERSONAL SERVICES						
Baseline Positions	321.3	330.3	330.3	\$30,908	\$31,952	\$31,977
Other Adjustments	-40.2	-	-	-2,513	1,185	16
Net Totals, Salaries and Wages	281.1	330.3	330.3	\$28,395	\$33,137	\$31,993
Staff Benefits	-	-	-	13,063	17,350	16,913
Totals, Personal Services	281.1	330.3	330.3	\$41,458	\$50,487	\$48,906
OPERATING EXPENSES AND EQUIPMENT				\$21,768	\$16,713	\$13,391
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$63,226	\$67,200	\$62,297

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1700 Civil Rights Department - Continued**DETAIL OF APPROPRIATIONS AND ADJUSTMENTS**

1 STATE OPERATIONS	2022-23*	2023-24*	2024-25*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$50,351	\$55,928	\$55,685
Allocation for Employee Compensation	-	1,185	-
Allocation for Other Post-Employment Benefits	-	-105	-
Allocation for Staff Benefits	-	717	-
Prior Year Balances Available:			
Item 1700-001-0001, Budget Act of 2021	7,145	2,855	-
Totals Available	\$57,496	\$60,580	\$55,685
TOTALS, EXPENDITURES	\$57,496	\$60,580	\$55,685
0890 Federal Trust Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$5,730	\$6,084	\$6,076
TOTALS, EXPENDITURES	\$5,730	\$6,084	\$6,076
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)	\$63,226	\$67,200	\$62,297

FUND CONDITION STATEMENTS

	2022-23*	2023-24*	2024-25*
<u>3246 Civil Rights Enforcement and Litigation Fund^s</u>			
BEGINNING BALANCE	\$3,061	\$10,518	\$10,449
Adjusted Beginning Balance	\$3,061	\$10,518	\$10,449
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
4173500 Settlements and Judgments - Other	7,512	500	500
Total Revenues, Transfers, and Other Adjustments	\$7,512	\$500	\$500
Total Resources	\$10,573	\$11,018	\$10,949
EXPENDITURE AND EXPENDITURE ADJUSTMENTS			
1700 Civil Rights Department (State Operations)	-	536	536
9900 Statewide General Administrative Expenditures (Pro Rata) (State Operations)	55	33	19
Total Expenditures and Expenditure Adjustments	\$55	\$569	\$555
FUND BALANCE	\$10,518	\$10,449	\$10,394
Reserve for economic uncertainties	10,518	10,449	10,394

CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2022-23	2023-24	2024-25	2022-23*	2023-24*	2024-25*
Baseline Positions	321.3	330.3	330.3	\$30,908	\$31,952	\$31,977
Salary and Other Adjustments	-40.2	-	-	-2,513	1,185	16
Totals, Adjustments	-40.2	-	-	\$-2,513	\$1,185	\$16
TOTALS, SALARIES AND WAGES	281.1	330.3	330.3	\$28,395	\$33,137	\$31,993

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