
FISCAL UPDATE Article

Fiscal Services Division

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Ground Floor, State Capitol Building

Des Moines, Iowa 50319

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GOVERNOR'S BUDGET HEARING — CIVIL RIGHTS COMMISSION

Budget Hearing. On November 29, 2017, Governor Kim Reynolds held a budget hearing for the Civil Rights Commission (CRC). Director Kristin Johnson presented the Department's FY 2019 General Fund status quo budget request of \$1.2 million as summarized in an earlier [Fiscal Update Article](#). During the presentation, Director Johnson discussed the following items:

- Funding from the State General Fund has declined since FY 2009.
- The CRC is currently operating with 23.0 staff positions out of 30.0 full-time equivalent (FTE) positions due to funding and staff turnover. During FY 2017, the office experienced approximately one-third of the staff turning over. Collective bargaining changes have enabled Director Johnson to make some nonmonetary incentives based on performance.
- Staff vacancies and turnover have led to a decrease in the number of cases being closed, due to the decreased ability to investigate them. Since federal funding to the Commission is based upon the number of cases closed, this has led to a decrease in federal funding.
- There was a slight increase in complaints being made to the CRC during FY 2017. This trend is continuing in FY 2018. The majority of complaints are related to disability, race, retaliation, and sex discrimination or harassment.
- Given the staffing challenges and increase in complaints, the inventory of complaint investigations has been increasing.
- The Commission held its fifth annual "Be the Change" Symposium and had a booth at the Iowa State Fair for community outreach.

Department Request. The CRC is not requesting any additional funds beyond the \$1.2 million General Fund appropriation.

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