

# KANSAS HUMAN RIGHTS COMMISSION

## FY 2022 – FY 2024 BUDGET ANALYSIS

FIGURE 1  
**BUDGET OVERVIEW, FY 2022 – FY 2024**

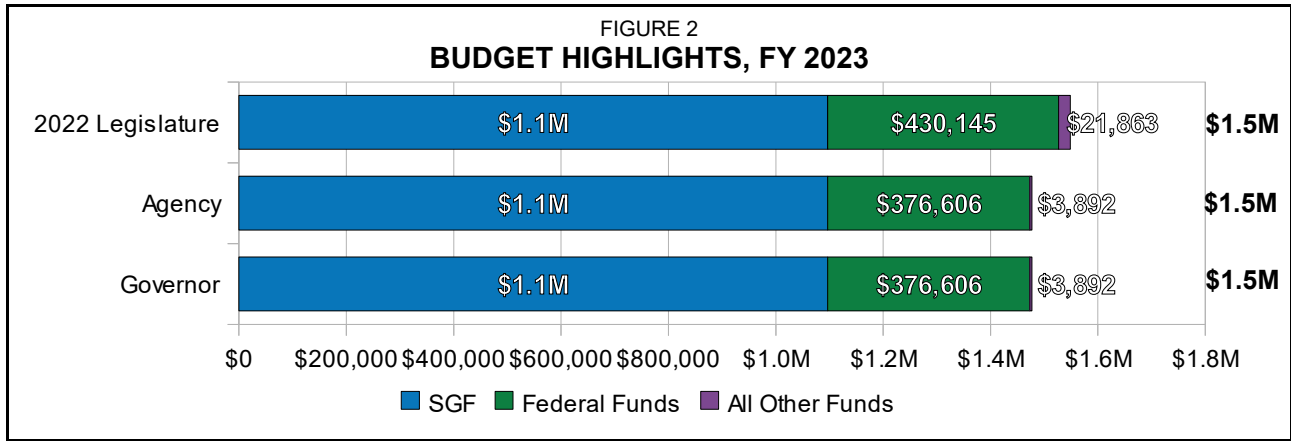
	Actual FY 2022	Agency FY 2023	Governor FY 2023	Agency FY 2024	Governor FY 2024
<b>Operating Expenditures:</b>					
State General Fund	\$ 1,043,736	\$ 1,096,480	\$ 1,096,480	\$ 1,074,268	\$ 1,074,268
Federal Funds	289,658	376,606	376,606	401,407	401,407
All Other Funds	3	3,892	3,892	22,930	22,930
<i>Subtotal</i>	<u>\$ 1,333,397</u>	<u>\$ 1,476,978</u>	<u>\$ 1,476,978</u>	<u>\$ 1,498,605</u>	<u>\$ 1,498,605</u>
<b>Capital Improvements:</b>					
State General Fund	\$ -	\$ -	\$ -	\$ -	\$ -
Federal Funds	-	-	-	-	-
All Other Funds	-	-	-	-	-
<i>Subtotal</i>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>TOTAL</b>	<b><u>\$ 1,333,397</u></b>	<b><u>\$ 1,476,978</u></b>	<b><u>\$ 1,476,978</u></b>	<b><u>\$ 1,498,605</u></b>	<b><u>\$ 1,498,605</u></b>
<b>Percentage Change:</b>					
State General Fund	(5.2) %	5.1 %	5.1 %	(2.0) %	(2.0) %
All Funds	(0.6) %	10.8 %	10.8 %	1.5 %	1.5 %
FTE Positions	23.0	23.0	23.0	23.0	23.0

For purposes of this analysis, full-time equivalent (FTE) positions include non-FTE permanent unclassified positions but continue to exclude temporary employees. FTE positions reflect permanent state positions equating to a 40-hour work week.

The mission of the Kansas Human Rights Commission is to eliminate and prevent illegal discrimination based upon protected traits in places and areas of employment, housing, and public accommodations, in pursuance of equal access to opportunities for all Kansans. Under the Kansas Act Against Discrimination, and its federal counterparts, individuals must file a complaint of discrimination with the agency, which is then required to investigate and attempt to resolve the complaint prior to the individual being afforded the right to sue. The agency is also responsible for educating the public regarding what constitutes acts of discrimination so that such acts can be prevented in the future.

### EXECUTIVE SUMMARY

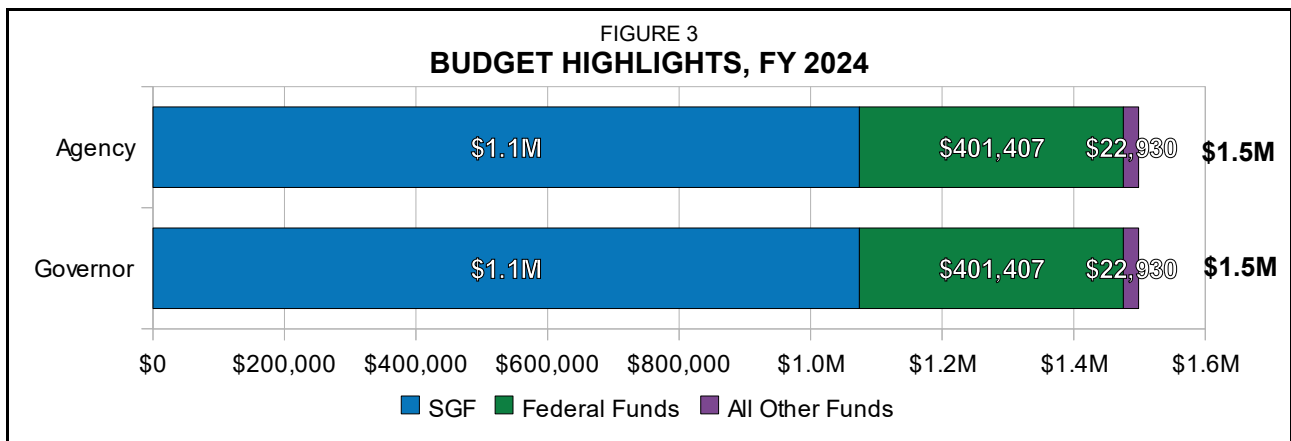
The 2022 Legislature approved a budget of \$1,512,381, including \$1,060,373 from the State General Fund (SGF), for the Kansas Human Rights Commission for FY 2023. One adjustment has been made subsequently to that amount, which changes the current year approved amount without any legislative action required. The agency reappropriated \$36,107 SGF from FY 2022 into FY 2023. This reappropriation gives the agency an approved budget of \$1,548,488, including \$1,096,480 SGF, for FY 2023.



The **agency** submits a revised estimate of \$1,476,978, including \$1,096,480 SGF, and 23.0 FTE positions in FY 2023. This is an all funds decrease of \$71,510, or 4.6 percent, including no change to the SGF amount, from the amount approved by the 2022 Legislature. This decrease is specifically due to an estimated decrease in both federal funds and all other funds. Adjustments include:

- EMPLOYMENT DISCRIMINATION FEDERAL FUND.** The agency estimates a decrease of \$53,539, or 12.5 percent, in federal funds below the amount approved by the 2022 Legislature. The agency contracts with the federal Equal Employment Opportunity Commission (EEOC) to resolve complaints dually filed with both Commissions. The proposed number of resolved complaints was downgraded by the EEOC in the latest contract, resulting in a lower amount of federal revenue for the agency.
- EDUCATION AND TRAINING FUND.** The agency estimates a decrease of \$17,971, or 82.2 percent, in all other funds, below the amount approved by the 2022 Legislature. The Education and Training Fee Fund generates revenue primarily through registration fees for the agency’s annual Employment Law Seminar. However, due to the COVID-19 pandemic, the agency is temporarily replacing the in-person seminar with a series of free webinars.

The **Governor** concurs with the agency’s revised estimate in FY 2023.



The **agency** requests \$1,498,605, including \$1,074,268 SGF, and 23.0 FTE positions for FY 2024. This is an all funds increase of \$21,627, or 1.5 percent, including an SGF decrease of \$22,212, or 2.0 percent, from the FY 2023 revised estimate. The overall increase is due to an estimated increase in both federal funds and all other funds. Adjustments include:

- **EMPLOYMENT DISCRIMINATION FEDERAL FUND.** The agency estimates an increase of \$24,801, or 6.6 percent, in federal funds, above the FY 2023 revised estimate. However, this is partially offset by the agency's prediction that the EEOC will downgrade the proposed number of resolved complaints in the federal fiscal year 2024 contract, meaning that expenditures from the EEOC account will outpace the revenue earned from the EEOC account for FY 2024.
- **EDUCATION AND TRAINING FUND.** The agency estimates an increase of \$19,038, or 489.2 percent, in all other funds, above the FY 2023 revised estimate. The increase is due to the agency's plan to resume the in-person annual Employment Law Seminar in FY 2024. Costs incurred for the event will include food for the registrants and audio-visual equipment for the seminar.

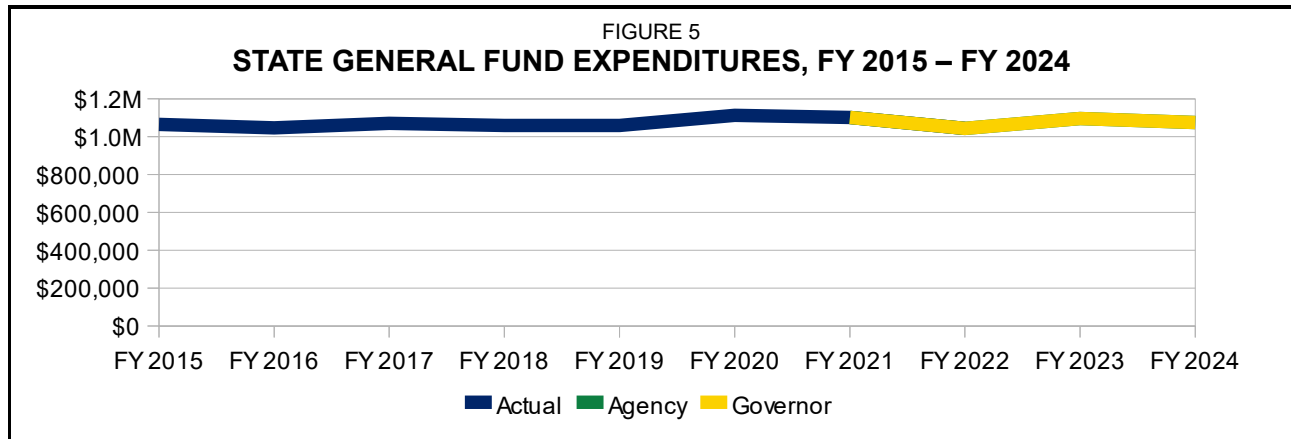
The **Governor** concurs with the agency's request for FY 2024.

## EXPENDITURES AND FINANCING

FIGURE 4  
**BUDGET SUMMARY BY CATEGORY OF EXPENDITURE, FY 2022 – FY 2024**

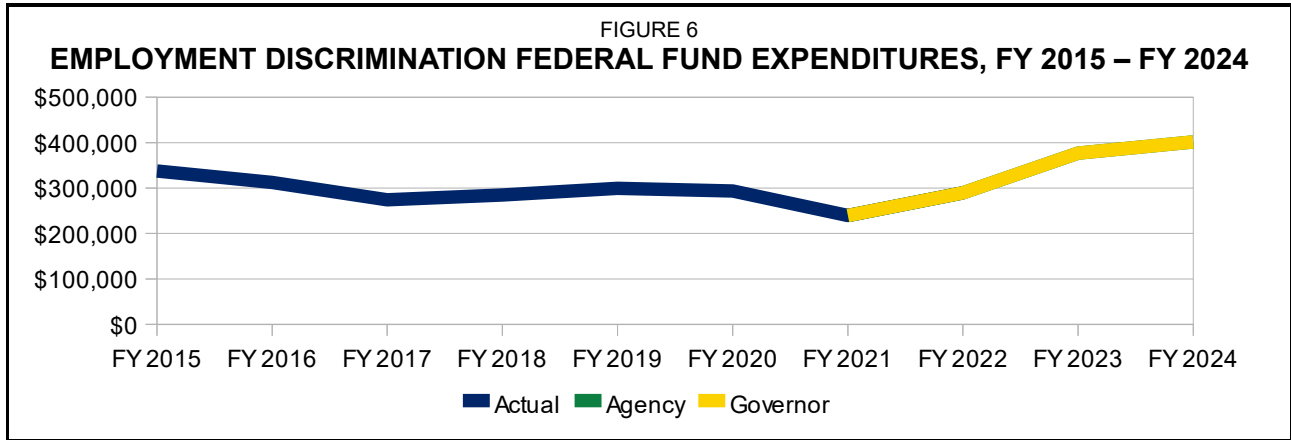
	Actual FY 2022	Agency FY 2023	Governor FY 2023	Agency FY 2024	Governor FY 2024
<b>Category of Expenditure:</b>					
Salaries and Wages	\$ 914,938	\$ 996,361	\$ 996,361	\$ 1,065,729	\$ 1,065,729
Contractual Services	409,490	455,279	455,279	406,896	406,896
Commodities	8,061	8,630	8,630	24,955	24,955
Capital Outlay	908	16,708	16,708	1,025	1,025
Debt Service Interest	-	-	-	-	-
<i>Subtotal</i>	<b>\$ 1,333,397</b>	<b>\$ 1,476,978</b>	<b>\$ 1,476,978</b>	<b>\$ 1,498,605</b>	<b>\$ 1,498,605</b>
Aid to Local Units	-	-	-	-	-
Other Assistance	-	-	-	-	-
<i>Subtotal—Operating</i>	<b>\$ 1,333,397</b>	<b>\$ 1,476,978</b>	<b>\$ 1,476,978</b>	<b>\$ 1,498,605</b>	<b>\$ 1,498,605</b>
Capital Improvements	-	-	-	-	-
Debt Service Principal	-	-	-	-	-
<b>TOTAL</b>	<b>\$ 1,333,397</b>	<b>\$ 1,476,978</b>	<b>\$ 1,476,978</b>	<b>\$ 1,498,605</b>	<b>\$ 1,498,605</b>
<b>Financing:</b>					
State General Fund	\$ 1,043,736	\$ 1,096,480	\$ 1,096,480	\$ 1,074,268	\$ 1,074,268
Federal Funds	289,658	376,606	376,606	401,407	401,407
All Other Funds	3	3,892	3,892	22,930	22,930
<b>TOTAL</b>	<b>\$ 1,333,397</b>	<b>\$ 1,476,978</b>	<b>\$ 1,476,978</b>	<b>\$ 1,498,605</b>	<b>\$ 1,498,605</b>
FTE Positions	23.0	23.0	23.0	23.0	23.0

### STATE GENERAL FUND



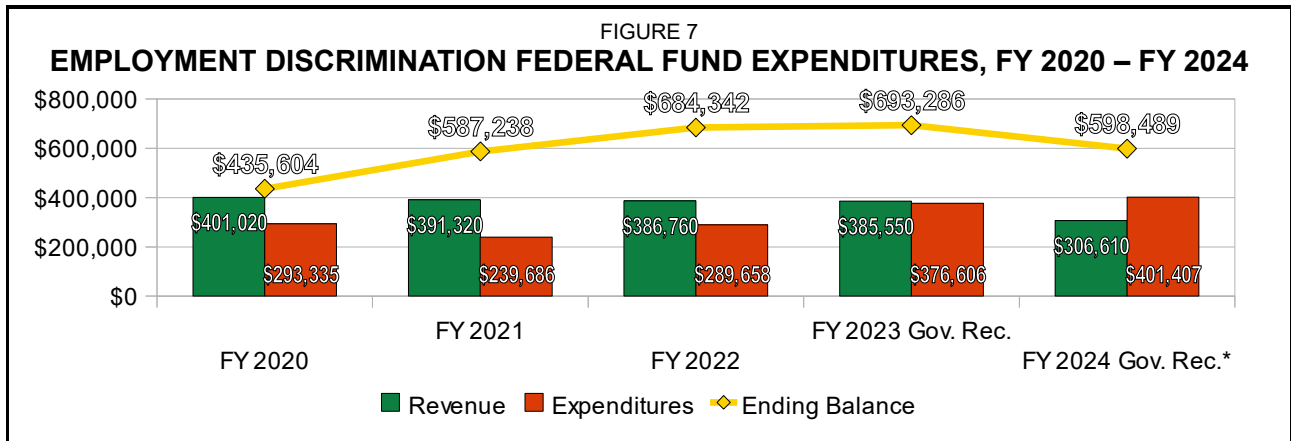
For the Kansas Human Rights Commission, SGF expenditures have remained in the \$1.0 million to \$1.1 million range from FY 2015 through FY 2022. The agency estimates that expenditures will remain within this range in FY 2023 and for FY 2024.

**EMPLOYMENT DISCRIMINATION FEDERAL FUND**



The Employment Discrimination Federal Fund is an account that arises out of the agency’s annual contract with the EEOC to process and resolve complaints of discrimination that are jointly filed under Kansas statutes and federal regulations. Expenditures have fluctuated from FY 2015 through FY 2022, though the agency expects expenditures to increase for FY 2023 and FY 2024.

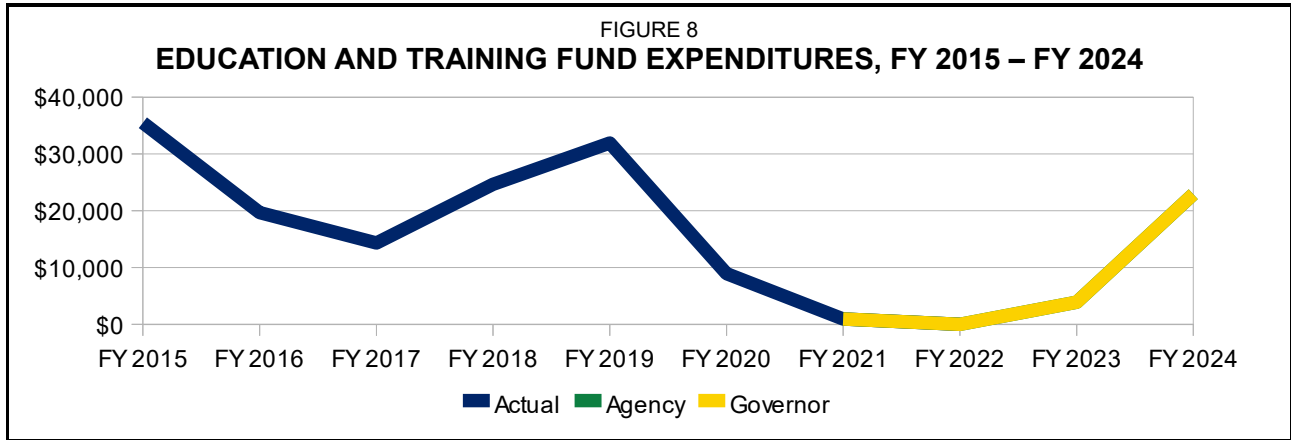
**EMPLOYMENT DISCRIMINATION FEDERAL FUND**



\* For FY 2024, the lowest month ending balance for the Employment Discrimination Federal Fund will occur in October, with a balance of \$598,489.

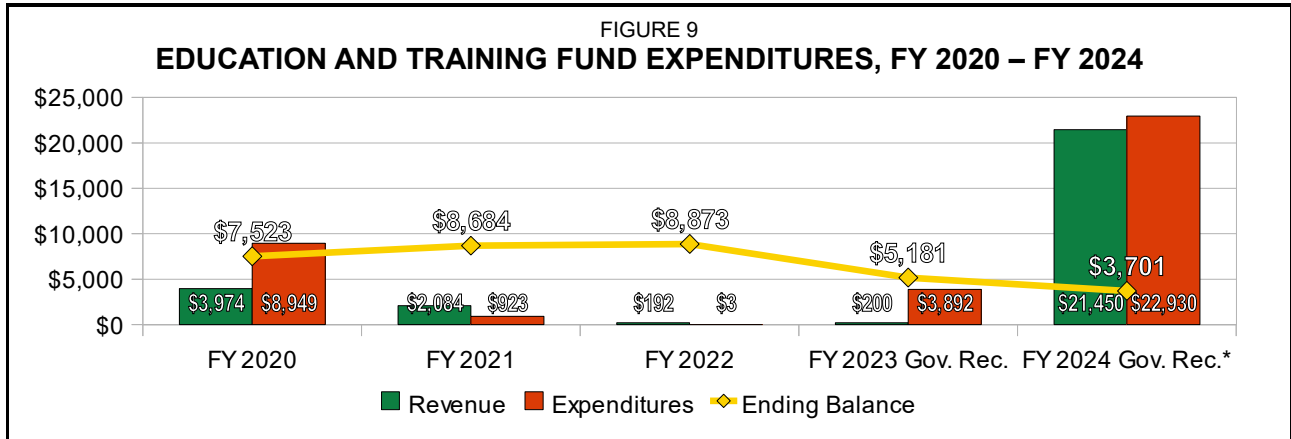
The Employment Discrimination Federal Fund generates revenue through the annual contract with the EEOC, as the EEOC pays the agency a specified amount to investigate a set number of dually filed cases. Due to a number of factors, the EEOC has decreased the contracted number of case resolutions for which the agency is reimbursed every year for the past 14 years. The agency expects that for FY 2024, expenditures from the Employment Discrimination Federal Fund will outpace revenue by \$94,797.

## EDUCATION AND TRAINING FUND



The Education and Training Fund relates to the agency’s education and training programs for the general public. Expenditures from this fund are generally associated with the agency’s annual Employment Law Seminar. The main costs of the seminar are food, audio-visual expenditures, and printing. The agency has not held the annual seminar in recent years due to the COVID-19 pandemic, so expenditures for this fund have decreased from \$31,933 in FY 2019 to \$3 in FY 2022. Instead of hosting the annual in-person seminar in FY 2023, the agency is hosting a series of webinars, which reduces expenditures. However, the agency is expecting expenditures from this fund to increase to pre-COVID-19 pandemic levels in FY 2024, as the agency prepares to hold the in-person seminar for the first time since FY 2019.

## EDUCATION AND TRAINING FUND



\* For FY 2024, the lowest month ending balance for the Education and Training Fund will occur in February, with a balance of \$3,701.

The Education and Training Fund generates revenue through registration fees and fees for copies for the annual Employment Law Seminar. The Executive Director is authorized to fix, charge, and collect fees to recover all or part of the operating expenditures incurred for training programs. The agency has not been able to hold the annual seminar in recent years due to the COVID-19 pandemic. The agency is planning to host a series of free informative webinars in FY 2023. The agency anticipates hosting an in-person seminar for FY 2024, where approximately 250 registrants are expected to pay to attend. Revenue is expected to increase from \$200 in FY 2023 to \$21,450 in FY 2024.

## FY 2023 ANALYSIS

FIGURE 10  
**SUMMARY OF BUDGET REQUEST, FY 2023**

	SGF	Special Revenue Funds	All Funds	FTE
<b>Legislative Approved:</b>				
Amount Approved by 2022 Legislature	\$ 1,060,373	\$ 452,008	\$ 1,512,381	23.0
1. SGF Reappropriation	36,107	-	36,107	--
<i>Subtotal—Legislative Approved</i>	<i>\$ 1,096,480</i>	<i>\$ 452,008</i>	<i>\$ 1,548,488</i>	<i>23.0</i>
<b>Agency Revised Estimate:</b>				
2. Salaries and Wages	\$ (70,026)	\$ (52,036)	\$ (122,062)	--
3. Contractual Services	57,934	(3,409)	54,525	--
4. Commodities	1,328	(16,065)	(14,737)	--
5. Capital Outlay	10,764	-	10,764	--
<i>Subtotal—Agency Revised Estimate</i>	<i>\$ 1,096,480</i>	<i>\$ 380,498</i>	<i>\$ 1,476,978</i>	<i>23.0</i>
<b>Governor's Recommendation:</b>				
6. No Changes	\$ -	\$ -	\$ -	--
<b>TOTAL</b>	<b>\$ 1,096,480</b>	<b>\$ 380,498</b>	<b>\$ 1,476,978</b>	<b>23.0</b>

### LEGISLATIVE APPROVED

Subsequent to the 2022 Session, one adjustment was made to the \$1.5 million, including \$1.1 million SGF, appropriated to the Kansas Human Rights Commission in FY 2023.

- 1. SGF REAPPROPRIATION.** The agency reappropriated \$36,107 in unspent SGF moneys from FY 2022 into FY 2023. According to the agency, the reappropriation is associated with a database update that was difficult to formalize and complete in previous years due to the situation caused by the COVID-19 pandemic. This reappropriated amount gives the agency an approved budget of \$1,548,488, including \$1,096,480 SGF, in FY 2023 without any legislative action required.

### AGENCY ESTIMATE

The **agency** submits a revised estimate of \$1.5 million, including \$1.1 million SGF, in FY 2023. This is an all funds decrease of \$71,510, or 4.6 percent, below the amount approved by the 2022 Legislature.

The **agency** estimate includes the following adjustments:

- 2. SALARIES AND WAGES.** The agency's revised estimate includes \$996,361 in salaries and wages expenditures. This decrease of \$122,062, or 10.9 percent, below the amount approved by the 2022 Legislature is primarily due to there being several vacant positions, though the agency states they are hiring to fill those positions, and continues to contract with an outside law firm in lieu of filling the Chief Legal Counsel position. The request also takes into account increased employer contributions for unemployment compensation and group health insurance.
- 3. CONTRACTUAL SERVICES.** The agency's revised estimate includes \$455,279 in contractual services expenditures. This increase of \$54,525, or 13.6 percent, above the amount approved by the 2022 Legislature is primarily due to increased costs associated with rental rates for the Landon State Office Building, as well as costs associated with technology programs and services, such as wireless network connections, software, and computers. In addition to the increased rates, the agency contracts with Kansas

Legal Services to provide mediation services to parties involved in a complaint of discrimination. Likewise, the agency contracts with outside counsel who, among other things, review and revise the Kansas Administrative Regulations as the agency is scheduled to report on an evaluation of its administrative regulations by July 2023.

4. **COMMODITIES.** The agency estimate includes \$8,630 in commodities expenditures. This decrease of \$14,737, or 63.1 percent, below the amount approved by the 2022 Legislature is due to the agency's purchase of office supplies and data processing supplies, which have been adjusted for the inflationary index. Expenses associated with the annual Employment Law Seminar are not budgeted, as a series of webinars will be held in lieu of the in-person event.
5. **CAPITAL OUTLAY.** The agency request includes \$16,708 in capital outlay expenditures. This increase of \$10,764, or 181.1 percent, above the amount approved by the 2022 Legislature is due to recommendations by the Office of Information Technology Services (OITS) that the agency replace servers, firewalls, monitors, printers, and other technology.

The agency estimate also includes 23.0 FTE positions, which is the same as the approved number by the 2022 Legislature.

#### **GOVERNOR'S RECOMMENDATION**

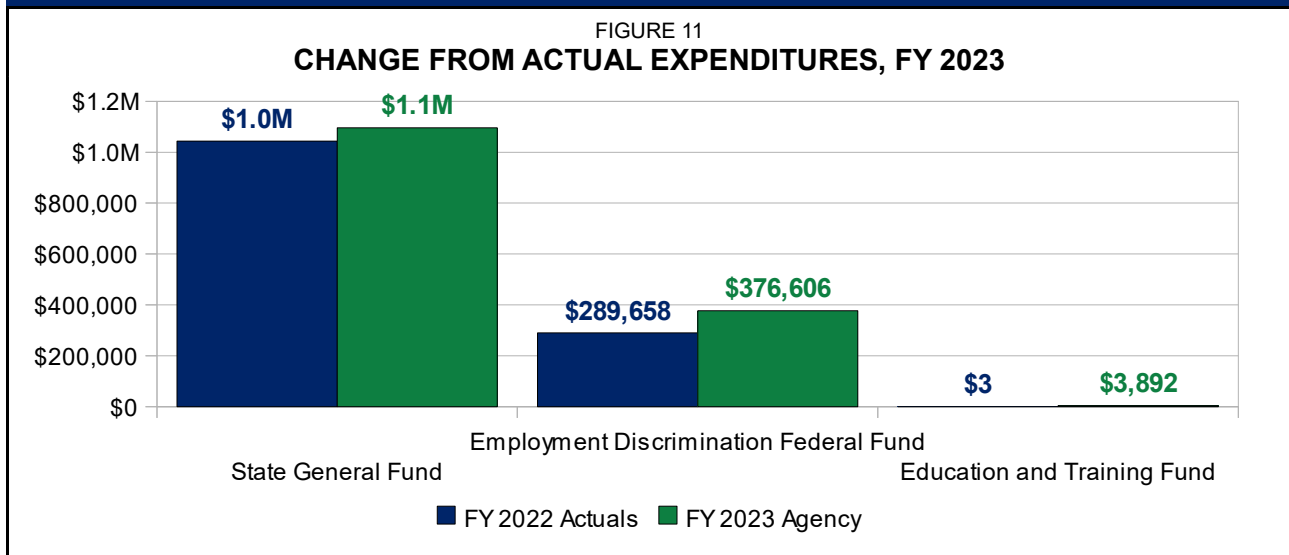
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The **Governor** concurs with the agency's revised estimate and recommends a budget of \$1.5 million, including \$1.1 million SGF, in FY 2023. The Governor's recommendation also includes 23.0 FTE positions, which is the same as the number approved by the 2022 Legislature.

6. **NO CHANGES.** The Governor concurs with the agency's revised estimate.



## FY 2023 CHANGE FROM ACTUAL EXPENDITURES



The **agency** estimates revised expenditures of \$1,476,978, including \$1,096,480 SGF, in FY 2023. This is an increase of \$143,581, or 10.8 percent, above the FY 2022 actual expenditures. The agency anticipates that expenditures in the federal funds account will increase by \$86,948, or 30.0 percent, above the FY 2022 actual expenditures. The increase in expenditures from the federal fund account is attributable to the agency's belief that it will be processing and reviewing more cases. Likewise, the agency expects expenditures in the Education and Training fee fund account to increase by \$3,889, or 99.9 percent, above the FY 2022 actual expenditures. In FY 2022, the agency hosted presentations and trainings online in lieu of the annual employment seminar that is usually held in-person. In FY 2023, the agency plans to continue hosting online presentations and trainings, as well as a series of webinars.

## FY 2024 ANALYSIS

FIGURE 12  
**SUMMARY OF BUDGET REQUEST, FY 2024**

	SGF	Special Revenue Funds	All Funds	FTE
<b>Agency Revised Estimate, FY 2023</b>	\$ 1,096,480	\$ 380,498	\$ 1,476,978	23.0
<b>Agency Request:</b>				
1. Salaries and Wages	\$ 46,075	\$ 23,293	\$ 69,368	--
2. Contractual Services	(52,864)	4,481	(48,383)	--
3. Commodities	260	16,065	16,325	--
4. Capital Outlay	(15,683)	-	(15,683)	--
<i>Subtotal—Agency Estimate</i>	\$ 1,074,268	\$ 424,337	\$ 1,498,605	23.0
<b>Governor’s Recommendation:</b>				
5. No Changes	\$ -	\$ -	\$ -	--
<b>TOTAL</b>	\$ 1,074,268	\$ 424,337	\$ 1,498,605	23.0

### AGENCY REQUEST

The **agency** requests \$1.5 million, including \$1.1 million SGF, for FY 2024. This is an all funds increase of \$21,627, or 1.5 percent, including an SGF decrease of \$22,212, or 2.0 percent, from the FY 2023 revised estimate.

The **agency** request includes the following adjustments:

1. **SALARIES AND WAGES.** The agency request includes \$1.1 million in salaries and wages expenditures. The request includes an increase of \$69,368, or 7.0 percent, above the FY 2023 revised estimate is primarily due to increased employer contributions for unemployment compensation and group health insurance. The salary figure also includes longevity payments of \$40 per year, up to \$1,000 for eligible employees.
  
2. **CONTRACTUAL SERVICES.** The agency request includes \$406,896 in contractual services expenditures. The request includes a decrease of \$48,383, or 10.6 percent, below the FY 2023 revised estimate, primarily due to the agency’s expectation that updates to the computer programming services and potential changes to the Kansas Administrative Regulations will both be completed. Likewise, the agency anticipates that permanent positions will be filled, which would eliminate the costs incurred from temporary staffing agencies. The decrease in contractual services expenditures is partially offset by increased expenditures associated with in-state and out-of-state travel, printing and binding of the potential new regulations, and other professional fees.
  
3. **COMMODITIES.** The agency request includes \$24,955 in commodities expenditures. The request includes an increase of \$16,325, or 189.2 percent, above the FY 2023 revised estimate, due to the agency’s plan to host its annual Employment Law Seminar for the first time since FY 2019. Projected expenditures for the seminar are based on actual costs that the agency incurred in FY 2019.
  
4. **CAPITAL OUTLAY.** The agency request includes \$1,025 in capital outlay expenditures. This decrease of \$15,683, or 93.9 percent, below the FY 2023 revised estimate is due to the agency’s expectation that no new technology updates, other than the replacement of two printers, will be needed. Other minor purchases from FY 2022 are carried forward and adjusted by the cost index.

The agency request also includes 23.0 FTE positions, which is the same as the requested number of positions in FY 2023.

### **GOVERNOR'S RECOMMENDATION**

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The **Governor** concurs with the agency's request and recommends a budget of \$1.5 million, including \$1.1 million SGF, for FY 2024. The Governor's recommendation also includes 23.0 FTE positions, which is the same as the agency's requested number of positions.

5. **NO CHANGES.** The Governor concurs with the agency's revised estimate.

## PROGRAM AND PERFORMANCE MEASURES OVERVIEW

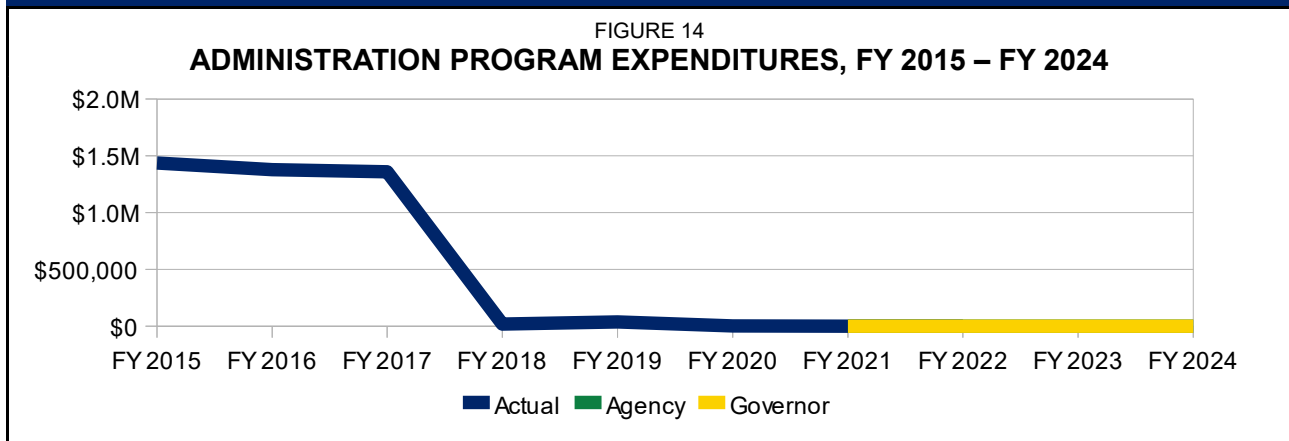
FIGURE 13  
**EXPENDITURES AND FTE POSITIONS BY PROGRAM, FY 2022 – FY 2024**

Programs	Actual FY 2022	Agency FY 2023	Governor FY 2023	Agency FY 2024	Governor FY 2024
<b>Expenditures:</b>					
Administration	\$ 1,805	\$ -	\$ -	\$ -	\$ -
Compliance Program	1,331,592	1,472,022	1,472,022	1,474,060	1,474,060
Public Information and Education Program	-	4,956	4,956	24,545	24,545
<b>TOTAL</b>	<b>\$ 1,333,397</b>	<b>\$ 1,476,978</b>	<b>\$ 1,476,978</b>	<b>\$ 1,498,605</b>	<b>\$ 1,498,605</b>
<b>FTE Positions:</b>					
Administration Program	-	-	-	-	-
Compliance Program	23.0	23.0	23.0	23.0	23.0
Public Information and Education Program	-	-	-	-	-
<b>TOTAL</b>	<b>23.0</b>	<b>23.0</b>	<b>23.0</b>	<b>23.0</b>	<b>23.0</b>

### **PERFORMANCE MEASURES**

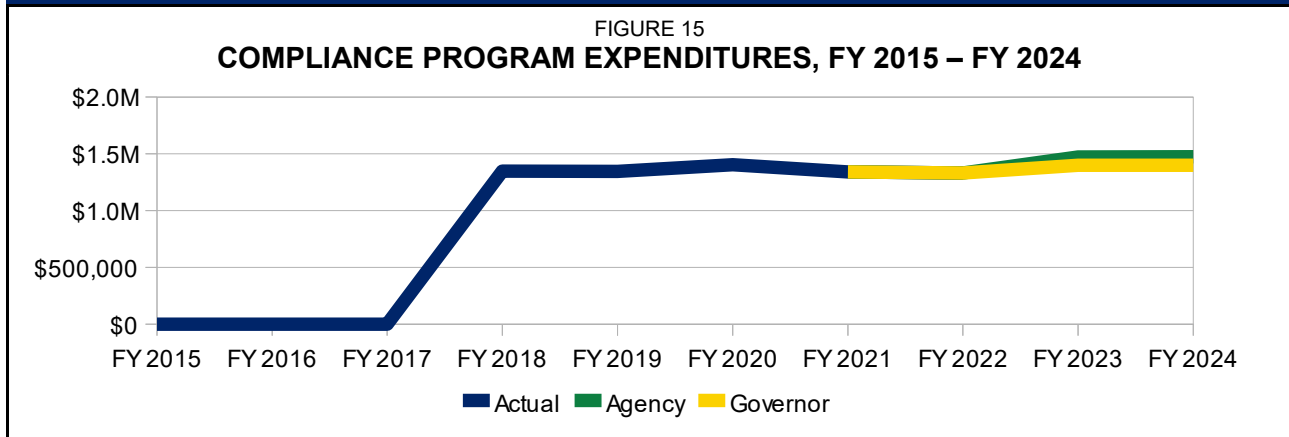
The 2016 Legislature passed HB 2739, which outlined a three-year process for state agencies to develop and implement a system of performance budgeting using outcome measures to evaluate program effectiveness.

## ADMINISTRATION PROGRAM



Prior to FY 2018, the agency consolidated program expenditures under the Administration Program. Therefore, expenditure amounts for the Compliance Program and the Public Information and Education Program are not available prior to FY 2018. As the agency began utilizing the Compliance Program and the Public Information and Education Program, expenditures under the Administration Program decreased from \$1.4 million in FY 2015, to \$2,170 in FY 2020. Expenditures were nonexistent in FY 2021, though expenditures increased to \$1,805 in FY 2022. The agency does not project costs associated with this program, as it is only used when a need for a public hearing arises.

## COMPLIANCE PROGRAM



**STATUTORY BASIS:** • KSA 44-1005

- PROGRAM GOALS:**
- Provide prompt, professional, and appropriate services to all citizens who contact the agency for assistance, and to maintain an effective and efficient complaint intake service to reduce or eliminate frivolous or non-jurisdictional complaints.
  - Provide the opportunity for the early resolution through mediation of every complaint filed.
  - Conduct a prompt and thorough investigation of all allegations not previously resolved by mediation, and to render a timely and appropriate determination that is supported by evidence of either probable cause or no probable cause in all cases submitted to Commissioners for such determination.

The purpose of the Compliance Program is to investigate and attempt to resolve complaints of discrimination within the areas of employment, housing, and public accommodation. In order to bring a legal claim under the Kansas Act Against Discrimination, an individual is almost always required to exhaust all administrative remedies by first filing a complaint of discrimination with the agency.

Once a complaint of discrimination is filed and the parties involved determine that the matter cannot be resolved through mediation with the Kansas Legal Services, the complaint undergoes an investigation by agency. Investigators review records and documents and interview any person who could have relevant knowledge of the alleged act(s) or omission(s). A summary of the investigation is then compiled and submitted to one of the seven Commissioners for a determination of whether there is probable cause to believe that a discriminatory act has occurred.

If probable cause is not found, the Commission closes the case. If probable cause is found, the Commission is required to attempt to resolve the complaint through conciliation efforts before the complaint goes to the quasi-judicial program of the public hearing process.

Additionally, whenever there is sufficient information to conclude that a discriminatory pattern and practice may be occurring within a system, primarily in employment systems, the Commission initiates a complaint against the alleged violator(s). It must be determined whether certain patterns and practices, even those that appear facially neutral, are resulting in a discriminatory impact upon a certain class of individuals. If such a situation exists, and there is no valid business reason for that practice, the Commission issues a finding of probable cause and seeks to eliminate those patterns and practices. Successful resolution of such situations eliminates a large number of individual complaints that the Commission would otherwise have to process.

FIGURE 16  
**COMPLIANCE PROGRAM, PERFORMANCE MEASURES**

	Actual FY 2021	Actual FY 2022	Actual 3-Year Avg.	Target FY 2023	Target FY 2024
<b>Outcome Measure:</b>					
1. Complaints Clearance Rate	100 %	102 %	102 %	102 %	101 %
2. Case Processing Time (in months)	9.31	9.73	9.11	9.28	9.15
3. Average SGF provided to Kansas Legal Services / Midland Mediation per case brokered through KLS / MM *	\$ 280.00	\$ 289.00	\$ 189.67	\$ 258.00	\$ 251.00
<b>Output Measure:</b>					
4. Number of Complaints Filed	951	799	887	900	915
5. Number of Complaints Closed *	952	814	903	920	925
<b>Financing</b>					
	Actual FY 2021	Actual FY 2022		Governor FY 2023	Governor FY 2024
SGF	\$ 1,101,016	\$ 1,041,931		\$ 1,095,413	\$ 1,072,650
Federal Funds	239,686	289,658		376,606	401,407
All Other Funds	23	3		3	3
<b>TOTAL</b>	<b>\$ 1,340,725</b>	<b>\$ 1,331,592</b>		<b>\$ 1,472,022</b>	<b>\$ 1,474,060</b>
<b>Percentage Change:</b>					
SGF	(99.0) %	(5.4) %		5.1 %	(2.1) %
All Funds	(99.0) %	(0.7) %		10.5 %	0.1 %
FTE Positions	23.0	23.0		23.0	23.0

\* The Governor's Office does not utilize this measure for evaluation purposes.

## PERFORMANCE AND BUDGET ANALYSIS

The **agency** requests \$1.5 million, including \$1.1 million SGF, for the Compliance Program for both FY 2023 and FY 2024.

The **Governor** concurs with the agency's revised estimate for FY 2023 and request for FY 2024.

### COMPLAINT PROCESS

The Compliance Program can be measured empirically in a number of ways, including by the number of complaints the agency resolves each year. The agency anticipates that the processing time for complaints will decrease from 9.73 months in FY 2022 to 9.28 months in FY 2023, allowing the agency to process more complaints. As such, the agency expects the clearance rate of complaints to remain over 100.0 percent in FY 2023 and for FY 2024.

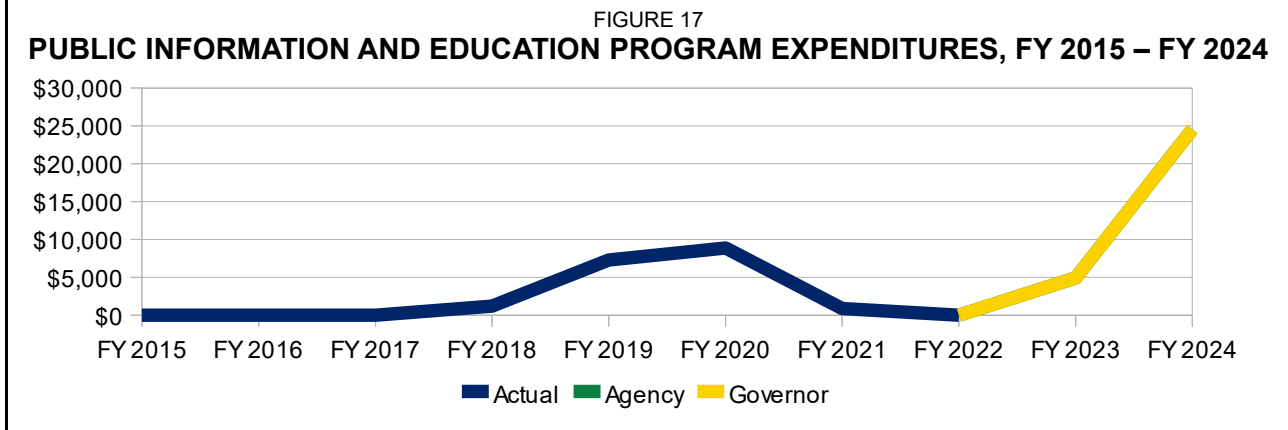
According to the agency, the "clearance rate" of complaints is the percentage of closed cases divided by the total number of cases received. A rate above 100.0 percent indicates that the agency closes more cases in a year

than it receives in a year. Despite staff shortages, the agency expects to have a clearance rate of 102.0 percent in FY 2023, and a clearance rate of 101.0 percent for FY 2024.

### EEOC CONTRACT

The agency receives a reimbursement of \$830 per case resolution from the EEOC, in addition to \$100 per complaint intake (*i.e.*, complaints the agency receives but cannot investigate due to jurisdictional limitations). The agency estimates that the revenue it receives from the EEOC will decrease from \$385,550 in FY 2023 to \$306,610 for FY 2024. The decrease is due to the EEOC lowering the amount of case resolutions for which it would contract with the agency. The agency notes this is due to there being lower-than-normal case resolutions during the measurement period in which there were several vacancies in the agency's investigative staff.

## PUBLIC INFORMATION AND EDUCATION PROGRAM



**STATUTORY BASIS:** • KSA 44-1004

**PROGRAM GOALS:**

- Inform Kansans of what constitutes discrimination, the effects of unlawful discrimination, how to prevent discrimination, and provide an overview of discrimination laws in order to prevent future acts of discrimination.
- Maintain a statewide education program to inform all citizens on what constitutes discrimination, the effects of unlawful discrimination, how to prevent discrimination, and how to obtain redress.

The goal of the Public Information and Education Program is to assist the public in understanding what constitutes acts of discrimination so such acts can be prevented and eliminated in the future. This program is responsible for the dissemination of information to all segments of the public about the provisions of the Kansas Act Against Discrimination and the Kansas Age Discrimination in Employment Act.

Through the Public Information and Education Program, the Commission distributes information materials and conducts seminars and workshops that provide an overview of either the laws against discrimination or specific segments of the laws. For example, the

agency’s most requested program is the presentation that addresses illegal harassment, including illegal sexual harassment, in the workplace.

Additionally, the agency hosts an annual Employment Law Seminar. Invitees include respondents, attorneys, human resource personnel, and other professionals. Topics cover various aspects of employment discrimination, as well as how to prevent discrimination in the workplace. Although the seminar was put on hold for the past few years because of the COVID-19 pandemic, the agency is planning to host the seminar in person during FY 2024.



FIGURE 18  
**PUBLIC INFORMATION AND EDUCATION PROGRAM, PERFORMANCE MEASURES**

	Actual FY 2021	Actual FY 2022	Actual 3-Year Avg.	Target FY 2023	Target FY 2024
<b>Outcome Measure:</b>					
1. Number of People Trained Through Educational Presentations	595	613	667	630	650
2. Number of People Completing KHRC Online Training *	11,010	12,347	11,083	12,375	12,400
<b>Output Measure:</b>					
3. Number of Educational Presentations *	26	21	22	24	26
4. Provide Online Training *	Yes	Yes	Yes	Yes	Yes
<b>Financing</b>	Actual FY 2021	Actual FY 2022		Governor FY 2023	Governor FY 2024
SGF	\$ -	\$ -		\$ 1,067	\$ 1,618
Federal Funds	-	-		-	-
All Other Funds	900	-		3,889	22,927
<b>TOTAL</b>	<u>\$ 900</u>	<u>\$ -</u>		<u>\$ 4,956</u>	<u>\$ 24,545</u>
<b>Percentage Change:</b>					
SGF	(99.0) %	--		-- %	51.6 %
All Funds	(99.0) %	(100.0) %		-- %	395.3 %
FTE Positions	0.0	0.0		0.0	0.0

\* The Governor's Office does not utilize this measure for evaluation purposes.

## PERFORMANCE AND BUDGET ANALYSIS

The **agency** requests \$4,956, including \$1,067 SGF in FY 2023. The request is a decrease of \$18,455, including \$505 SGF, from the FY 2023 approved budget. The decrease is attributable to the agency not holding the employment law seminar in FY 2023.

The **Governor** concurs with the agency revised estimate in FY 2023.

The **agency** requests \$24,545, including \$1,618 SGF, for FY 2024. The request is an increase of \$20,589, and an SGF increase of \$551, above the FY 2023 revised estimate. The increase is attributable to expenditures for the annual employment law seminar.

The **Governor** concurs with the agency request for FY 2024.

## PREVENTION PROGRAMS

The agency indicates the Public Information and Education Program is difficult to measure empirically, but the agency asserts that many acts of discrimination are prevented by the education and services this program provides. This assertion is due to the number of public requests for training materials, the number of

referrals received, and the number of people trained each year.

## EDUCATION SEMINARS

Prior to the COVID-19 pandemic, the annual Employment Law Seminar was the main way the agency assisted the public in understanding what constitutes acts of discrimination. However, the agency transitioned away from the in-person seminar in FY 2021 and FY 2022, and instead used online training seminars and online presentations to continue educating Kansans. The number of persons trained through educational presentations increased from 595 in FY 2021 to 613 in FY 2022. Likewise, the number of persons who completed online training programs increased from 11,010 in FY 2021 to 12,347 in FY 2022. The agency expects the amount of people attending educational presentations, as well as the amount of people completing online training, to increase in FY 2023 and in FY 2024.

Additionally, the agency plans to bring back the annual Employment Law Seminar in FY 2024. Attendees pay a fee of \$85 in order to receive continuing education about employment law while surrounded by peers.