

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

KANSAS HUMAN RIGHTS COMMISSION

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FISCAL YEARS 2025 AND 2026 BUDGET

Table of Contents

Topic	Page Number
Commissioners and Executive Director	1
Agency Mission	2
Agency Philosophy	2
Programs Established to Carry Out Our Agency Mission	2
Statutory History	2
Overview of Agency Achievements	5
Overview of Agency-Wide Current Year Estimate and Budget Year Information	8
Reduced Resource Package	11
Supplemental and Enhancement Packages	11
DA-402 – Agency Summary	12
404 Report – Fund Balances	14
DA 405 – Receipt Narrative	19
Subprograms	22
Compliance and Education Programs Narrative	24
Compliance and Education Expenditure Justification	33
Compliance and Education Program Supplemental Package	37
Compliance and Education Program Enhancement Package	37
Administration Hearings Office Program Narrative	38
Administrative Hearings Office Expenditure Justification	39
DA 406/410-Expenditures and Plans for Financing	40
DA 412 - Salaries and Wages	42
DA 416 – Capital Outlay	43

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

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Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency:	Kansas Human Rights Commission
Program:	Agency Overview

AGENCY MISSION:

The mission of the Kansas Human Rights Commission is to eliminate and prevent discrimination and assure equal opportunities in employment relations, to eliminate and prevent discrimination, segregation or separation, and assure equal opportunities in places of public accommodations and in housing.

The agency mission and purpose are established by the Kansas Act Against Discrimination, the Kansas Age Discrimination in Employment Act, and the Administrative Rules and Regulations.

AGENCY PHILOSOPHY:

The Kansas Human Rights Commission in accomplishing its mission will act in accordance with the highest standards of professional conduct, ethics, efficiency, and accountability. We guarantee to those who seek our services and to the public at large, that we will approach our duties with a deep sense of purpose, urgency, and responsibility. We acknowledge and affirm that the principles of equality and protection of basic human rights are the most noble of human efforts, and that we will dedicate all our activities toward that purpose, believing that eternal vigilance is the price of freedom.

PROGRAMS ESTABLISHED TO CARRY OUT OUR AGENCY MISSION:

- Compliance
- Education
- Administrative Hearings Office

The Compliance and Education programs are mandated by law through the Kansas Act Against Discrimination. The purpose and function of the programs are to prevent acts of discrimination in employment, housing, and public accommodations. The Kansas Act Against Discrimination, the Kansas Age Discrimination in Employment Act and the Administrative Rules and Regulations for the agency, provide that the KHRC, through investigation, enforcement, and compliance prevents and eliminates acts of discrimination in the state of Kansas. Additionally, the Commission is required, by law, to educate the general public of Kansas on what constitutes acts of discrimination in employment, housing, and public accommodations and how such acts can be prevented from occurring.

Senate Bill 141 of the 2004 Legislative Session mandated that the Commission shall use at least four commissioners or the Office of Administrative Hearings to preside over public hearings of complaints, instead of a staff hearing examiner or a contract hearing examiner. The Commission previously contracted with pro tem hearing examiners for this service in years prior to the change in the law. Section 15 of the Senate Bill 141 indicated this change took effect July 1, 2007, but Section 34 indicated the change took effect July 1, 2006. To reconcile the two different dates, the Commission contracted with the Office of Administrative Hearings for hearing services beginning July 1, 2006.

STATUTORY HISTORY:

Kansas Statutes Annotated 44-1004 provides the Commission with the power to investigate complaints of discrimination based on race, color, ancestry, religion, sex, national origin, genetic testing (employment

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

only) and disability, in the areas of employment, housing and public accommodations. Effective January 1, 1992, the Commission also was authorized to investigate complaints of housing discrimination based upon familial status. The Kansas Age Discrimination in Employment Act (K.S.A. 44-1111, et seq.) authorizes the Commission to investigate age-based employment discrimination complaints.

In 1972 the Kansas Legislature gave the Commission the authority to process complaints alleging sex discrimination and in 1974 physical handicap was added, which had the effect of substantially expanding the Commission's coverage. In 1983, the Legislature passed the Kansas Age Discrimination in Employment Act, which gave the Commission the authority to process complaints of age discrimination in employment for persons between the ages of 40 to 70. At that time, the Federal Age Discrimination in Employment Act also covered persons from 40 to 70 years of age. However, in 1986, the Federal Law was changed in that the upper age limit of 70 was removed. In 1987, the Commission supported legislative efforts to make the same change in the Kansas law, to remove the upper age of 70. As a result of these efforts, the 1988 Kansas Legislature amended the age act to remove the age 70 limit. The amendments also changed the lower age coverage from 40 years to 18 years. Subsequently, House Bill 2771 of the 2008 Legislative Session changed the definition of age from the previous "18 or more years" to the current "40 or more years".

Effective May 24, 1984, the Legislature authorized the Commission to award damages for mental pain, suffering and humiliation up to an amount of \$2,000 where appropriate under the Kansas Age Discrimination in Employment Act and in cases of employment or public accommodations discrimination under the Kansas Act Against Discrimination.

The 1991 Legislature made the most extensive and significant amendments to the Kansas Act Against Discrimination since the original enactment of the Kansas Act in 1953. The Kansas Act Against Discrimination was amended in an effort to make it similar to two federal laws, the Americans with Disabilities Act of 1990 and the Fair Housing Amendments Act of 1988. Other amendments were also made prohibiting discrimination in membership practices of nonprofit, recreational or social associations or corporations, on the basis of race, religion, sex, color, disability, national origin, or ancestry, if the organization has 100 or more members and provides regular meal service and receives payment for dues, and use of facilities. Religious or private fraternal and benevolent associations or corporations are excluded from this membership provision. These amendments also extended protection against discrimination to persons with a disability (prior law covered physical handicap) in the areas of employment, public accommodations, and housing, and to persons on the basis of familial status in the area of housing. Familial status is defined as having children less than 18 years of age domiciled with a parent or another person having legal custody of the children. The employment and public accommodations amendments were effective July 1, 1991, while the housing amendments became effective January 1, 1992.

In the 1992 Legislative session, further amendments were made to the housing discrimination section of the KAAD, which provided expanded damage and penalty awards when housing discrimination is proven. The 1995 Legislature amended the KAAD to require that complaints filed with the Kansas Human Rights Commission articulate in writing a statement of a prima facie case of discrimination pursuant to an established legal theory of discrimination. The Legislature also enacted statutory provisions authorizing the dismissal of complaints pending for more than 300 days under certain circumstances with a resulting right to assert the complaint in court action.

The 1999 Legislature added restrictions on the use of genetic testing for employment use.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

Substitute for Senate Bill 77 of the 2005 Legislative Session became effective July 1, 2005, and prohibited law enforcement officers or agencies from relying, as the sole factor, on race, ethnicity, national origin, gender or religious dress in selecting which individuals to subject to routine traffic stops, or in deciding upon the scope and substance of law enforcement activity following the initial routine traffic stop. Substitute for Senate Bill 77 was codified in K.S.A. 22-4606 through K.S.A. 22-4611. The law also provided that a representative from the Commission shall serve on a 15-member task force appointed by the governor. The governor's task force on racial profiling shall work in partnership with local and state law enforcement agencies to review current policies and make recommendations for future policies and procedures statewide for the full implementation of the provisions of K.S.A. 2006 Supp. 22-4606 through 22-4611, and amendments thereto. The law mandated that the Commission receive, review, and investigate, if necessary, complaints of racial and other profiling.

Subsequently, SB 93 of the 2011 Legislative Session transferred the filing and investigation, if necessary, of profiling complaints from the Kansas Human Rights Commission to the Office of the Attorney General. The law became effective upon its publication in the Kansas Register on May 26, 2011.

House Bill 2582 of the 2006 Legislative Session amended the Kansas Act Against Discrimination to prohibit discrimination in homeowners associations' restrictive covenants based on race, religion, color, sex, disability, familial status, national origin, and ancestry. If the homeowners association fails to delete prohibited language, the Commission may bring action against the homeowners association for injunctive relief.

The 2012 Legislative Session amended the disability provisions of K.S.A. 44-1002 and K.S.A. 44-1006 to bring the Kansas Act Against Discrimination into alignment with the federal Americans with Disabilities Act Amendments Act.

In August 2020, the Commission Board voted to concur with the U.S. Supreme Court ruling in *Bostock v. Clayton County, Georgia*, which determined that Title VII's "sex" discrimination provisions prohibit employment discrimination on the basis of sexual orientation and transgender status. Because State of Kansas court rulings hold that federal court rulings are persuasive on the interpretation of the Kansas Act Against Discrimination, the U.S. Supreme Court ruling in *Bostock* is persuasive on the same prohibitions against "sex" discrimination by the Kansas Act Against Discrimination and "sex" is used uniformly in the Kansas Act Against Discrimination's antidiscrimination provisions in employment, housing, and public accommodations. As such, the Kansas Human Rights Commission began accepting complaints of discrimination in employment, housing, and public accommodations based on "sex" inclusive of sexual orientation and gender identity.

The Kansas Act Against Discrimination has been declared equivalent to Title VII of the Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act of 1967 as amended, Title VIII of the Civil Rights Act of 1968 as amended, and the Genetic Information Non-Discrimination Act (GINA). Because of this equivalency determination, the Commission can enter into contractual agreements with the Equal Employment Opportunity Commission (EEOC), the agency which enforces comparable laws at the federal level.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

OVERVIEW OF AGENCY ACHIEVEMENTS FY 2024

1. The agency received 874 complaints, compared to 1,032 in the previous fiscal year, a decrease of 158 complaint receipts.

We had a decrease in monthly complaint receipts November 2023 – March 2024. Since then, monthly complaint receipts have increased and are trending towards 1,000 complaint receipts in FY 2025.

2. The Commission resolved 821 complaints of discrimination in the areas of employment, housing, and public accommodations, compared to the previous fiscal year's level of 830 resolutions.

The agency has not been fully staffed with Special Investigator II's producing at the full quota since FY 2021, when the agency resolved 952 cases. Turnover in Special Investigator staffing has been ongoing since September 2021 due to retirement, promotional opportunities to other State agencies, moving out of state, or change in career interest. As of October 21, 2024, eight Special Investigator II positions will be filled, with four Special Investigators II's in training. The new Special Investigator II's will not be producing at full quotas until their training period is completed, which is six months. We will be able to move from seven filled Special Investigator II positions to eight filled Special Investigator II positions, which has been one of our goals, to address elevated receipt levels in previous fiscal years and a related increased inventory. Additional resources provided to Kansas Legal Services through an enhancement granted for FY 2025 should provide additional mediation resources.

With the U.S. Equal Employment Opportunity Commission (EEOC) providing a number of EEOC closures to the KHRC, which resulted in the KHRC closing the matching KHRC dual-filed complaints, at the beginning of Fiscal Year 2025, the increased staffing, and the enhanced mediation resources, closures are expected to rebound in FY 2025. FY 2025 closures are estimated at 1,025 based on current performance.

3. There were 991 open cases at the end of the fiscal year, up 53 from the previous level of 938 open cases. The open inventory decreased to 910 in August 2024.

As noted previously, the agency has been fully staffed with all Special Investigators generating cases at the full quota since the fall of FY 2021 due to promotion or turnover of some seasoned Special Investigators. Newly hired Special Investigators completing their training periods and producing at the full production level, the addition of an eighth Special Investigator, and enhanced mediation resources should combine to resolve more cases in FY 2025, and thereby positively impact the open inventory level.

4. At the end of FY 2008, 12 Special Investigator II positions were filled, versus seven used in recent fiscal years. As of October 21, 2024, the agency will have eight filled Special Investigator positions, although we had hoped to have the eighth position filled in FY 2024. No additional funds were requested for this position. Rather, the agency will rely on EEOC account cash balances to fund the position.

5. The average case processing time has been reduced from a high of nearly 24 months in 1995 to 10.9 months in FY 2024. This figure is slightly higher than the previous fiscal year figure of 10.0 months, primarily due to a rise in complaint receipts level experienced in FY 2023, the resulting increased open inventory, and understaffing. As the open caseload improves, the processing

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

time will decrease, provided there is adequate staffing.

6. The Commission recovered \$1,318,447 in FY 2024, which exceeds the recoveries of \$1,207,784 in FY 2023, on behalf of individuals alleging discrimination in the areas of employment, public accommodations or housing. Recoveries exceeded \$1 million in four of the last five fiscal years. The FY 2020 recovery level of \$2,009,923, which set a record, is the highest amount since FY 1998 when \$1,542,101 was collected. Recoveries are monetary payments to Complainants and do not take into account job reinstatements, hirings, modifications, discrimination/harassment training, granting of a disability or religious accommodation request, or other related actions.

The KHRC was recognized at the 2018 EEOC's Fair Employment Agencies Conference as having the highest percentage of target equity (non-monetary) relief among 92 Fair Employment Practices Agencies. Targeted equity relief is any non-monetary and non-generic relief that addresses the complaint's alleged discriminatory practices and non-generic relief that addresses the complaint's alleged discriminatory practices and provides remedies to the aggrieved individuals or prevents similar violations in the future. The purpose of targeted equity relief is to remove the effects of past discrimination, remedy the problems that contributed to the discrimination, and prevent future discrimination. Targeted equity relief continues to be an emphasis in KHRC settlement and conciliation agreements.

11. In February 2023, the agency was selected for the EEOC's virtual technical review. The review ensures that Fair Employment Practices Agencies' investigative practices and charge processing meet the EEOC standards. The EEOC reported in September 2023:
 - The EEOC review team agreed with KHRC findings on cases,
 - The EEOC review team agreed with KHRC analysis on cases,
 - The EEOC review team commended the KHRC for interviewing Complainants and documenting those interviews.
12. The Kansas Legal Services Third-Party Mediation program has received national acclaim. Many state representatives and the U.S. Equal Employment Opportunity Commission have requested information on this program. It is a very effective program where all parties that reach a settlement feel that they are in a win-win situation.
13. There were 1,850 contacts regarding the possible filing of complaints, lower than the previous fiscal year's contacts of 2,583.

There was an increased emphasis for the public to use an online employment intake questionnaire during FY 2024 as the agency was short-staffed in the Intake unit for a time. The online employment intake questionnaire accounted for 45% of the contacts in FY 2024, versus 33% in FY 2023. By gathering information about the individual's potential complaint allegations, the online employment intake questionnaire allows staff to have more targeted and efficient interactions with the public.

Intake staff report they make a concerted effort to gather as much information as possible in one exchange. Current intake staffing is less than 50% of the FY 2008 staffing level. We are projecting filling an additional Intake position, to be funded from monies in our federal EEOC account, in order to provide a more expeditious process to the public inquiring about or wishing to file a discrimination complaint.

14. The public information program trained 8,056 individuals in FY 2024, as compared to 11,079

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

individuals in the previous fiscal year. During the COVID-19 pandemic, we allowed organizations to record trainings provided via Teams or Zoom, and it appears some organizations are continuing to use the previous recordings, rather than returning to the KHRC to provide additional training in-person or virtually.

The agency offers training in-person, via Teams or Zoom, or a combination thereof, depending upon which method(s) best meet the organization's needs. Many organizations preferred virtual trainings due to the size of the audience, geographic distance from a KHRC office, or holding trainings simultaneously in multiple locations.

The agency continues to use an on-line harassment prevention program developed in conjunction with the Office of Personnel Services, Department of Administration, and deployed on December 28, 2017. We released a Spanish language version of the training in April 2019. The on-line program was developed as an additional training tool for the public and to reach areas geographically distant from KHRC offices. 7,755 individuals completed this training in FY 2024.

The agency initiated a Twitter account in January 2016 and continues its use to date. Tweets and re-tweets include links to information regarding the EEOC's website, links to KHRC presentations or *Spectrum* articles, and links to resources for Complainants and Respondents. The tweets allow us to provide new information in a timely manner. A reoccurring theme during the past fiscal year has been tweets or re-tweets regarding disability, harassment, and the Pregnant Workers Fairness Act, which went into effect June 27, 2023.

15. Agency personnel will be working on a series of webinar as an offering to the public, employers, human resource professionals and attorneys to learn more about discrimination law and related topics.
16. The Commission maintains an informational website at www.khrc.net. We continue to expand the website to feature more information on Commission meetings, proposed regulation changes, significant developments, frequently asked questions, new Commissioners, press releases, and written updates.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

OVERVIEW OF AGENCY-WIDE CURRENT YEAR ESTIMATE AND BUDGET YEAR INFORMATION

CURRENT YEAR:

The FY 2025 base budget of \$1,672,189 is \$29,473 less than the \$1,701,662 Z Level total, approved through the 2023 Legislative session.

Total State General Fund of \$1,193,852 is available, based on the following:

State General Fund Amount	Explanation
\$1,165,667	State General Fund in the Governor's Budget Recommendation for the current fiscal year, including an SGF enhancement of \$59,000 for the Kansas Legal Services mediation project
\$27,565	State General Fund approved to fund the current fiscal year pay plan
\$1,193,232	State General Fund Subtotal
\$620	State General Fund Reappropriation from the previous fiscal year
\$1,193,852	Equals State General Fund Available for the current fiscal year

In previous years, reductions were made to almost every area of the agency's budget. The agency cut communication costs, reduced public service advertising, cut printing costs, decreased travel, reduced office supply purchases, eliminated capital outlay, and decreased projected deposition/court reporting services. Wichita office space was reduced. Office space in the Landon State Office Building was given up.

Nine positions were eliminated through the Governor's budget recommendation and subsequent Legislative action for FY 2012, and the FTE decreased from 34.00 to 25.00. Also, FTE were reduced by an additional two positions to 23.00 at the beginning of FY 2013. In the summer of 2014, the agency combined the duties of two positions into one. As a result, one position was not filled at that time to effectuate salary savings. This change was made to reduce our "fiscal footprint" as we move forward. FTE were reduced to 20.00 during the 2023 Legislative session.

Of the 20.00 FTE, 17.00 positions are planned to be filled throughout the fiscal year, which is one more than in recent years. The increased complaint receipts in FY 2023 and the associated rise in the open case inventory warrant the filling of a Special Investigator II position, which has been vacant. This position will be funded through federal fund cash balances and will be filled in October 2024, although we had planned to fill it earlier. The agency continues to contract with an outside law firm in lieu of filling the Chief Legal Counsel position.

There are a variety of State agency billings, which were adjusted for the current fiscal year rates. Employer contributions for single member health insurance increased by 4.9 percent and dependent health insurance increased by 4.9 percent over the previous fiscal year's figures. The rental rate for Landon State Office Building space increased by 10 percent over last fiscal year's rates. The Monumental Building Surcharge also increased by 10 percent during the same timeframe. The Division of the Budget scheduled the general cost index at 3.0 percent.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

Temporary staffing costs are estimated at \$28,662 while we worked to fill permanent positions. Attorney fees to oversee legal duties and continue updating of the Kansas Administrative Regulations are scheduled at \$30,500.

The Kansas Legal Services mediation contract is listed at \$174,000, after incorporating an enhancement of \$59,000 State General Fund to assisting in resolving additional cases due to the influx of first-filed KHRC cases and KHRC only cases.

The Landon State Office Building rent will be \$122,821 and the Monumental Building charge will be \$18,236, with charges for both items 10 percent higher than the previous fiscal year's rates.

Minor expenses associated with a series of webinars are charged to the Training and Education Fee Fund.

The Commission will continue to receive federal funds paid by the Equal Employment Opportunity Commission for the investigation of complaints dually filed under Kansas Statutes and federal regulations. The reimbursement rate for case resolutions was increased to \$830 per case in federal fiscal year 2022, with the last increase to \$800 per case in federal fiscal year 2019. The EEOC contract continues to be subject to arbitrary decreases due to EEOC funding restrictions or their budgeting priorities, including an approximate 10 percent reduction in the federal fiscal year 2024 contract. A contract of 429 case resolutions is listed, down from the previous federal fiscal year's contract resolutions of 474. The EEOC payment in State FY 2025 is listed at \$360,370, versus \$401,420 for the previous contract.

Compliance

Based on complaints received thus far this fiscal year, we project 1,000 complaint receipts in the current fiscal year. Complaint resolutions are projected to be 1,025, compared to 821 in the previous fiscal year, because of staffing additions in the current fiscal year and enhancements made to the Kansas Legal Services mediation project.

An open inventory of 966 cases is projected at the end of the current fiscal year, versus 938 for the previous fiscal year's actuals.

The Commission attempts early resolution of first-filed KHRC complaints through the Kansas Legal Services mediation program, before taking the case to a full investigation. The Commission makes a strong effort to successfully conciliate all cases that are determined Probable Cause.

Education

Public awareness of rights and responsibilities under the KAAD continues to be a Commission goal.

In December 2018, the agency launched an *On-Line Harassment Prevention Training* program, with the assistance of the Department of Administration, Office of Personnel Services. A Spanish language version was released in April 2019. 7,755 individuals completed this training in previous fiscal year. We are planning a "refresh" of this training to be completed this fiscal year.

In-person trainings have resumed, but Teams or Zoom trainings remain popular.

Because Kansans pay taxes to support the agency in the form of State General Fund, the agency does not charge for the trainings.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

In FY 2016, we added a Twitter account, which allows us to inform followers of new developments or other information without having to wait for the next *Spectrum* newsletter. Tweets or re-tweets were sent each month, usually with a link to resources on the websites of the Kansas Human Rights Commission or the U.S. Equal Employment Opportunity Commission. We anticipate continuing to use the Twitter account in current and future fiscal years. Several tweets have centered on the intersection of the coronavirus and antidiscrimination laws.

The program also continues to publish and distribute new statute booklets, Administrative Rules and Regulations, posters and pamphlets that reflect the law and services provided. Publications are available on our website. We will continue to add featured reference articles and PowerPoints to our website.

BUDGET YEAR INFORMATION:

Allocated Resources Budget for FY 2026:

A State General Fund allocation of \$1,202,922 was received, which includes an adjustment of \$9,504 for health insurance rates and \$186 for a KPERs rate change.

Along with other funding sources, most notably fees from the Equal Employment Opportunity Commission and the Education and Training Fee Fund, the proposed base budget is \$1,782,389.

The proposed base budget is \$355,975 more than the FY 2024 expenditures, primarily due to filling vacancies incurred in FY 2024, funding an eighth Special Investigator position from the EEOC fund cash balance and an additional Intake staff from the EEOC fund case balance. FY 2024 vacancies have been filled or are in the process of being filled during FY 2025, increasing total salary costs in FY 2026. Salary and fringe benefit costs are projected to increase by \$302,089 over the actual FY 2024 costs and account for most of the overall base budget increase.

Employer contribution rates for single member group health insurance and dependent health insurance continue to increase by 7.3 percent from FY 2025 to FY 2026. The Division of the Budget general cost index is 2.5 percent for FY 2026.

The Landon State Office Building rent will be \$127,971 and the Monumental Building Charge will be \$24,867.

The mediation project costs are carried forward to this fiscal year at \$174,000.

\$31,263 is listed for a contract counsel by using the FY 2024 estimated and adjusting for the Division of the Budget cost index.

The Division of the Budget's cost indices were used to adjust expenses throughout the budget.

We expect case resolutions to be 1,050, as compared to projected complaint receipts of 1,025. The open caseload is projected to be 941, which is within acceptable boundaries. The processing time is expected to decrease to 10.4 months, again within acceptable boundaries, especially given the understaffing staff in recent years. Improved staffing levels will have a positive impact on the case resolutions, open inventory, and processing time.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Agency Overview

Actual Position Number: 20.00 All are housed in the Compliance Program. 16.00 positions have been filled on an on-going basis in the recent fiscal years. 17.00 positions will be filled in October 2024, including the addition of an eighth Special Investigator. We anticipate filing an additional Intake staff position in FY 2026 by using monies from the federal EEOC fund cash balance.

New Federal Funds Requested for Appropriation Bill: None at the time of the budget submission.

Reduced Resources Target: No reduced resource proposals were requested.

Supplemental Package: No supplemental request is made.

Enhancement Package: An enhancement package is not proposed.

402 Agency Summary

Agency: Kansas Human Rights Commission
 Agcy No: 00058
 Version: 2026-A-02-00058

Date: 09/30/2024
 Time: 19:01:00

Division of the Budget
 KANSAS

Summary by Program Program Description	FY 2024 Actuals	FY 2025 Base Budget Request	FY 2025 Adjusted Budget Request	FY 2026 Base Budget Request	FY 2026 Adjusted Budget Request	null
01030 Administration	11,915	0	0	0	0	0
01031 Compliance Public	1,413,569	1,668,642	1,668,642	1,778,776	1,778,776	0
01032 Information Program	930	3,547	3,547	3,613	3,613	0
Total by Program:	1,426,414	1,672,189	1,672,189	1,782,389	1,782,389	0

KANSAS

DA-402 - 402 Agency Summary

rglover / 2026A0200058

402 Agency Summary

Agency: Kansas Human Rights Commission
 Agcy No: 00058
 Version: 2026-A-02-00058

Date: 09/30/2024
 Time: 19:01:00

Division of the Budget
 KANSAS

Summary by Funding Source Fund Description	FY 2024 Actuals	FY 2025 Base Budget Request	FY 2025 Adjusted Budget Request	FY 2026 Base Budget Request	FY 2026 Adjusted Budget Request	null
1000 State General Fund	1,118,916	1,193,852	1,193,852	1,202,922	1,202,922	0
2282 Education And Training Fd	930	2,841	2,841	2,887	2,887	0
3016 30.002-St/Loc Fair Emplmt Prct	306,568	475,496	475,496	576,580	576,580	0
Total by Funding Source:	1,426,414	1,672,189	1,672,189	1,782,389	1,782,389	0

KANSAS

DA-402 - 402 Agency Summary

rglover / 2026A0200058

Agency: 00058 Kansas Human Rights Commission

Version: 2026-A-02-00058

Series: 1000 STATE GENERAL FUND

		FY 2024 Actuals	FY 2025 Adjusted Budget Request	FY 2026 Adjusted Budget Request	FY 2027 Adjusted Budget Request
40001	APPROPRIATION	500	500	0	0
40004	TRANSFERS	(500)	0	0	0
	Total Available	0	500	0	0
	Total Reportable Expenditures	0	500	500	0
	Total Expenditures	0	500	500	0
	Balance Forward	0	0	(500)	0
KANSAS			404 Aggregate Report	rglover / 2026-A-02-00058	

404 Report

Agency: 00058 Kansas Human Rights Commission

Version: 2026-A-02-00058

Fund Number: 1000 0103 Name: OPERATING EXPENDITURES		FY 2024 Actuals	FY 2025 Adjusted Budget Request	FY 2026 Adjusted Budget Request	FY 2027 Adjusted Budget Request
40001	APPROPRIATION	1,094,369	1,192,732	0	0
40002	REAPPROPRIATION	54,664	620	0	0
40004	TRANSFERS	500	0	0	0
40005	LAPSES	(29,999)	0	0	0
	Total Available	1,119,534	1,193,352	0	0
	Total Reportable Expenditures	1,118,916	1,193,352	1,202,422	0
	Total Expenditures	1,118,916	1,193,352	1,202,422	0
	Balance Forward	618	0	(1,202,422)	0
KANSAS		404 Report		rglover / 2026-A-02-00058	

404 Report

Agency: 00058 Kansas Human Rights Commission

Version: 2026-A-02-00058

Fund Number: 1000 0104		FY 2024 Actuals	FY 2025 Adjusted Budget Request	FY 2026 Adjusted Budget Request	FY 2027 Adjusted Budget Request
Name: OPERATING EXPENDITURES-OFF HOS					
40001	APPROPRIATION	500	500	0	0
40004	TRANSFERS	(500)	0	0	0
	Total Available	0	500	0	0
	Total Reportable Expenditures	0	500	500	0
	Total Expenditures	0	500	500	0
	Balance Forward	0	0	(500)	0
KANSAS			404 Report	rglover / 2026-A-02-00058	

404 Report

Agency: 00058 Kansas Human Rights Commission

Version: 2026-A-02-00058

Fund Number: 2282 2000 Name: EDUCATION AND TRAINING FD	FY 2024 Actuals	FY 2025 Adjusted Budget Request	FY 2026 Adjusted Budget Request	FY 2027 Adjusted Budget Request
40007 CASH FORWARD	8,874	7,944	5,303	2,616
420400 CLERICAL SERVICES	0	200	200	0
Total Available	8,874	8,144	5,503	2,616
Total Reportable Expenditures	930	2,841	2,887	0
Total Expenditures	930	2,841	2,887	0
Balance Forward	7,944	5,303	2,616	2,616
KANSAS	404 Report		rglover / 2026-A-02-00058	

404 Report

Agency: 00058 Kansas Human Rights Commission

Version: 2026-A-02-00058

Fund Number: 3016 3000 Name: EMPLOYMENT DISCRIMINATION FDF	FY 2024 Actuals	FY 2025 Adjusted Budget Request	FY 2026 Adjusted Budget Request	FY 2027 Adjusted Budget Request
40007 CASH FORWARD	758,818	853,670	738,544	484,014
440100 FEDERAL GRANT OPERATING	401,420	360,370	322,050	0
Total Available	1,160,238	1,214,040	1,060,594	484,014
Total Reportable Expenditures	306,568	475,496	576,580	0
Total Expenditures	306,568	475,496	576,580	0
Balance Forward	853,670	738,544	484,014	484,014
KANSAS	404 Report		rglover / 2026-A-02-00058	

Explanation of Receipt Estimate—DA 405

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission

2282-Education and Training Fund

Revenue for this fund is generated by fees for copies and registration fees for the Annual Employment Law Seminar. Budgetary legislation for the current fiscal year authorizes the Executive Director to fix, charge, and collect fees to recover all or part of the operating expenses incurred for training programs. Expenditures from this fund are limited to “operating expenditures for the commission’s education and training programs for the general public”.

Due to the coronavirus pandemic, the agency was not able to hold its annual employment law seminar in FY 2020 and subsequent understaffing have prevented a focus on the employment law seminar. The KHRC is planning a series of webinars to be held in FY 2025 and FY 2026, in lieu of the in-person seminar. The agency does not anticipate charging a registration fee for the webinars. The main costs of the in-person seminar were food, audio-visual equipment, and sometimes printing. These costs will not be incurred with webinars and, therefore, the agency does not anticipate charging a registration fee.

The remaining projected income is for various copy charges.

<u>Revenue Source:</u>	FY 2023 Actual	FY 2024 Actual	FY 2025 Current	FY 2026 Projected
Charges for Clerical Services, Issuance of Certificates and Copies (420400)	\$0	\$0	\$200	\$200
Charges for Education and Libraries (420500)	\$0	\$0	\$0	\$0
Total Revenue	\$0	\$0	\$200	\$200

2404-Conversion of Materials and Equipment

Revenue for this fund is derived from the sale of obsolete or out-dated office furniture, computer equipment, printers, etc. through State Surplus Property. No revenues were received in the previous two years, and none are anticipated for the projected years.

<u>Revenue Source:</u>	FY 2023 Actual	FY 2024 Actual	FY 2025 Current	FY 2026 Projected
Usable Condemned Equipment (2260)	\$0	\$0	\$0	\$0
Total Revenue	\$0	\$0	\$0	\$0

3016 Federal Fund

The Commission enters into a contract with the federal Equal Employment Opportunity Commission (EEOC) each federal fiscal year (October-September) for the processing and resolving of complaints jointly filed under Kansas statutes and federal regulations: Title VII of the Civil Rights Act, The Age Discrimination in Employment Act of 1967, the Americans With Disabilities Act of 1990, the Genetic Information Non-Discrimination Act (GINA), and the Pregnant Workers Fairness Act. The contract also includes reimbursement for the receipt of complaints which fall under federal regulations, but outside the Commission’s jurisdiction.

Explanation of Receipt Estimate—DA 405

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission

The reimbursement rate for each case resolution was increased from \$800 to \$830 in federal fiscal year 2022 and has remained at that level since then. The previous increase was in federal fiscal year 2019. The Commission is paid \$125 for the receipt and forwarding of complaints that fall under the EEOC's purview, but outside the KHRC's jurisdiction. The rate for intake submissions was increased from \$100 to \$125 in federal fiscal year 2024.

The contract for federal fiscal year 2024 is 429 case resolutions with payment being received in state fiscal year 2025. The federal fiscal year 2024 contracts were reduced across the board by approximately 10 percent in May 2024 due to the EEOC's budget constraints. The federal fiscal year 2024 payment of \$360,370 will be received in state fiscal year 2025 and is \$41,050 less than the previous federal fiscal year's payment. State fiscal year 2025 expenditures from the EEOC fund are scheduled to exceed receipts by \$115,126.

The EEOC has been using a different methodology in setting the contract amount than in previous periods. The EEOC is now relying on a three-year average, versus contract resolutions received and approved during a 12-month measurement period. A three-year average of contract resolutions is 454. However, as noted previously the EEOC contract has consistently been subject to reductions after the initial proposal. The largest reduction in the last five contract periods was 19% in federal fiscal year 2021. Using the 454 average case resolutions and a reduction rate of 15% results in an estimated 385 case resolutions. Factoring in intake credit payments, the federal fiscal year 2025 contract payment is projected at \$322,050 with the payment received in state fiscal year 2026. Expenditures from the federal fund in state fiscal year 2026 are projected to exceed revenues by \$254,530

A small investigative staff makes federal revenue vulnerable if there are any disruptions to case production, such as retirements, vacancies, illness, etc.

Payment for federal fiscal year 2018 was delayed for several weeks due to a federal government shutdown, reinforcing the need to keep adequate cash balances to provide a cushion against any payment decreases or disruptions. Concerns about a possible federal government shutdown in fall 2024 support the importance of maintaining adequate cash balances. A shutdown in September-October 2024 would have occurred before the EEOC payment was approved and paid, again emphasizing the importance of cash balances as a safety net.

EEOC revenues are estimated in the following manner:

State Fiscal Year 2023 Actual			
Items	No.	Rate	Total
FFY 2022-payment for case resolutions	460	\$830	\$381,800
FFY 2022-payment complaint intake	25	\$100	\$2,500
FFY 2022-FEPA engagement plan			\$1,250
Total for SFY			\$385,550

State Fiscal Year 2024 Actual			
	No.	Rate	Total
FFY 2023-payment for case resolutions	474	\$830	\$393,420
FFY 2023-payment complaint intake	27	\$100	\$ 2,700
FFY 2023- FEPA engagement plan			\$3,500
FFY 2023-FEPA conference travel allowance			\$1,800

Explanation of Receipt Estimate—DA 405

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission

Total for SFY			\$401,420
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State Fiscal Year 2025 Current			
	No.	Rate	Total
FFY 2024-payment for case resolutions	429	\$830	\$356,070
FFY 2024-payment complaint intake	20	\$125	\$ 2,500
Total for SFY			\$360,370

State Fiscal Year 2026 Projected			
	No.	Rate	Total
FFY 2025-payment for case resolutions	385	\$830	\$319,550
FFY 2025-payment complaint intake	20	\$125	\$ 2,500
Total for SFY			\$322,050

Revenue Source:	FY 2023 Actual	FY 2024 Actual	FY 2025 Current	FY 2026 Projected
Other Federal Grants (Operating Grants) (4090)	\$385,550	\$401,420	\$360,370	\$322,050
Total Revenue	\$385,550	\$401,420	\$360,370	\$322,050

Narrative – DA 400	Agency:	Kansas Human Rights Commission
State of Kansas	Program:	Compliance
Division of the Budget	Subprogram:	Compliance

Subprogram Name Compliance

Priority 1/2

Required by Statute Yes

Maintenance of Effort or Matching Requirement N/A

Statutory Requirements K.S.A. 44-1005

Purpose Accepts, investigates and works to resolve complaints of discrimination in the areas of employment, housing, and public accommodation.

Consequences of Not Funding Discrimination, segregation or separation and loss of equal opportunities in employment, housing and public accommodations. Parties to the complaint do not have an administrative remedy to resolve allegations of discrimination.

Narrative – DA 400	Agency:	Kansas Human Rights Commission
State of Kansas	Program:	Compliance
Division of the Budget	Subprogram:	Compliance

Subprogram Name	Education
Priority	2/2
Required by Statute	Yes
Maintenance of Effort or Matching Requirement	N/A
Statutory Requirements	K.S.A. 44-1004 (10)
Purpose	Informs Kansans of what constitutes discrimination, the effects of unlawful discrimination, how to prevent discrimination, and an overview of discrimination laws. The public information program is the Commission's proactive effort to prevent future acts of discrimination.
Consequences of Not Funding	Increased discrimination and harassment. Loss of a training tool for employers, individuals, stakeholders, and other groups who want to address and prevent discrimination.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency:	Kansas Human Rights Commission
Program:	Compliance and Education

COMPLIANCE AND EDUCATION PROGRAMS:

GOAL:

The Commission works to eliminate and prevent discrimination in employment, housing, and public accommodations by a strong enforcement effort through the investigation and resolution of complaints filed with the agency and by pursuing a public education and information program.

Compliance - The Compliance Program begins when a member of the public, feeling that he or she had been discriminated against, contacts the Commission. The individual may file a complaint personally, with the assistance of an attorney, or with the assistance of Commission intake staff.

After a complaint is received, the parties are contacted and advised of the option of using a voluntary mediation process conducted by Kansas Legal Services under contract with the agency. If the matter cannot be mediated, the complaint is assigned to full investigation.

The complaint undergoes an investigation and both parties and any other person who could have relevant knowledge are interviewed. Pertinent records and documents concerning the allegations are requested and reviewed. If the parties are interested in settlement, the investigator can act as a messenger forwarding settlement offers between the parties. Absent a settlement, the information is compiled and summarized. It is 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 a determination is made that a discriminatory act has not occurred, the case is closed and the Commission takes no further action. If Probable Cause is found, the Commission is required by statute to attempt to resolve the complaint through conciliation efforts. If the complaint cannot be resolved by conciliation, the matter may shift to the quasi-judicial program of the public hearing process.

The Compliance Program also generates revenues through a contractual relationship with the Equal Employment Opportunity Commission (EEOC). The EEOC enforces federal laws that provide similar protection to that of the Kansas laws enforced by the Commission. The EEOC pays the Commission a specified amount for each case the Commission investigates for the EEOC. The exact amount per case and the total number of cases per year varies on an annual basis. Refer to DA-405 Explanation of Receipt Estimates for additional information.

The Commission also receives complaints alleging pattern and practice violations. Whenever the Commission receives sufficient information to conclude that a pattern and practice violation may be occurring, the Commission initiates a complaint and proceeds with the investigation. These investigations are geared toward determining whether there are problems within a system itself, which are resulting in a discriminatory impact upon a class of individuals. In such cases, the Commission must determine whether certain patterns and practices, primarily in employment, are reasons in and of themselves found to be discriminatory. A particular practice may appear neutral on its face, but may be an arbitrary requirement, which has the effect of denying individuals an equal chance at obtaining employment. If such a situation exists, and there is no valid business reason for that practice, or if an alternative practice would serve the same purpose, the Commission issues a finding of probable cause and seeks to revise the system to eliminate those patterns and practices. Successful resolution of such situations may eliminate a large number of individual complaints, which the Commission would otherwise have to process.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

Education - The thrust of the Education program is to assist the public in understanding what constitutes acts of discrimination in order that 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 Education program, the Commission distributes informational materials and conducts seminars and workshops, which provide an overview of the laws against discrimination or a specific segment of the laws. *Inappropriate Behavior and the Inclusive Workplace* is the most requested program. This presentation addresses illegal harassment, including sexual harassment, in the workplace. The agency also has an *On-Line Harassment Prevention* program, which is widely used and receives positive reviews.

Prior to the coronavirus pandemic, an employment law seminar was conducted annually. Invitees include respondents, attorneys, human resource professionals, and others. Topics cover various aspects of employment discrimination, and how to prevent it. The agency is planning to have a series of webinars in FY 2025 in place of the in-person seminar.

“Hot topic” e-mails have not been used as much recently due to increased usage of the Twitter account.

The agency opened a Twitter account in January 2016. Tweets and re-tweets include announcements from the U.S. Equal Employment Opportunity Commission, information about complaints filed with the KHRC, and links to informational material on the KHRC website, the EEOC website, or other sites.

Although the full impact of the program is difficult to measure empirically, it is believed from the number of requests generated by the public, many of which are requests for materials, the number of referrals received, and the number of people trained, that many acts of discrimination are prevented by the education and service this program provides.

COMPLIANCE PROGRAM-PROGRAM CODE 01031

OBJECTIVE #1:

To provide prompt, professional, and appropriate services to all citizens who contact the agency for assistance and maintain an effective and efficient complaint intake service to reduce or eliminate non-jurisdictional and frivolous complaints.

Strategies for Objective #1:

1. Provide continuing staff training on jurisdictional matters, public service relationships and changing case law.
2. Continue effective intake screening methods.

Performance Measures for Objective #1:

<u>OUTCOME MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of Administrative Closures	204	161	200	205

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

<u>OUTPUT MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of public contacts	2,583	1,850	2,125	2,200
Number of complaints filed	1,032	874	1,000	1,025
Complaints Clearance Rate	80%	94%	103%	102%

The number of public contacts and the number of complaints filed decreased from FY 2023 to FY 2024. However, both the number of public contacts and the number of complaints filed thus far in FY 2025 are trending upwards to the levels noted in the above table. Complaints filed have been in the 911 to 1,054 range since FY 2019 to FY 2023. Therefore, the FY 2024 complaint filings of 874 were lower than normal.

The clearance rate continued to be hampered by vacancies and insufficient Special Investigator II staffing since FY 2021 due to incumbents retiring, moving out of state, or accepting promotions with other State agencies. It takes approximately four months to hire new staff when a vacancy occurs and Special Investigator II’s have a six-month training period, where they are producing cases at a training level and not at the full quota of a fully trained investigator. Consequently, the agency has not been fully staffed with Special Investigator II’s producing at the full quota since FY 2021, when the agency resolved 952 cases.

We lost two experienced Special Investigator II’s in FY 2024, one in February 2024 and another in April 2024 due to a change in career interest and a higher paying job at another State agency, respectively. Turnover continued into FY 2025. As of October 21, 2024, eight Special Investigator II positions will be filled, with four Special Investigators II’s in training, meaning they will not be producing at full quotas for several months. We will be able to move from seven filled Special Investigator II positions to eight filled Special Investigator II positions, which has been one of our goals, to address elevated receipt levels in previous fiscal years and the associated increased inventory.

At the beginning of FY 2025, the U.S. Equal Employment Opportunity Commission (EEOC) forwarded a significant number of EEOC closures to the KHRC, which resulted in the KHRC closing the matching dual-filed KHRC cases.

The increase in Special Investigator II’s from seven to eight filled positions, an increase in funding for the mediation project and receiving EEOC investigations/closures should provide a sound basis for 1,025 case closures in FY 2025 and an improved clearance rate.

Intake employees receive continuous training about which complaints do not fall within our jurisdiction but must accept a complaint if an individual insists on filing one. Intake staff report that they make a concerted effort to gather complete information in the first contact with an individual.

OBJECTIVE #2:

To provide the opportunity for the early resolution through mediation of every complaint filed.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

Strategies for Objective #2:

1. To provide all parties the opportunity to have the complaint resolved by a third-party mediation service. This procedure is established through Kansas Legal Services.

<u>OUTCOME MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of settlements completed through KLS	84	93	135	140
Settlement amount through KLS	\$871,796	\$984,636	\$1,100,000	\$1,110,000

<u>OUTPUT MEASURES:</u>	Actual FY 2023	Current FY 2024	Allocated FY 2025	Allocated FY 2026
Number of referrals to Kansas Legal Services	548	424	540	545
Percentage of first-filed KHRC complaints referred to Kansas Legal Services for voluntary mediation	88%	94%	94%	95%

Kansas Legal Services continues to provide mediation services, resulting in a significant number and dollar amount of settlements. Kansas Legal Services’ statistics improved in FY 2024 in that 39 percent of the cases offered voluntary mediation attempted mediation, with 57 percent of those attempting mediation settling at that point. As a result, 22 percent of the referrals to Kansas Legal Services settled at the mediation stage. These results exceed a long-term expectation that 12.5 percent of the referrals settle at the mediation stage.

Due to receiving an enhancement of \$59,000 in FY 2025, the Kansas Legal Services/Midland Mediation contract was increased from \$115,000 to \$174,000, thereby providing additional resources to process more mediation referrals and complete more mediations in a timelier manner.

KHRC staff continue to note a number of “aiding and abetting” complaints. These types of complaints generally involve a complainant and two respondents, a staffing agency employer and a worksite, which means there are two companion complaints. “Aiding and abetting” complaints are not referred to voluntary mediation due to the difficulty in reaching a resolution with three parties (the complainant, the staffing agency, and the worksite). Also, we have found that we often need to process the companion complaints simultaneously to effectively investigate them.

OBJECTIVE #3:

On all cases not resolved by mediation, to conduct a prompt and thorough investigation of all allegations in every complaint filed and render a timely and appropriate determination, well supported by evidence of Probable Cause or No Probable Cause on all cases submitted to Commissioners for such determination.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

Strategies for Objective #3:

1. Maintain an effective internal staff education and training program to keep abreast of current law and constantly evolving case law.
2. Maintain an employee awards and recognition program to encourage maximum effort and increase morale.
3. Maintain an effective recruiting program and selection process to assure a high-quality, professional staff.
4. Maintain an effective Performance Management Program with clearly defined standards and expectations to assure a high-quality work product and sense of fairness.
5. Maintain an effective case monitoring and tracking system to insure timely processing and currency of case status.
6. Maintain a professional, cohesive, and proactive management staff to assure efficiency in operations and quality of work product.
7. Encourage employee input on increasing productivity, quality, efficiency, and promote a spirit of teamwork.
8. Continue the internal audit and review of all agency case processing procedures in management's on-going effort to "reinvent" agency procedures to achieve maximum effectiveness and efficiency.

OUTCOME MEASURES:	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Open Case Inventory	938	991	966	941
Processing time (in months)	10.0	10.9	10.6	10.4
Complaints clearance rate * *(No. of closed cases/No. of complaints filed)	80%	94%	103%	102%

OUTPUT MEASURES:	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of complaints closed	830	821	1,025	1,050
Total annual recovery	\$1,207,784	\$1,318,447	\$1,350,000	\$1,375,000
Percent of resolved cases with recovery/benefits	26%*	27%	27%	28%

*-Corrected September 2024.

The open case inventory increased by 53 cases from FY 2023 to FY 2024, which can be attributed to the loss of two experienced Special Investigator II's during FY 2024 and the accompanying loss of their case

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

production. The case inventory decreased to 910 as of August 31, 2024 due, in part, to an influx of EEOC case closures, which meant the KHRC could close its matching dual-filed complaints.

Eight Special Investigator II positions will be filled by October 21, 2024, which reflects the filling of an eighth Special Investigator II position, one more than the seven positions used in recent years. Although it will take several months to progress beyond training and to full production, the addition of the eighth Special Investigator, increased capacity for Kansas Legal Services/Midland Mediation to mediate and resolve more cases, and the EEOC's resolution of numerous cases at the beginning of FY 2025 will have a positive impact on the number of cases closed, processing time, and open case inventory.

Although slightly increased from the previous fiscal year, the FY 2024 processing time of 10.9 months is acceptable, especially considering the staffing shortage during the period. Supervisors monitor Special Investigator case inventories to help prevent aged cases and assist them with making plans to address any older cases.

The FY 2024 recoveries of \$1,318,447 marks the third consecutive fiscal year that recoveries exceeded \$1,000,000. Settlements continue to include a significant number of target equity (non-monetary) relief. The FY 2020 annual recovery amount of \$2,009,923 set a record, exceeding the previous record of \$1,542,101 from FY 1998. If recoveries were made on first-filed EEOC, second-filed KHRC cases, the EEOC would claim those amounts and the KHRC would not be able to do so.

The KHRC was recognized at the 2018 EEOC's Fair Employment Agencies Conference as having the highest percentage of targeted equity (non-monetary) relief among 92 Fair Employment Practices Agencies. Targeted equity relief is any non-monetary and non-generic relief that addresses the complaint's alleged discriminatory practices and non-generic relief that addresses the complaint's alleged discriminatory practices and provides remedies to the aggrieved individuals or prevents similar violations in the future. The purpose of targeted equity relief is to remove the effects of past discrimination, remedy the problems that contributed to the discrimination, and prevent future discrimination. Examples of targeted equity relief might include a neutral letter of reference, granting a disability accommodation request, a policy change or training.

OBJECTIVE #4:

To conduct a timely and effective conciliation effort on all cases determined to be Probable Cause, and to expeditiously refer to the Administrative Hearings Office all cases in which conciliation efforts have failed.

Strategies for Objective #4:

1. Begin conciliation efforts with ten days of a Probable Cause determination.
2. Submit written conciliation proposals to the Respondent with fifteen days after a Probable Cause determination.

Performance Measures for Objective #4:

OUTCOME MEASURES:	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of successful conciliations	3	1	2	4

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

<u>OUTCOME MEASURES:</u>	Actual	Actual	Current	Allocated
Number of Probable Cause cases filed in Federal Court	0	0	1	1
Percentage of Probable Cause Findings resulting in Successful Conciliation	75%	25%	50%	50%

<u>OUTPUT MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of Probable Cause findings	4	0	4	5
Probable Cause findings as a Percent of First-Filed KHRC Complaint Filings	.64%	0%	.78%	.95%

Of the four Probable Cause cases open at the beginning of FY 2024, all have closed, including one successful conciliation. Although no additional Probable Cause cases were determined in FY 2024, this situation can be attributed to timing in that one Probable Cause case has already been determined in FY 2025 and another one is in process.

Some Complainants and/or their attorneys opt to file in federal court because awards, damages, etc. are higher under federal law, than in state law. Federal law also allows attorneys’ fees, whereas state law does not.

EDUCATION PROGRAM-PROGRAM CODE 01032

OBJECTIVE #1:

To 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.

Strategies for Objective #5:

1. Plan and conduct workshops, seminars, conferences, and webinars on such topics as anti-discrimination, the effects of unlawful discrimination, how to prevent discrimination, and how to obtain redress.
2. Provide information to the public, employers, landlords, and business providing public accommodations by written, electronic, or other means.
3. Distribute posters, pamphlets, booklets, and other appropriate literature and films to the public.
4. Respond promptly to all requests from the public for information on the agency’s mission, anti-discrimination laws, pamphlets, booklets, posters, etc.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

<u>OUTCOME MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of people trained through educational presentations	1,569	301	2,500	1,500
Number of people completing KHRC on-line training	9,510	7,755	8,000	8,100
Number of people trained through the Annual Employment Law Seminar or Webinar Series (Webinar series in FY 2025 and FY 2026)	N/A	N/A	400	425

<u>OUTPUT MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Number of educational presentations	26	8	10	12
Provide on-line training	Yes	Yes	Yes	Yes
Annual Law Employment Seminar or Webinar Series Held	No	No	Yes	Yes
Use the Twitter account to distribute information	Yes	Yes	Yes	Yes

A decrease in the number of individuals trained through KHRC educational presentations was noted from FY 2023 to FY 2024. We allowed several organizations to record trainings during the COVID-19 pandemic, and it appears some are relying on the recording, rather than returning to the KHRC to provide in-person or webinar training. However, the number of people trained through educational presentations has already rebounded for FY 2025 because a large State agency requested a recording of the KHRC harassment training to be viewed by their 2,000 employees during the current fiscal year and during the on-boarding process for new employees.

The agency offers training in-person, via Teams or Zoom, or a combination thereof, depending upon which method(s) best meet the organization’s needs. Many organizations preferred virtual trainings due to the size of the audience, geographic distance from a KHRC office, or holding trainings simultaneously in multiple locations.

We are planning to hold a series of webinars in FY 2025 to take the place of the in-person Employment Law Seminar.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency:	Kansas Human Rights Commission
Program:	Compliance and Education

The agency began working on an on-line harassment prevention training program in FY 2018. The Office of Personnel Services, Department of Administration, volunteered their services and the use of their software to help convert a Power Point presentation to the online training program. This training provides an opportunity for employers/employees to access free training and allows us to provide training to workplaces where it would not have been practical before, such as workplaces that are geographically distant from any of our offices, or where only 1 or 2 employees need training. We launched the on-line training program on December 28, 2017. A Spanish language version of the training was posted in April 2019.

In FY 2013, the agency posted its most popular PowerPoint presentations on its website as a means of training and information. The agency also referred to articles previously published in the *Spectrum* available in an easier to find format by topic on the website. These efforts are expected to be carried forward into the current and out years.

We opened a Twitter account in January 2016. We continued to use this account in FY 2024. Tweets or re-tweets are made as needed. The number of followers continues to grow.

EXPENDITURE JUSTIFICATION - COMPLIANCE AND EDUCATION

Object Code 100: Salaries and Wages

Summary: The Compliance and Education Programs are authorized 20.00 FTE positions in the current and budget years, down from the 23.00 FTE in FY 2023, 25.00 FTE in FY 2012 and from the 34.00 FTE authorized in prior years.

The agency has been operating with 16 filled positions for several years but will move to 17 filled positions in October 2024 and 18 filled positions in FY 2026. Funding limitations in the past and concern about maintaining adequate cash balances in previous fiscal years deterred filling vacant positions beyond the 16 FTE level. An increase in complaint receipts in previous fiscal years and the associated open inventory have prompted the filling of a previously held vacant Special Investigator II, thereby moving to 17 filled FTE in FY 2025. Filling an Intake Representative position in FY 2026 will improve responsiveness to the public inquiring about filing a discrimination complaint and those who wish to follow through with a filed complaint. The agency will rely on the cash balance in the EEOC account to fund the 17th and 18th positions, which will cause a decrease in the EEOC fund cash balance. The EEOC fund, although lowered from a FY 2024 ending cash balance of \$853,670 to a projected FY 2026 ending cash balance of \$484,014, remains adequate at this time.

Salaries comprise approximately 69%-72% of the total projected expenditures in all proposed budgets. Adequate staffing assures that Kansans are served in an effective and efficient manner by receiving, investigating, and resolving complaints in a timely manner.

The 20 authorized staff include nine Special Investigator II's/Special Investigators, two Public Service Administrator III's/Public Service Administrator (supervisors), two Special Investigator I's/Special Investigators (Intake Representatives), one Chief Legal Counsel (Attorney), one Administrative Officer, two Administrative Specialists, one Senior Administrative Assistant, one Assistant Director (Public Service Executive), and one Executive Director.

The primary daily activity of the agency centers on the investigation and resolution of complaints filed with the agency. The other general areas of activity include intake and docketing of complaints, education, and administrative support. The primary administration function of management is the monitoring, tracking and accountability of case files that are in various stages of processing.

The salary figure includes longevity payable at \$40 per year up to \$1,000, and updates to fringe benefit costs.

The KPERS composite rate is scheduled to decrease from the FY 2024 actual rate of 13.57% to 12.54% FY 2025 and 12.68% in FY 2026. However, fringe benefits costs continue to be substantial. The agency portion of the single member health insurance and dependent health insurance rates are scheduled to increase by 4.9% in FY 2025 and an additional 7.3% in FY 2026.

All salaries are scheduled for Program 01031 (Compliance) in the budget proposal. However, we plan to complete journal vouchers to allocate salary and fringe benefit costs to Program 01032 (Education) based on time spent on this function.

Current Budget FY 2025 -- \$1,160,549 (\$686,234 SGF and \$474,315 EEOC Fund)

Shrinkage is anticipated from the following positions:

No. of FTE Positions	Position No.	Classification/Explanation	Projected No. of Vacant Payroll Periods	Salary and Fringe Benefit Savings	Notes
1	K0068188	Chief Legal Counsel	26	\$104,651	1
1	K0109062	Administrative Specialist	26	\$55,447	
1	K0215668	Special Investigator II	26	\$59,721	
1	K0233976	Special Investigator I (Intake Representative)	8	\$16,797	2
1	K0233976	Administrative Specialist (Receptionist/Docketing Clerk)	8	\$16,266	2
1	K0233976	Special Investigator II	9	\$19,347	3
6		Total Vacancy Savings		\$272,229	

1. The agency been contracting with an outside law firm to provide legal services to the agency to save monies.
2. The positions are scheduled to be filled in September 2024.
3. This position will be filled in October 2024.

Allocated Budget FY 2026 -- \$1,284,024 (\$708,658 SGF and \$575,366EEOC Fund)

Shrinkage is projected for the following positions:

No. of FTE Positions	Position No.	Classification/Explanation	Projected No. of Vacant Payroll Periods	Salary and Fringe Benefit Savings	Notes
1	K0068188	Chief Legal Counsel	26	\$105,766	1
1	K0215668	Special Investigator II	26	\$60,783	
6		Total Vacancy Savings		\$166,549	

1. The agency been contracting with an outside law firm to provide legal services to the agency to save monies.

Object Code 200 - 290 - Contractual Services:

The four largest non-salary expenditures are made up of fees-professional services, rents, fees-other services, and communications. These items represent 28 percent and 26 percent of the proposed budgets for FY 2025 and FY 2026, respectfully.

The largest non-salary expense item is Fees – Professional Services. The primary item in this object code is for the Kansas Human Rights Commission’s nationally recognized mediation program, which is contracted through the mediation division at Kansas Legal Services. This program has drawn favorable attention from federal, other state and local agencies throughout the United States and at least one

foreign country. The Kansas Human Rights Commission provides funding of \$174,000 for this service in the current budget and allocated budget years. This amount is increased from the FY 2024 actual figure of \$115,000 due to an enhancement received beginning FY 2025. Contractual services also contains \$30,500 in the current fiscal year and \$31,263 in the outlying fiscal year for contracting with an outside law firm. Outside counsel provides advice on legal matters that come before the Commission, and reviews and revises Kansas Administrative Regulations.

Due to increases in rental rates for the Landon State Office Building, the agency gave up approximately 15 percent of its Topeka office space mid-way through FY 2016 as a cost savings measure. The FY 2025 rental rate is 10% higher than the actual FY 2024 rate, and the FY 2026 figures increases by an additional 4%.

Due to the State of Kansas' decision to vacate the Finney State Office Building, the Wichita office moved to private rental space on September 15, 2014. In general, an office outside of Topeka allows the agency to save money in other budget areas, greatly increase our services to the citizens of Kansas and allow lower rents than if all the agency personnel were located in Topeka. The Wichita office lease was due to expire in September 2024, but was extended through September 2029, resulting in the increased rental rates listed for FY 2025 and FY 2026. The Wichita office landlord proposed the rent be increased from \$14.00 per square foot to \$15.50 per square foot. The agency worked with the Office of Facilities and Property Management on the lease renewal.

Office of Information Technology Services (OITS) charges and fees include network connections, phone lines with voice mail, and e-mail accounts. Desktop as a Service, which charges for computers and laptops used through this program, are reflected in the budget. Some laptops are leased directly from Dell as part of the OITS/Department of Administration contract with Dell.

The Monumental Building Charge continues to be a significant expense. It is listed at \$18,236 in FY 2025, which is the actual amount incurred and is 10% higher than the FY 2024 cost. The FY 2026 rate is scheduled to increase by 36%, per the Division of the Budget cost indices.

Travel is scheduled for in-person training presentations when requested, although organizations continue to request virtual trainings. Commission Board meetings are held with a combination of in-person and virtual attendance. Travel is not scheduled for investigations.

In previous submissions we budgeted \$30,000 in out years for possible future public hearings. The proposed funds were designated as \$20,000 for legal counsel to present the case at public hearing and \$10,000 to pay for depositions, copies, and court reporters. The agency has been successful at resolving probable cause cases through conciliation. However, not all probable cause cases can be concluded through conciliation and a public hearing may be necessary. FY 2008 public hearing costs were in excess of \$13,000 and FY 2009 public hearing costs were more than \$11,000 and used agency staff, which is no longer available. Due to limited funds in the future and no public hearings in recent years, we have not listed these items for any of the proposed budgets or requested an enhancement. If there is a need to present a public hearing, particularly if there is a precedent setting issue to be heard, we will notify the Division of the Budget. However, any funding request would be notably higher than previous expenses as a number of fiscal years have passed since then.

Current Year FY 2025 -- \$487,000 (\$482,978 SGF, \$2,841 Education and Training Fund, and \$1,181 EEOC Fund)

Major items include:

- Communications are listed at \$32,375, comparable to the previous fiscal year figure of \$30,990. OITS rates were adjusted for new rates where applicable. Non-OITS charges were adjusted for the inflationary index, as provided by the Division of the Budget.
- State building rent is listed at \$122,821, 10% higher than the previous fiscal year based on actual costs incurred in the previous and current fiscal years.
- Private office rent is \$28,350.

- The Monumental Building charge is listed at \$18,236 based on the billing received this fiscal year, which is a 10 percent increase over the last fiscal year.
- The Kansas Legal Services contract of \$174,000 is included in Fees-Professional Services. This contract provides for the historically highly successful mediation program. The previous contract amount of \$115,000 remained the same since 1997 to the beginning of FY 2025. The agency received an enhancement increase for this project to commence in FY 2025.
- A \$30,500 contract is budgeted for outside legal counsel due to the vacant Chief Legal Counsel position.
- \$500 is projected to be spent on publishing revised Kansas Administrative Regulations and public hearing notices in the *Kansas Register*. The outside counsel continues to update Kansas Administrative Regulations for proposed changes.
- Travel is listed at \$6,455. Projected expenses include limited in-person attendance at Commission Board meetings and travel for in-person trainings. The amount includes funds for two employees to attend the annual EEOC conference, with partial funding provided by the EEOC. The EEOC has resumed in-person attendance at the conference.
- Copier rent is listed at \$6,592, the same amount as the previous fiscal year cost.
- There are several Office of Information Technology Services charges, including network connections, e-mail accounts, and phone connections. Laptops are provided to all Commissioners to facilitate electronic case determinations and to preserve confidentiality.
- \$28,662 in temporary staffing agency costs are listed while permanent staffing positions are in the process of being filled, which is expected to be completed in September – October 2024.
- \$500 in official hospitality is listed.
- Minor amounts are scheduled to have a series of webinars, in lieu of the in-person annual employment law seminar.

Allocated Budget FY 2026 -- \$475,824 (\$471,723 SGF, \$2,887 Education and Training Fund, and \$1,214 EEOC Fund)

Expenses projected for the current year were carried forward into the budget year and adjusted accordingly. The major items and/or the rate increases are:

- Communication is listed at \$34,785, reflecting OITS rates. Non-OITS services were adjusted by the cost index.
- The Monumental Building charge is listed at \$24,867, a 36 percent increase over the current fiscal year per Division of the Budget cost indices.
- Private office rent is projected at \$29,052
- State building rent is scheduled at \$127,971, which includes a 4 percent increase as provided by the Division of the Budget leasing rates.
- Travel is listed at \$6,642 to reflect higher travel expenses rates, as provided by the Division of the Budget instructions. The estimate includes two staff attending the EEOC conference with partial funding provided by the EEOC.
- \$31,263 is listed for the contract with an outside law firm, in lieu of filling the Chief Legal Counsel position.
- \$500 is anticipated to be spent on publishing revised Kansas Administrative Regulations and public hearing notices in the *Kansas Register*. Work to review and update the agency's Kansas Administrative Regulations is expected to continue into this fiscal year,
- The mediation contract with Kansas Legal Services is scheduled at \$174,00, which carries forward the FY 2025 amount.
- Temporary staffing costs are not anticipated.
- \$500 in official hospitality is scheduled.
- Expenses for the Office of Information Technology Services are carried forward and adjusted for current fiscal year rates.

Object Code 300 - 309 - Commodities:

Summary: Expenditures in this object code are used to purchase the agency's general office supplies such as stationary, computer supplies, printer supplies, envelopes, copy paper, pencils, file folders, etc.

Current Year 2025 -- \$19,990 (\$19,990 SGF)

Actual year stationery and office supply expenditures, and data processing supplies (mainly toner cartridges) were adjusted for the inflationary index.

Allocated Budget FY 2026 -- \$20,491 (\$20,491 SGF)

Amounts projected for the current year were adjusted by the inflationary index to develop the estimated expenses.

Object Code 400 - Capital Outlay

Summary: Previous budget submissions contained expenditures for servers and firewalls as the KHRC had its own network environment, administered by OITS. The KHRC moved to an OITS managed environment in July-August 2023, which eliminates the need for the agency to purchase servers and firewalls. The Desktop as a Service program has eliminated the capital outlay for computers and laptops. However, associated monitors, keyboards, and mice, docking stations and printers must still be purchased.

Current Budget FY 2025 -- \$4,650 (\$4,650 SGF)

It is important that computers and laptops are current for efficiency and IT security reasons. Monitors and printers are replaced on an as needed basis. Funds are scheduled for four replacement monitors, 11 docking stations, and two replacement printers.

Allocated Budget FY 2026 -- \$2,050 (\$2,050 SGF)

Funds are scheduled for four replacement monitors, two docking stations and two replacement printers.

SUPPLEMENTAL PACKAGE

A supplemental budget request is not made.

ENHANCEMENT PACKAGE

An enhancement request is not made.

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

ADMINISTRATIVE HEARINGS OFFICE

Goal:

To eliminate unlawful discriminatory practices in employment, public accommodations and housing by means of remedial orders and to encourage and facilitate voluntary agreements without the necessity of formal hearings. The Commission may take unsettled Probable Cause determinations to public hearing.

The Administrative Hearings Office performs the adjudicatory functions of the Kansas Human Rights Commission. By statute, public hearing proceedings (administrative trial proceedings) are conducted pursuant to the provisions of the Kansas Administrative Procedure Act. These hearings are presided over by hearing officers through the Office of Administrative Hearings.

OBJECTIVE NUMBER #1:

To expedite cases through the public hearing process and provide timely justice.

Strategies for Objective #1:

1. To schedule cases through the public hearing process and provide timely justice.
2. To submit an initial order (proposed findings of fact, conclusion of the law and order) to the Commission within thirty days after the receipt of relevant transcripts and briefs.

NOTE: The proceedings of the Hearing process are strictly governed by statute and the Administrative Rules and Regulations.

Performance Measures for Objective #1:

OUTCOME MEASURES:

The Commission is a deferral agency recognized by the Equal Employment Opportunity Commission (EEOC). To qualify as a deferral agency, the Commission must substantially conform to policies and procedures of EEOC. EEOC aggressively follows a policy of litigation emphasizing the individual, making whole relief, rather than merely seeking resolution of charges via settlement. Providing for administrative hearings is an essential element in the effort to make individuals whole.

<u>OUTCOME MEASURES:</u>	Actual FY 2023	Actual FY 2024	Current FY 2025	Allocated FY 2026
Cases approved for public hearing	0	0	0	0
Cases heard at the hearing level	0	0	0	0
Pre-hearings conferences held	0	0	0	0
Settlements at the hearing level	0	0	0	0

Narrative Information—DA 400

Division of the Budget
State of Kansas

Agency: Kansas Human Rights Commission
Program: Compliance and Education

<u>OUTPUT MEASURES:</u>	Actual FY 2022	Actual FY 2023	Current FY 2024	Allocated FY 2025
Administrative Closure/Withdrawn	0	0	0	0

EXPENDITURE JUSTIFICATION – ADMINISTRATIVE HEARINGS OFFICE

Expenses, such as charges from the Office of Administrative Hearings, transcripts, and court reporters, are paid from the Compliance and Education Program, which has been the practice for several years.

As noted previously, this budget submission does not include any projected costs for public hearings due to the limited funds. Instead, if there is a need to present a public hearing, particularly if there is a precedent setting issue to be heard, we will notify the Division of the Budget.

Custom 406/410 Report

Dept. Name:
Agency Name: Kansas Human Rights Commission
Agency Reporting Level:
Version: 2026-A-02-00058

Date: 10/01/
2024
Time: 18:05:08

Division of the Budget
KANSAS

Obj. Code	OBJECTS OF EXPENDITURE	FY 2024 Actuals	FY 2025 Base Budget Request	FY 2025 Adjusted Budget Request	FY 2026 Base Budget Request	FY 2026 Adjusted Budget Request	null
519990	Salaries and Wages SHRINKAGE	981,935 0	1,432,778 (272,229)	1,432,778 (272,229)	1,450,573 (166,549)	1,450,573 (166,549)	0 0
	TOTAL Salaries and Wages	981,935	1,160,549	1,160,549	1,284,024	1,284,024	0
52000	Communication	30,990	32,375	32,375	34,785	34,785	0
52100	Freight and Express	3,800	3,914	3,914	4,012	4,012	0
52200	Printing and Advertising	658	2,272	2,272	1,706	1,706	0
52300	Rents	145,033	164,167	164,167	171,188	171,188	0
52500	Travel and Subsistence	5,120	6,138	6,138	6,317	6,317	0
52510	InState Travel and Subsistence	0	317	317	325	325	0
52600	Fees-other Services	36,401	40,108	40,108	47,599	47,599	0
52700	Fee-Professional Services	197,014	234,917	234,917	207,043	207,043	0
52900	Other Contractual Services	1,958	2,792	2,792	2,849	2,849	0
	TOTAL Contractual Services	420,974	487,000	487,000	475,824	475,824	0
53400	Maint Constr Material Supply	22	23	23	24	24	0
53700	Office and Data Supplies	19,308	19,888	19,888	20,386	20,386	0
53900	Other Supplies and Materials	77	79	79	81	81	0
	TOTAL Commodities	19,407	19,990	19,990	20,491	20,491	0
	TOTAL Capital Outlay	4,098	4,650	4,650	2,050	2,050	0
	TOTAL REPORTABLE EXPENDITURES	1,426,414	1,672,189	1,672,189	1,782,389	1,782,389	0
	SUBTOTAL State Operations	1,426,414	1,672,189	1,672,189	1,782,389	1,782,389	0
	TOTAL EXPENDITURES	1,426,414	1,672,189	1,672,189	1,782,389	1,782,389	0

KANSAS

406/410 - Custom 406/410 Report

rglover / 2026A0200058

Custom 406/410 Report

Dept. Name:

Agency Name: Kansas Human Rights Commission

Agency Reporting

Level:

Version: 2026-A-02-00058

Date: 10/01/
2024

Time: 18:05:08

Division of the Budget
KANSAS

Fund Code	FUND/ACCOUNT TITLE	FY 2024 Actuals	FY 2025 Base Budget Request	FY 2025 Adjusted Budget Request	FY 2026 Base Budget Request	FY 2026 Adjusted Budget Request	null
1000	0103 OPERATING EXPENDITURES	1,118,916	1,193,352	1,193,352	1,202,422	1,202,422	0
1000	0104 OPERATING EXPENDITURES-OFF HOS	0	500	500	500	500	0
2282	2000 EDUCATION AND TRAINING FD	930	2,841	2,841	2,887	2,887	0
3016	3000 EMPLOYMENT DISCRIMINATION FDF	306,568	475,496	475,496	576,580	576,580	0
0	TOTAL GENERAL FUNDS	1,118,916	1,193,852	1,193,852	1,202,922	1,202,922	0
40	TOTAL ALL OTHER FUNDS	307,498	478,337	478,337	579,467	579,467	0
44	TOTAL ALL FUNDS	1,426,414	1,672,189	1,672,189	1,782,389	1,782,389	0

KANSAS

406/410 - Custom 406/410 Report

rglover / 2026A0200058

412 reconciliation

Program. Name: null
Agency Name: Kansas Human Rights Commission
Agency Reporting Level: null
Version: 2026-A-02-00058

Date: 09/30/2024
Time: 18:58:27

Division of the Budget
KANSAS

Classification of Employment	Pay Grade	FY 2025 Estimate		FY 2026 Request	
		Pos	Amount	Pos	Amount
Authorized Positions					
Regular Classified					
Administrative Specialist	23	1.00	34,445	1.00	34,445
Public Service Administrator 3	30	1.00	69,784	1.00	69,784
Senior Administrative Asst	22	1.00	37,003	1.00	37,003
Special Investigator II	25	3.00	142,584	3.00	142,584
Subtotal Regular Classified		6.00	283,816	6.00	283,816
Regular Unclassified					
Attorney IV	39	1.00	75,150	1.00	75,150
Administrative Officer	1	1.00	39,880	1.00	39,880
Administrative Specialist	1	1.00	34,445	1.00	34,445
Appointive State Agency Head	1	1.00	121,606	1.00	121,606
Public Service Administrator	1	1.00	58,679	1.00	58,679
Public Service Executive	1	1.00	73,343	1.00	73,343
Special Investigator	1	8.00	307,568	8.00	307,568
Subtotal Regular Unclassified		14.00	710,671	14.00	710,671
Temporary Unclassified					
Appt/elect Bd/comm Bd Member	1	0.00	2,940	0.00	2,940
Subtotal Temporary Unclassified		0.00	2,940	0.00	2,940
Longevity					
Longevity		0.00	3,680	0.00	3,760
Subtotal Longevity		0.00	3,680	0.00	3,760
Totals		20.00	1,001,107	20.00	1,001,187
Totals by Fringe Benefits					
RET	KPERS	0.00	68,199	0.00	68,970
RET	OTHER	0.00	22,664	0.00	22,917
RET	KPER2	0.00	34,308	0.00	34,691
FICA		0.00	62,069	0.00	62,074
WKCMP		0.00	1,281	0.00	731
RSAL		0.00	5,606	0.00	6,207
HLT1		0.00	179,282	0.00	192,339
HLT2		0.00	43,748	0.00	46,940
FICA 2		0.00	14,516	0.00	14,517
Total Benefits		0.00	431,672	0.00	449,386
Total Salaries and Benefits		0.00	1,432,779	0.00	1,450,572
Totals by Position Type					
Regular Classified		6.00	283,816	6.00	283,816
Regular Unclassified		14.00	710,671	14.00	710,671
Temporary Unclassified		0.00	2,940	0.00	2,940
Longevity		0.00	3,680	0.00	3,760

DA-412 - 412 reconciliation

rglover / 2026A0200058

CAPITAL OUTLAY -- DA 416

DIVISION OF THE BUDGET	AGENCY NAME	Kansas Human Rights Commission
STATE OF KANSAS	AGENCY NUMBER	058
	PROGRAM TITLE AND NUMBER	Compliance 01031
	SUBPROGRAM TITLE AND NUMBER	PAGE

ITEM DESCRIPTION	QUANTITY ON HAND	PER UNIT COST	FY 2025 Current Budget Request		DOB USE ONLY
			QUANTITY	ESTIMATED EXPENDITURES	
Monitors-Replacement		175	4	700	
Docking Stations		300	11	3,300	
Printers-Replacement		325	2	650	
Total Expenditures				4,650	
			FY 2026 Allocated Budget Request		
			QUANTITY	ESTIMATED EXPENDITURES	
Monitors-Replacement		200	4	800	
Docking Stations		300	2	600	
Printers-Replacement		325	2	650	
Total Expenditures				2,050	