KANSAS HUMAN RIGHTS COMMISSION

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FISCAL YEARS 2027 AND 2028 BUDGET

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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 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 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 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.

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 the word 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, the Genetic Information Non-Discrimination Act (GINA), and the Pregnant Workers Fairness Act. 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.

OVERVIEW OF AGENCY ACHIEVEMENTS FY 2026

1. The agency received 946 complaints as compared to 1,008 complaints in the previous fiscal year, a decrease of 62 complaint receipts.

   Complaint filings exceeded the 900-receipt threshold in three of the last four fiscal years and exceeded 1,000 in two of the four most recent fiscal years. Fiscal Year 2027 complaint receipts are projected to be 950 based on the current fiscal year trends.

   Individuals contacting the KHRC to inquire about filing a discrimination complaint continue to report that they have difficulties reaching the U.S. Equal Employment Opportunity Commission (EEOC), there is an extended period before the initial interview, or no initial interview appointments are available, resulting in more complaints filed first with the KHRC and proceeding through the KHRC's process.

2. The Commission resolved 852 complaints of discrimination in the areas of employment, housing, and public accommodations, compared to the previous fiscal year's level of 974 resolutions.

   Closures were dampened in FY 2026 by short staffing of Special Investigators to investigate and resolve complaints. For example, we needed to post one Special Investigator vacancy three times in FY 2026 before locating a successful candidate.

   The agency has not been fully staffed with Special Investigator II's producing at the full quota since Fiscal Year 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. New Special Investigator II's do not produce at full quotas until their training period is completed, which is six months.

   The agency hired one new Special Investigator in FY 2026 and projects filling an eighth Special Investigator position mid-FY 2027, of which both actions should contribute towards more case closures.

3. There were 1,119 open cases at the end of the fiscal year. As of September 30, 2026, the open inventory has decreased to 1,007 cases, a reduction of 112 cases. We anticipate the pending inventory will continue to improve from the previous fiscal year's figure through the current and out fiscal years.

   As noted previously, the agency has not 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 subsequently producing at the full production level, and the addition of an eighth Special Investigator should combine to resolve more cases in FY 2027 and FY 2028, 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 2026, the agency has seven filled Special Investigator positions. We plan to fill an eighth Special Investigator position in mid-FY 2027. No additional funds are requested for the eighth Special Investigator 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 11.35 months in FY 2026. This figure is only slightly higher than the previous fiscal year figure of 10.95 months, despite continued elevated complaint receipts and the limited investigative staffing. As the open caseload improves, the processing time will decrease, provided there is adequate staffing.

6. The Commission recovered $1,077,769 in FY 2026, versus $1,169,312 in FY 2025. Recoveries exceeded $1 million in each 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 made on behalf of individuals alleging discrimination in the areas of employment, public accommodations or housing. 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.

8. As of October 2026, the U.S. Equal Employment Opportunity Commission (EEOC) approved 100% of the credits requested for case resolutions for the federal fiscal year 2026 contract, meaning that KHRC cases met EEOC processing and quality standards.

9. 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.

10. There were 1,975 contacts regarding the possible filing of complaints, comparable to the previous fiscal year's contacts of 1,966.

    The online employment intake questionnaire continues to be an important tool for the Intake Unit. The online employment intake questionnaire accounted for 54% of the contacts in FY 2026, versus 51% in FY 2025. 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. In FY 2028, we project 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.

11. The public information program trained 5,119 individuals in FY 2026. During the COVID-19 pandemic and thereafter, 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. During FY 2025, a large state agency requested and was granted permission to record a training for distribution to their 2,000 employees and on-boarding of future 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 training due to the size of the audience, geographic distance from a KHRC office, or holding training 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. 4,906 individuals completed this training in FY 2026.

12. Agency personnel will be working on webinars as an offering to the public, employers, human resource professionals and attorneys to learn more about discrimination law and related topics.

13. 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.

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

CURRENT YEAR:

The FY 2027 base budget of $ 1,720,438 is $86,587 less than the $ 1,807,025 Z Level total, approved through the 2026 Legislative session.

Total State General Fund of $ 1,205,108 is available, based on the following:

State General Fund Amount	Explanation
$ 1,216,280	State General Fund in the Governor's Budget Recommendation for the current fiscal year.
4,668	State General Fund provided for Pay Plan of 1% increase
$(18,244)	1.5% State General Fund reduction as approved during the 2025 Legislative session
$ 1,202,704	State General Fund Subtotal
$ 2,441	State General Fund Reappropriation from the previous fiscal year
$(37)	1.5% State General Fund reduction in SGF Reappropriation
$ 1,205,108	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. An additional reduction of 1.00 FTE was received during the 2026 Legislative session, resulting in 19.00 authorized FTE.

Of the 19.00 FTE, 16.00 positions are currently filled. A Special Investigator position is projected to be hired mid-FY 2027, resulting in 17.00 filled positions, which is one more than in recent years. The continued elevated complaint receipts since FY 2023 and the associated rise in the open case inventory warrant the filling of a vacant Special Investigator II position. This position will be funded through federal fund cash balances.

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 7.8 percent and dependent health insurance increased by a similar percentage from the previous fiscal year's figures. The Division of the Budget scheduled the general cost index at 2.8 percent for FY 2027.

Attorney fees to oversee legal duties and continue updating of the Kansas Administrative Regulations are scheduled at $30,000.

The Kansas Legal Services mediation contract is listed at $174,000. This program received a $59,000 enhancement in FY 2025 to assist 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 $128,024 and the Monumental Building charge will be $24,867, with charges corresponding to 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 $850 per case in federal fiscal year 2026, with the last increase to $830 per case in federal fiscal year 2022. The EEOC contract continues to be subject to arbitrary decreases due to EEOC funding restrictions or their budgeting priorities. The largest reduction in the last five contracts was 19 percent. A contract of 434 case resolutions and 27 intake credits is listed. The EEOC payment in State FY 2026 is listed at $372,275. The federal government shutdown of Fall 2025 emphasizes the importance of adequate cash balances to counter any disruptions in receiving the EEOC payment.

Compliance

Based on complaints received thus far this fiscal year, we project 950 complaint receipts in FY 2027 based on trends fiscal-year-to-date. Complaint resolutions are estimated to be 1,025 compared to 852 in the previous fiscal year, because we project more filled Special Investigator II positions in the current fiscal year than in the last fiscal year and based on current fiscal-year-to-date trends.

An open inventory of 1,044 cases is projected at the end of the current fiscal year, versus 1,119 for the previous fiscal year's actuals. As of September 30, 2026, the open inventory level was 1,007 cases and we expect this level of improvement to continue throughout the current fiscal year.

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. 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.

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 2028:

A State General Fund allocation of $ 1,260,654 was received.

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 $ 1,906,972.

The proposed base budget is $186,534 more than the projected FY 2027 expenditures, primarily due to filling a Special Investigator II position in FY 2027 and carrying the filled position forward to FY 2028, and filling an additional Intake Representative using the EEOC fund case balance in FY 2028. Salary and fringe benefit costs are scheduled to increase by $171,678 over the FY 2027 projection and account for almost all the overall base budget increase.

Employer contribution rates for single member group health insurance and dependent health insurance increase by 15.4 percent from FY 2027 to FY 2028. The Division of the Budget general cost index is 2.5 percent for FY 2027.

The Landon State Office Building rent will be $149,220 and the Monumental Building Charge will be $27,077, reflecting increases of 16.64 percent and 8.89 percent, respectively, from the current fiscal year's rates. The Landon State Office Building rent is $21,196 higher than in FY 2027.

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

$30,750 is listed for contract counsel by using the FY 2027 estimation 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 1,025, as compared to projected complaint receipts of 960. The open caseload is projected to be 979, which is within acceptable boundaries. The processing time is expected to decrease to 9.93 months, again within acceptable boundaries, especially given the understaffing staff in recent years and elevated complaint receipts. Improved staffing levels will have a positive impact on the case resolutions, open inventory, and processing time.

Actual Position Number: 19.00 All are housed in the Compliance Program. 16.00 positions have been filled on an on-going basis in the recent fiscal years. An eighth Special Investigator is projected to be filled mid-FY 2027 and will be carried forward to FY 2028. We anticipate filing an additional Intake Representative position in FY 2028 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: 2028-A-02-00058

Date: 10/13/2026
Time: 12:43:27

Division of the Budget
KANSAS

Summary by Program **Program Description**	FY 2026 Actuals	FY 2027 Base Budget Request	FY 2027 Adjusted Budget Request	FY 2028 Base Budget Request	FY 2028 Adjusted Budget Request	null
01030 Administration	(2,204)	0	0	0	0	0
01031 Compliance Public	1,594,081	1,716,227	1,716,227	1,903,777	1,903,777	0
01032 Information Program	1,901	4,211	4,211	3,195	3,195	0
Total by Program:	**1,593,778**	**1,720,438**	**1,720,438**	**1,906,972**	**1,906,972**	**0**

402 Agency Summary

Agency: Kansas Human Rights Commission
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Version: 2028-A-02-00058

Date: 10/13/2026
Time: 12:43:27

Division of the Budget
KANSAS

Summary by Funding Source Fund	Description	FY 2026 Actuals	FY 2027 Base Budget Request	FY 2027 Adjusted Budget Request	FY 2028 Base Budget Request	FY 2028 Adjusted Budget Request	null
1000	State General Fund	1,157,388	1,205,108	1,205,108	1,260,654	1,260,654	0
2282	Education And Training Fd	0	1,944	1,944	1,972	1,972	0
2295	Database Conversion Fund	0	0	0	0	0	0
3016	30.002-St/Loc Fair Emplmt Prct	436,390	513,386	513,386	644,346	644,346	0
	Total by Funding Source:	**1,593,778**	**1,720,438**	**1,720,438**	**1,906,972**	**1,906,972**	**0**

404 Aggregate Report

Agency: 00058 Kansas Human Rights Commission

Version: 2028-A-02-00058

Series: 1000 STATE GENERAL FUND

		FY 2026 Actuals	FY 2027 Adjusted Budget Request	FY 2028 Adjusted Budget Request	FY 2029 Adjusted Budget Request
40001	APPROPRIATION	1,224,680	1,202,704	0	0
40002	REAPPROPRIATION	680	2,441	0	0
40004	TRANSFERS	0	0	0	0
40005	LAPSES	(65,532)	(37)	0	0
	Total Available	1,159,828	1,205,108	0	0
	Total Reportable Expenditures	1,157,388	1,205,108	1,260,654	0
	Total Expenditures	1,157,388	1,205,108	1,260,654	0
	Balance Forward	2,440	0	(1,260,654)	0

404 Report

Agency: 00058 Kansas Human Rights Commission
Version: 2028-A-02-00058

Fund Number: 1000 0103 Name: OPERATING EXPENDITURES	FY 2026 Actuals	FY 2027 Adjusted Budget Request	FY 2028 Adjusted Budget Request	FY 2029 Adjusted Budget Request
40001 APPROPRIATION	1,224,180	1,202,204	0	0
40002 REAPPROPRIATION	680	2,441	0	0
40004 TRANSFERS	500	0	0	0
40005 LAPSES	(65,532)	(37)	0	0
Total Available	1,159,828	1,204,608	0	0
Total Reportable Expenditures	1,157,388	1,204,608	1,260,154	0
Total Expenditures	1,157,388	1,204,608	1,260,154	0
Balance Forward	2,440	0	(1,260,154)	0

404 Report

Agency: 00058 Kansas Human Rights Commission
Version: 2028-A-02-00058

Fund Number: 1000 0104 Name: OPERATING EXPENDITURES-OFF HOS	FY 2026 Actuals	FY 2027 Adjusted Budget Request	FY 2028 Adjusted Budget Request	FY 2029 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

404 Report

Agency: 00058 Kansas Human Rights Commission
Version: 2028-A-02-00058

Fund Number: 2282 2000 Name: EDUCATION AND TRAINING FD	FY 2026 Actuals	FY 2027 Adjusted Budget Request	FY 2028 Adjusted Budget Request	FY 2029 Adjusted Budget Request
40007 CASH FORWARD	7,604	7,604	5,860	4,088
420400 CLERICAL SERVICES	0	200	200	0
Total Available	7,604	7,804	6,060	4,088
Total Reportable Expenditures	0	1,944	1,972	0
Total Expenditures	0	1,944	1,972	0
Balance Forward	7,604	5,860	4,088	4,088

404 Report

Agency: 00058 Kansas Human Rights Commission
Version: 2028-A-02-00058

Fund Number: 2295 2295 Name: Database Conversion	FY 2026 Actuals	FY 2027 Adjusted Budget Request	FY 2028 Adjusted Budget Request	FY 2029 Adjusted Budget Request
40007 CASH FORWARD	0	0	0	0
Total Available	0	0	0	0
Total Reportable Expenditures	0	0	0	0
Total Expenditures	0	0	0	0
Balance Forward	0	0	0	0

404 Report

Agency: 00058 Kansas Human Rights Commission
Version: 2028-A-02-00058

Fund Number: 3016 3000 Name: EMPLOYMENT DISCRIMINATION FDF	FY 2026 Actuals	FY 2027 Adjusted Budget Request	FY 2028 Adjusted Budget Request	FY 2029 Adjusted Budget Request
40007 CASH FORWARD	835,583	779,888	638,777	314,231
440100 FEDERAL GRANT OPERATING	380,695	372,275	319,800	0
Total Available	1,216,278	1,152,163	958,577	314,231
Total Reportable Expenditures	436,390	513,386	644,346	0
Total Expenditures	436,390	513,386	644,346	0
Balance Forward	779,888	638,777	314,231	314,231

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, in conjunction with focusing on the primary mission of resolving cases, prevented a focus on the employment law seminar. The KHRC is planning webinars to be held in FY 2027 and FY 2028, 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.

Revenue Source:	FY 2025 Actual	FY 2026 Actual	FY 2027 Current	FY 2028 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.

Revenue Source:	FY 2025 Actual	FY 2026 Actual	FY 2027 Current	FY 2028 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.

The reimbursement rate for each case resolution was increased from $830 to $850 in federal fiscal year 2026. The previous increase was in federal fiscal year 2022. 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 increased from $100 to $125 in federal fiscal year 2024.

The contract for federal fiscal year 2026 was 434 case resolutions with payment scheduled to be received in state fiscal year 2027. The total payment is listed at $372,275 after taking into account payment for intake credit submissions for complaints falling outside the Commission's jurisdiction but within the EEOC's authority. State fiscal year 2026 expenditures from the EEOC funds are scheduled to exceed receipts by $141,111. The EEOC contract received downward modifications in three of the last five federal fiscal years (2022, 2024 and 2026).

The EEOC is using a three-year average, versus contract resolutions received and approved during a 12-month measurement period, to set the initial contract. A three-year average for contract resolutions is 439 for state FY 2028/federal FY 2027. However, as noted previously, the EEOC contract has consistently been subject to reductions after the initial proposal. The largest reduction in the last six contract periods was 19% in federal fiscal year 2021. Using the 439 average case resolutions and a reduction rate of 15% results in an estimated 373 case resolutions. Factoring intake credit payments, the federal fiscal year 2027 contract payment is projected at $319,800 with the payment received in state fiscal year 2028. Expenditures from the federal fund in state fiscal year 2026 are projected to exceed revenues by $324,546.

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. The federal government shutdown of October 2025, which occurred before the EEOC payment was approved and paid, supports the importance of maintaining adequate cash balances.

EEOC revenues are estimated in the following manner:

State Fiscal Year 2025 Actual			
	No.	Rate	Total
FFY 2024-payment for case resolutions	429	$830	$356,070
FFY 2024-payment complaint intake	21	$125	$2,625
FFY 2024- FEPA engagement plan			$3,500
Total for SFY			$362,195

State Fiscal Year 2026 Actual			
	No.	Rate	Total

FFY 2025-payment for case resolutions	454	$830	$376,820
FFY 2025-payment complaint intake	31	$125	$3,875
Total for SFY			$380,695

State Fiscal Year 2027 Current			
	No.	Rate	Total
FFY 2026-payment for case resolutions	434	$850	$368,900
FFY 2026-payment complaint intake	27	$125	$3,375
Total for SFY			$372,275

State Fiscal Year 2028 Projected			
	No.	Rate	Total
FFY 2027-payment for case resolutions	373	$850	$317,050
FFY 2027-payment complaint intake	22	$125	$2,750
Total for SFY			$319,800

Revenue Source:	FY 2025 Actual	FY 2026 Actual	FY 2027 Current	FY 2028 Projected
Other Federal Grants (Operating Grants) (4090)	$362,195	$380,695	$372,275	$319,800
Total Revenue	$362,195	$380,695	$372,275	$319,800

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.

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.

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 revenue 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 or maintaining 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.

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. *Harassment Prevention* 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 webinars in FY 2027 in place of the in-person seminar.

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:

OUTCOME MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of Administrative Closures	304	262	315	315

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of public contacts	1,966	1,975	1,980	2,000
Number of complaints filed	1,008	946	950	960

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Complaints Clearance Rate	97%	90%	108%	107%

The Commission works in partnership with the U.S. Equal Employment Opportunity Commission (EEOC) to receive employment discrimination complaints. Agency personnel continue to receive reports from individuals that they have trouble reaching EEOC staff, they have long wait times for an initial EEOC interview, or there are no EEOC initial interview appointments available, which causes the individual to reach out to the KHRC to inquire about filing their discrimination complaint.

Complaint receipts ranged from a low of 874 to a high of 1,008 during the period of FY 2024 to FY 2026, with a fiscal year average of 943. Therefore, the estimated complaint receipts in the current and out years are only slightly higher than the historical three-year average.

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.

The increase in Special Investigator II's from seven to eight filled positions should provide a sound basis for 1,025 case closures in FY 2027 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.

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.

OUTCOME MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of settlements completed through KLS	64	70	84	84
Settlement amount through KLS	$1,017,210	$815,754	$975,000	$975,000

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of referrals to Kansas Legal Services	529	462	465	470
Percentage of first-filed KHRC complaints referred to Kansas Legal Services for voluntary mediation	92%	90%	90%	90%

Kansas Legal Services continues to provide mediation services, resulting in a significant number and dollar amount of settlements. Kansas Legal Services' statistics remained consistent with historical trends. In FY 2026, 33 percent of the cases offered voluntary mediation attempted mediation, with 45 percent of those attempting mediation settling at that point. As a result, 15 percent of the referrals to Kansas Legal Services settled at the mediation stage. These results align with a long-term expectation that 12.5 percent of the referrals settle at the mediation stage.

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.

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 ensure 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 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Open Case Inventory	1,025	1,119	1,044	979
Processing time (in months)	10.95	11.35	10.59	9.93
Complaints clearance rate * *(No. of closed cases/No. of complaints filed)	97%	90%	108%	107%

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of complaints closed	974	852	1,025	1,025
Total annual recovery	$1,169,312	$1,077,769	$1,200,000	$1,210,000
Percent of resolved cases with recovery/benefits	22%	21%	22%	23%

The open case inventory increased, and the complaint resolutions declined during FY 2026, which can be attributed in part to the vacancies in Special Investigator II positions during FY 2026 and the accompanying lost case production. One Special Investigator position was filled in FY 2026 after multiple fill attempts and the eighth Special Investigator is projected to be filled mid-FY 2027. The addition of new hires will have a positive impact on the number of cases closed, processing time, and the open case inventory.

The FY 2026 processing time of 11.35 months nominally increased from the FY 2025 figure of 10.95 months and 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 2025 recoveries of $1,077,769 marks the fifth 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 within ten days of a Probable Cause determination.
2. Submit written conciliation proposals to the Respondent within fifteen days after a Probable Cause determination.

Performance Measures for Objective #4:

OUTCOME MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of successful conciliations	0	0	1	1
Number of Probable Cause cases filed in Federal Court	0	0	1	1
Percentage of Probable Cause Findings resulting in Successful Conciliation	0%	0	50%	50%

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of Probable Cause findings	0	0	2	2
Probable Cause findings as a Percent of First-Filed KHRC Complaint Filings	0%	0%	.39%	.38%

Rather than proceeding under the KHRC's conciliation 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.

OUTCOME MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2026	Allocated FY 2027
Number of people trained through educational presentations	2,049	213	300	325
Number of people completing KHRC on-line training	6,073	4,906	5,000	5,050
Number of people trained through the Annual Employment Law Seminar or Webinar Series (Webinar series in FY 2026 and FY 2027)	N/A	N/A	300	325

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
Number of educational presentations	4	7	8	10
Provide on-line training	Yes	Yes	Yes	Yes
Annual Law Employment Seminar or Webinars Held	No	Yes	Yes	Yes

We allowed several organizations to record training during the COVID-19 pandemic and thereafter, and it appears some are relying on the recordings, rather than returning to the KHRC to provide in-person or webinar training. During FY 2025, a large state agency requested and was granted permission to record a harassment training for distribution to their 2,000 employees during FY 2025 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 training due to the size of the audience, geographic distance from a KHRC office, or holding training simultaneously in multiple locations.

We are planning to hold webinars in FY 2027 to take the place of the in-person Employment Law Seminar.

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 the agency 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.

EXPENDITURE JUSTIFICATION - COMPLIANCE AND EDUCATION

Object Code 100: Salaries and Wages

Summary: The Compliance and Education Programs are authorized for 19.00 FTE positions in the current and budget years, down from the 20 FTE in FY 2026, 23.00 FTE in FY 2023, 25.00 FTE in FY 2012 and from the 34.00 FTE authorized in prior years.

In August 2026, there were 16 filled positions. The agency will move to 17 filled positions in the current fiscal and 18 filled positions in FY 2028. Funding limitations in the past and concern about maintaining adequate cash balances in previous fiscal years deterred filling vacant positions at higher levels. However, 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 2027. Filling an Intake Representative position in FY 2028 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 2026 ending cash balance of $779,889 to a projected FY 2028 ending cash balance of $314,231 remains adequate at this time.

Salaries comprise approximately 71%-73% 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 19 authorized staff include 10 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 Administrative Officer, one Administrative Specialist, one Senior Administrative Assistant, one Assistant Director (Public Service Executive), and one Executive Director.

The primary daily activity of the agency is centered 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 for classified employees hired prior to June 15, 2008, and updates to fringe benefit costs.

Fringe benefits costs continue to be substantial. The agency's portion of the single member health insurance rate is scheduled to increase by 7.8% in FY 2027 and an additional 15.4% in FY 2028, or from $843.60 monthly in FY 2026 to $909.14 and $1,049.18 monthly in FY 2027 and FY 2028, respectively. The agency's portion of the dependent health insurance premium is scheduled for similar percentage increases with monthly rates rising from $391.18 in FY 2026 to $421.62 and $486.70 in FY 2027 and FY 2028, respectively.

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, which was done in FY 2026.

Current Budget FY 2027 -- $1,212,601 ($700,465 SGF and $512,136 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	K0042020	Special Investigator II	26	$62,217	
1	K0109062	Special Investigator (Intake Representative)	26	$57,928	1.
1	K0215668	Special Investigator II	13	$39,094	2.
3		Total Vacancy Savings		$159,239	

1. This position is projected to be filled in FY 2028.
2. This position is projected to be filled half-way through FY 2027.

Allocated Budget FY 2028 -- $1,320,976 ($726,977 SGF and $593,999 EEOC 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	K0042020	Special Investigator II	27	$66,484	
1		Total Vacancy Savings		$66,484	

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 27% and 25% of the proposed budgets for FY 2027 and FY 2028, respectfully.

The largest non-salary expense item is Fees – Professional Services. The primary item in this account 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 contain $30,000 in the current fiscal year and $30,750 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 of its Topeka office space mid-way through FY 2016 as a cost savings measure. The FY 2027 rent

stays steady at the FY 2026 rate. However, the FY 2028 rental rate is 17% higher than the actual FY 2026 and FY 2027 rate, resulting in an increased cost of $21,196.

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 increases our services to the citizens of Kansas and allows lower rents than if all the agency personnel were in Topeka. The Wichita office lease was due to expire in September 2024, but was extended through September 2029. The Wichita office rent increased from $14.00 per square foot to $15.50 per square foot at the renewal in September 2024. The agency coordinated 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, which had decreases in data service and telecommunications rates while the e-mail account rate increased.

A significant new expense is increased costs to publish proposed Kansas Administrative Regulation changes. The Secretary of State notified agencies there will be a $250 charge per regulation, plus $.17 per word for publication in the Kansas Register, effective May 1, 2026. $14,000 is scheduled for FY 2027 due to legal staff currently reviewing 54 regulations. A smaller amount, $7,000, is listed for FY 2028.

Laptops are leased directly from Dell as part of the Department of Administration contract with Dell. The agency coordinates with the Office of Information Technology Services for expenditures under this contract.

The Monumental Building Charge continues to be a significant expense. The FY 2026 actual charge of $24,867 is carried forward to FY 2027, according to the Division of the Budget cost indices. The FY 2028 amount is listed at $27,077, or 8.89% higher than the FY 2027 figure.

Travel is scheduled for in-person training presentations when requested, although organizations continue to request virtual training. 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 for 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 more than $13,000 and FY 2009 public hearing costs were more than $11,000 and used agency staff, who are 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 several fiscal years have passed since then.

<u>Current Year FY 2027</u> -- $484,124 ($480,930 State General Fund, $1,944 Education and Training Fund, and $1,250 EEOC Fund)

Major items include:

- Communications are listed at $28,345, slightly less than the previous fiscal year figure of $29,909. 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 $128,024, the same as FY 2026 and based on actual costs incurred in the previous and current fiscal years.
- Private office rent is $26,350.
- The Monumental Building charge is listed at $24,867 based on the billing received this fiscal year, which is the same amount as for FY 2026.

- 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 from 1997 to the beginning of FY 2025. The agency received an enhancement increase for this project to commence in FY 2025.
- A $30,000 contract is budgeted for outside legal counsel.
- $14,000 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 and is currently reviewing 54 regulations.
- Travel is listed at $5,390. Projected expenses include limited in-person attendance at Commission Board meetings and travel for in-person training. Commission Board members routinely attend meetings virtually. Trainings are conducted through Teams or Zoom, as requested. The budgeted amount includes funds for two employees to attend the annual EEOC conference, with partial funding provided by the EEOC.
- Copier rent is listed at $7,674, based on the actual cost of FY 2026 and the Division of the Budget cost indices.
- 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.
- FY 2026 temporary staffing costs are based on actual expenses incurred through August 2026, when the temporary staff converted to a KHRC employee. We used a temporary staffing service in the past to provide personnel when administrative support or Intake Representative positions incurred vacancies. All currently budgeted administrative support and Intake Representative positions were filled as of August 31, 2026. If such vacancies occur in FY 2027 or FY 2028, salaries budgeted for these positions will necessarily be applied to the temporary staffing agency costs.
- $500 in official hospitality is listed.
- Minor amounts are scheduled to have webinars, in lieu of the in-person annual employment law seminar.

Allocated Budget FY 2028 -- $494,626 ($491,360 State General Fund, $1,972 Education and Training Fund, and $1,294 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 $29,686, reflecting OITS rates. Non-OITS services were adjusted by the cost index.
- The Monumental Building charge is listed at $27,077, a 9% increase over the current fiscal year per Division of the Budget cost indices.
- Private office rent is projected at $26,350.
- State building rent is scheduled at $149,220, which includes is 16.64% increase over the FY 2026 actual cost as provided by the Division of the Budget leasing rates.
- Travel is listed at $5,578 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.
- $30,750 is listed for the contract with an outside law firm.
- $7,000 is anticipated to be spent on publishing revised Kansas Administrative Regulations and public hearing notices in the *Kansas Register* due to the Secretary of State's higher rates. 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 $174,000, which carries forward the FY 2026 and FY 2027 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 stationery, computer supplies, printer supplies, envelopes, copy paper, pencils, file folders, etc.

Current Year 2027 -- $22,149 ($22,149 State General Fund)

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

Allocated Budget FY 2028 -- $22,703 ($22,703 State General Fund)

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

Object Code 400 - Capital Outlay

Summary: The Dell leasing program has eliminated the capital outlay for computers and laptops. However, associated monitors, docking stations and printers must still be purchased. The Office of Information Technology Services (OITS) serves as the agency's contact for the Dell leasing program, and any replacement equipment is coordinated through OITS. It is important that computers and laptops are current for efficiency and IT security reasons.

Current Budget FY 2027 -- $1,564 ($1,564 State General Fund)

Monitors, docking stations, and printers are replaced on an as needed basis. Funds are scheduled for two replacement chairs and two replacement printers.

Allocated Budget FY 2028 -- $5,364 ($5,364 State General Fund)

Funds are scheduled for two replacement chairs, 12 replacement monitors (two per employee, six employees), six replacement docking stations and two replacement printers.

SUPPLEMENTAL PACKAGE

A supplemental budget request is not made.

ENHANCEMENT PACKAGE

An enhancement request is not made.

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 element in the effort to make individuals whole.

OUTCOME MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
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

OUTPUT MEASURES:	Actual FY 2025	Actual FY 2026	Current FY 2027	Allocated FY 2028
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 and resolutions outside the hearing process. 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: 2028-A-02-00058

Date: 10/12/2026
Time: 18:46:29

Division of the Budget
KANSAS

Obj. Code	OBJECTS OF EXPENDITURE	FY 2026 Actuals	FY 2027 Base Budget Request	FY 2027 Adjusted Budget Request	FY 2028 Base Budget Request	FY 2028 Adjusted Budget Request	null
	Salaries and Wages	1,116,919	1,371,840	1,371,840	1,450,763	1,450,763	0
519990	SHRINKAGE	0	(159,239)	(159,239)	(66,484)	(66,484)	0
	TOTAL Salaries and Wages	**1,116,919**	**1,212,601**	**1,212,601**	**1,384,279**	**1,384,279**	**0**
52000	Communication	29,909	28,345	28,345	29,686	29,686	0
52100	Freight and Express	1,493	1,535	1,535	1,573	1,573	0
52200	Printing and Advertising	0	14,294	14,294	7,301	7,301	0
52300	Rents	169,154	170,310	170,310	192,117	192,117	0
52500	Travel and Subsistence	2,565	5,390	5,390	5,578	5,578	0
52600	Fees-other Services	42,900	43,797	43,797	49,381	49,381	0
52700	Fee-Professional Services	207,905	216,034	216,034	206,521	206,521	0
52900	Other Contractual Services	18	4,419	4,419	2,469	2,469	0
	TOTAL Contractual Services	**453,944**	**484,124**	**484,124**	**494,626**	**494,626**	**0**
53400	Maint Constr Material Supply	295	303	303	311	311	0
53700	Office and Data Supplies	21,112	21,703	21,703	22,245	22,245	0
53900	Other Supplies and Materials	139	143	143	147	147	0
	TOTAL Commodities	**21,546**	**22,149**	**22,149**	**22,703**	**22,703**	**0**
	TOTAL Capital Outlay	**1,369**	**1,564**	**1,564**	**5,364**	**5,364**	**0**
	TOTAL REPORTABLE EXPENDITURES	**1,593,778**	**1,720,438**	**1,720,438**	**1,906,972**	**1,906,972**	**0**
	SUBTOTAL State Operations	**1,593,778**	**1,720,438**	**1,720,438**	**1,906,972**	**1,906,972**	**0**
	TOTAL EXPENDITURES	**1,593,778**	**1,720,438**	**1,720,438**	**1,906,972**	**1,906,972**	**0**

Custom 406/410 Report

Dept. Name:
Agency Name: Kansas Human Rights Commission
Agency Reporting Level:
Version: 2028-A-02-00058

Date: 10/12/2026
Time: 18:46:29

Division of the Budget
KANSAS

Fund Code	FUND/ACCOUNT TITLE	FY 2026 Actuals	FY 2027 Base Budget Request	FY 2027 Adjusted Budget Request	FY 2028 Base Budget Request	FY 2028 Adjusted Budget Request	null
1000	0103 OPERATING EXPENDITURES	1,157,388	1,204,608	1,204,608	1,260,154	1,260,154	0
1000	0104 OPERATING EXPENDITURES-OFF HOS	0	500	500	500	500	0
2282	2000 EDUCATION AND TRAINING FD	0	1,944	1,944	1,972	1,972	0
2295	2295 Database Conversion	0	0	0	0	0	0
3016	3000 EMPLOYMENT DISCRIMINATION FDF	436,390	513,386	513,386	644,346	644,346	0
	0 TOTAL GENERAL FUNDS	**1,157,388**	**1,205,108**	**1,205,108**	**1,260,654**	**1,260,654**	**0**
	50 TOTAL ALL OTHER FUNDS	**436,390**	**515,330**	**515,330**	**646,318**	**646,318**	**0**
	54 TOTAL ALL FUNDS	**1,593,778**	**1,720,438**	**1,720,438**	**1,906,972**	**1,906,972**	**0**

412 reconciliation

Program. Name: null
Agency Name: Kansas Human Rights Commission
Agency Reporting Level: null
Version: 2028-A-02-00058

Date: 10/05/2026
Time: 15:55:38

Division of the Budget
KANSAS

Classification of Employment	Pay Grade	FY 2027 Estimate		FY 2028 Request	
		Pos	Amount	Pos	Amount
Authorized Positions					
Regular Classified					
Public Service Administrator 3	31	1.00	74,048	1.00	76,896
Senior Administrative Asst	22	1.00	38,355	1.00	39,830
Special Investigator I	23	1.00	34,798	1.00	36,137
Special Investigator II	25	3.00	126,859	3.00	131,738
Subtotal Regular Classified		6.00	274,061	6.00	284,602
Regular Unclassified					
Administrative Officer	1	1.00	41,286	1.00	42,874
Administrative Specialist	1	1.00	35,660	1.00	37,031
Appointive State Agency Head	1	1.00	136,813	1.00	142,075
Public Service Administrator	1	1.00	62,229	1.00	64,623
Public Service Executive	1	1.00	85,188	1.00	88,465
Special Investigator	1	8.00	313,156	8.00	325,207
Subtotal Regular Unclassified		13.00	674,333	13.00	700,276
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	2,840	0.00	2,920
Subtotal Longevity		0.00	2,840	0.00	2,920
Totals		19.00	954,174	19.00	990,737
Totals by Fringe Benefits					
RET	KPERS	0.00	60,119	0.00	62,732
RET	OTHER	0.00	13,553	0.00	14,143
RET	KPER2	0.00	43,520	0.00	45,414
FICA		0.00	59,159	0.00	61,426
UNEMP		0.00	190	0.00	395
WKCMP		0.00	658	0.00	376
RSAL		0.00	4,962	0.00	5,350
HLT1		0.00	196,373	0.00	226,622
HLT2		0.00	25,297	0.00	29,202
FICA 2		0.00	13,836	0.00	14,366
Total Benefits		0.00	417,666	0.00	460,026
Total Salaries and Benefits		0.00	1,371,840	0.00	1,450,763
Totals by Position Type					
Regular Classified		6.00	274,061	6.00	284,602
Regular Unclassified		13.00	674,333	13.00	700,276
Temporary Unclassified		0.00	2,940	0.00	2,940
Longevity		0.00	2,840	0.00	2,920

CAPITAL OUTLAY -- DA 416

DIVISION OF THE BUDGET
STATE OF KANSAS

AGENCY NAME: Kansas Human Rights Commission
AGENCY NUMBER: 058
PROGRAM TITLE AND NUMBER: Compliance 01031
SUBPROGRAM TITLE AND NUMBER
PAGE

ITEM DESCRIPTION	QUANTITY ON HAND	PER UNIT COST	FY 2027 Current Budget Request QUANTITY	FY 2027 Current Budget Request ESTIMATED EXPENDITURES	DOB USE ONLY
Chairs-Replacement		382	2	764	
Printers-Replacement		400	2	800	
Total Expenditures				1,564	

ITEM DESCRIPTION	QUANTITY ON HAND	PER UNIT COST	FY 2028 Allocated Budget Request QUANTITY	FY 2028 Allocated Budget Request ESTIMATED EXPENDITURES	DOB USE ONLY
Chairs-Replacement		382	2	764	
Monitors-Replacement		200	12	2,400	
Docking Stations		225	6	1,350	
Printers-Replacement		425	2	850	
Total Expenditures				5,364	