

**FY 2019-20 GENERAL GOVERNMENT - SEC. 103. DEPARTMENT OF CIVIL RIGHTS**

Analyst: Michael Cossen  
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Funding Source

FY 2018-19  
Year-to-Date

Changes From February 2019 Year-to-Date

Total Funding

Executive

House

Senate

Conference

Executive

House

Senate

Conference

**Sec.103(1) . APPROPRIATION SUMMARY**

FTE*	116.0	0.0	0.0	0.0	0.0	0.0	116.0	116.0	116.0	116.0
<b>Gross</b>	16,201,100.0	<b>\$187,200</b>	<b>(\$540,300)</b>	<b>(\$1,132,300)</b>	<b>\$0</b>	<b>\$16,388,300</b>	<b>\$15,660,800</b>	<b>\$15,068,800</b>	<b>\$16,201,100</b>	
IDG	299,100.0	(600)	(600)	(600)	0	298,500	298,500	298,500	299,100	
Federal	2,802,700.0	14,200	14,200	14,200	0	2,816,900	2,816,900	2,816,900	2,802,700	
Local	0.0	0	0	0	0	0	0	0	0	
Private	18,700.0	0	0	0	0	18,700	18,700	18,700	18,700	
Restricted	58,500.0	0	(18,500)	0	0	58,500	40,000	58,500	58,500	
GF/GP	13,022,100.0	\$173,600	(\$535,400)	(\$1,145,900)	\$0	\$13,195,700	\$12,486,700	\$11,876,200	\$13,022,100	
<i>* includes 6.0 unclassified positions</i>										

**Sec.102(2) . CIVIL RIGHTS OPERATIONS**

FTE*	116.0	0.0	0.0	0.0	0.0	0.0	116.0	116.0	116.0	116.0
<b>Gross</b>	15,477,900.0	174,000.0	(373,200.0)	(1,145,500.0)	0.0	<b>\$15,651,900</b>	<b>\$15,104,700</b>	<b>\$14,332,400</b>	<b>\$15,477,900</b>	
IDG	299,100.0	(600.0)	(600.0)	(600.0)	0.0	298,500	298,500	298,500	299,100	
Federal	2,787,700.0	14,200.0	14,200.0	14,200.0	0.0	2,801,900	2,801,900	2,801,900	2,787,700	
Local	0.0	0.0	0.0	0.0	0.0	0	0	0	0	
Private	18,700.0	0.0	0.0	0.0	0.0	18,700	18,700	18,700	18,700	
Restricted	58,500.0	0.0	(18,500.0)	0.0	0.0	58,500	40,000	58,500	58,500	
GF/GP	12,313,900.0	160,400.0	(368,300.0)	(1,159,100.0)	0.0	\$12,474,300	11,945,600	11,154,800	12,313,900	
<i>* includes 6.0 unclassified positions</i>										

**1. Unclassified Positions**

Salaries for Executive Director (appointed by Civil Rights Commission), Michigan Women's Commission Executive Director (appointed by the Governor), and other unclassified staff (appointed by the Executive Director)

FTE	6.0	0.0	0.0	0.0	0.0	0.0	6.0	6.0	6.0	6.0
<b>Gross</b>	<b>\$693,700</b>	<b>\$28,100</b>	<b>\$17,300</b>	<b>\$28,100</b>	<b>\$0</b>	<b>\$721,800</b>	<b>\$711,000</b>	<b>\$721,800</b>	<b>\$693,700</b>	
IDG	0	0	0	0	0	0	0	0	0	
Federal	0	0	0	0	0	0	0	0	0	
Local	0	0	0	0	0	0	0	0	0	
Private	0	0	0	0	0	0	0	0	0	
Restricted	0	0	0	0	0	0	0	0	0	
GF/GP	\$693,700	\$28,100	\$17,300	\$28,100	\$0	\$721,800	\$711,000	\$721,800	\$693,700	

**Adjustments to Current Year-to-Date:**

**a. Executive: Economics**

**House:** Concurs  
**Senate:** Concurs  
**Conference:**

FTE	6.0	0.0	0.0	0.0	0.0	0.0	6.0	6.0	6.0	6.0
<b>Gross</b>	<b>\$693,700</b>	<b>\$28,100</b>	<b>\$28,100</b>	<b>\$28,100</b>	<b>\$0</b>	<b>\$0</b>	<b>\$721,800</b>	<b>\$711,000</b>	<b>\$721,800</b>	<b>\$693,700</b>
IDG	0	0	0	0	0	0	0	0	0	
Federal	0	0	0	0	0	0	0	0	0	
Local	0	0	0	0	0	0	0	0	0	
Private	0	0	0	0	0	0	0	0	0	
Restricted	0	0	0	0	0	0	0	0	0	
GF/GP	\$693,700	\$28,100	\$28,100	\$28,100	\$0	\$0	\$721,800	\$711,000	\$721,800	\$693,700

**b. Executive:**

**House:** Ops Reduction  
**Senate:** Does not include  
**Conference:**

FTE	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Gross</b>	<b>\$0</b>	<b>\$0</b>	<b>(\$10,800)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
IDG	0	0	0	0	0	0	0	0	0	
Federal	0	0	0	0	0	0	0	0	0	
Local	0	0	0	0	0	0	0	0	0	
Private	0	0	0	0	0	0	0	0	0	
Restricted	0	0	0	0	0	0	0	0	0	
GF/GP	\$0	\$0	(\$10,800)	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**2. Civil Rights Operations**

Complaint resolution and enforcement, mediation, outreach and education, community relations, contract review and compliance, legal affairs, and Michigan Women's Commission

FTE	104.0	0.0	0.0	0.0	0.0	0.0	104.0	104.0	104.0	104.0
<b>Gross</b>	<b>\$14,068,600</b>	<b>\$139,400</b>	<b>(\$386,300)</b>	<b>(\$1,180,100)</b>	<b>\$0</b>	<b>\$14,208,000</b>	<b>\$13,682,300</b>	<b>\$12,888,500</b>	<b>\$14,068,600</b>	
IDG	299,100	(600)	(600)	(600)	0	298,500	298,500	298,500	299,100	
Federal	2,787,700	14,200	14,200	14,200	0	2,801,900	2,801,900	2,801,900	2,787,700	

**FY 2019-20 GENERAL GOVERNMENT - SEC. 103. DEPARTMENT OF CIVIL RIGHTS**

Analyst: Michael Cossen Telephone: 517-373-8080	Funding Source	FY 2018-19 Year-to-Date	Changes From February 2019 Year-to-Date				Total Funding			
			Executive	House	Senate	Conference	Executive	House	Senate	Conference

	Local	0	0	0	0	0	0	0	0	0
	Private	0	0	0	0	0	0	0	0	0
	Restricted	58,500	0	(18,500)	0	0	58,500	40,000	58,500	58,500
	GF/GP	\$10,923,300	\$125,800	(\$381,400)	(\$1,193,700)	\$0	\$11,049,100	\$10,541,900	\$9,729,600	\$10,923,300
<b>Adjustments to Current Year-to-Date:</b>										
<b>a. Executive: Economics</b>	FTE	104.0	0.0	0.0	0.0	0.0				
<b>House: Concurs</b>	<b>Gross</b>	<b>\$14,068,600</b>	<b>\$139,400</b>	<b>\$139,400</b>	<b>\$139,400</b>	<b>\$0</b>				
<b>Senate: Concurs</b>	IDG	299,100	(600)	(600)	(600)	0				
<b>Conference:</b>	Federal	2,787,700	14,200	14,200	14,200	0				
	Local	0	0	0	0	0				
	Private	0	0	0	0	0				
	Restricted	58,500	0	0	0	0				
	GF/GP	\$10,923,300	\$125,800	\$125,800	\$125,800	\$0				
<b>b. Executive:</b>	FTE		0.0	0.0	0.0	0.0				
<b>House: Ops Reduction</b>	<b>Gross</b>		<b>\$0</b>	<b>(\$185,700)</b>	<b>\$0</b>	<b>\$0</b>				
<b>Senate: Does not include</b>	IDG		0	0	0	0				
<b>Conference:</b>	Federal		0	0	0	0				
	Local		0	0	0	0				
	Private		0	0	0	0				
	Restricted		0	(18,500)	0	0				
	GF/GP		\$0	(\$167,200)	\$0	\$0				
<b>c. Executive:</b>	FTE		0.0	0.0	0.0	0.0				
<b>House: Lapse Reduction</b>	<b>Gross</b>		<b>\$0</b>	<b>(\$340,000)</b>	<b>(\$1,319,500)</b>					
<b>Senate: Operations Reduction</b>	IDG		0	0	0	0				
<b>Conference:</b>	Federal		0	0	0	0				
	Local		0	0	0	0				
	Private		0	0	0	0				
	Restricted		0	0	0	0				
	GF/GP		\$0	(\$340,000)	(\$1,319,500)	\$0				
<b>3. Division on Deaf, DeafBlind, and Hard of Hearing</b>										
Certifies interpreters under Deaf Persons' Interpreters Act, advocates on behalf of deaf and hard of hearing persons, responds to complaints regarding interpreters	FTE	6.0	0.0	0.0	0.0	0.0	6.0	6.0	6.0	6.0
	<b>Gross</b>	<b>\$715,600</b>	<b>\$6,500</b>	<b>(\$4,200)</b>	<b>\$6,500</b>	<b>\$0</b>	<b>\$722,100</b>	<b>\$711,400</b>	<b>\$722,100</b>	<b>\$715,600</b>
	IDG	\$0	0	0	0	0	0	0	0	0
	Federal	\$0	0	0	0	0	0	0	0	0
	Local	\$0	0	0	0	0	0	0	0	0
	Private	\$18,700	0	0	0	0	18,700	18,700	18,700	18,700
	Restricted	\$0	0	0	0	0	0	0	0	0
	GF/GP	\$696,900	\$6,500	(\$4,200)	\$6,500	\$0	\$703,400	\$692,700	\$703,400	\$696,900
<b>Adjustments to Current Year-to-Date:</b>										
<b>a. Executive: Economics</b>	FTE		0.0	0.0	0.0	0.0				
<b>House: Concurs</b>	<b>Gross</b>	<b>\$715,600</b>	<b>\$6,500</b>	<b>\$6,500</b>	<b>\$6,500</b>	<b>\$0</b>				
<b>Senate: Concurs</b>	IDG	0	0	0	0	0				
<b>Conference:</b>	Federal	0	0	0	0	0				
	Local	0	0	0	0	0				
	Private	18,700	0	0	0	0				
	Restricted	0	0	0	0	0				
	GF/GP	\$696,900	\$6,500	\$6,500	\$6,500	\$0				
<b>b. Executive:</b>	FTE		0.0	0.0	0.0	0.0				

**FY 2019-20 GENERAL GOVERNMENT - SEC. 103. DEPARTMENT OF CIVIL RIGHTS**

	Analyst: Michael Cnossen Telephone: 517-373-8080	Funding Source	FY 2018-19 Year-to-Date	Changes From February 2019 Year-to-Date				Total Funding			
				Executive	House	Senate	Conference	Executive	House	Senate	Conference
				<b>House:</b> Ops Reduction <b>Senate:</b> Does not include <b>Conference:</b>	<b>Gross</b> IDG Federal Local Private Restricted GF/GP		\$0 0 0 0 0 0 \$0	(\$10,700) 0 0 0 0 0 (\$10,700)	\$0 0 0 0 0 0 \$0	\$0 0 0 0 0 0 \$0	
<b>Sec.103(3) INFORMATION TECHNOLOGY</b>											
	FTE	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	<b>Gross</b>	<b>\$723,200</b>	<b>\$13,200</b>	<b>(\$167,100)</b>	<b>\$13,200</b>	<b>\$0</b>	<b>\$736,400</b>	<b>\$556,100</b>	<b>\$736,400</b>	<b>\$723,200</b>	
	IDG	-	0	0	0	0	0	0	0	0	
	Federal	15,000.00	0	0	0	0	15,000	15,000	15,000	15,000	
	Local	-	0	0	0	0	0	0	0	0	
	Private	-	0	0	0	0	0	0	0	0	
	Restricted	-	0	0	0	0	0	0	0	0	
	GF/GP	\$708,200	\$13,200	(\$167,100)	\$13,200	\$0	\$721,400	\$541,100	\$721,400	\$708,200	
<b>1. Information Technology Services and Projects</b>											
IT-related services and projects that support Department activities. Services provided through Department of Technology, Management, and Budget	FTE	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	<b>Gross</b>	<b>\$723,200</b>	<b>\$13,200</b>	<b>(\$167,100)</b>	<b>\$13,200</b>	<b>\$0</b>	<b>\$736,400</b>	<b>\$556,100</b>	<b>\$736,400</b>	<b>\$723,200</b>	
	IDG	0	0	0	0	0	0	0	0	0	
	Federal	15,000	0	0	0	0	15,000	15,000	15,000	15,000	
	Local	0	0	0	0	0	0	0	0	0	
	Private	0	0	0	0	0	0	0	0	0	
	Restricted	0	0	0	0	0	0	0	0	0	
	GF/GP	708,200	\$13,200	(\$167,100)	\$13,200	\$0	\$721,400	\$541,100	\$721,400	\$708,200	
<b>Adjustments to Current Year-to-Date:</b>											
<b>a. Executive: Economics</b>	FTE		0.0	0.0	0.0	0.0					
<b>House: Concurs</b>	<b>Gross</b>	<b>\$723,200</b>	<b>\$13,200</b>	<b>\$13,200</b>	<b>\$13,200</b>	<b>\$0</b>					
<b>Senate: Concurs</b>	IDG	0	0	0	0	0					
<b>Conference:</b>	Federal	15,000	0	0	0	0					
	Local	0	0	0	0	0					
	Private	0	0	0	0	0					
	Restricted	0	0	0	0	0					
	GF/GP	\$708,200	\$13,200	\$13,200	\$13,200	\$0					
<b>b. Executive:</b>	FTE		0.0	0.0	0.0						
<b>House: IT Reduction</b>	<b>Gross</b>	<b>\$0</b>	<b>\$0</b>	<b>(\$180,300)</b>	<b>\$0</b>	<b>\$0</b>					
<b>Senate: Does not include</b>	IDG	0	0	0	0	0					
<b>Conference:</b>	Federal	0	0	0	0	0					
	Local	0	0	0	0	0					
	Private	0	0	0	0	0					
	Restricted	0	0	0	0	0					
	GF/GP	\$0	\$0	(\$180,300)	\$0	\$0					



## DEPARTMENT OF CIVIL RIGHTS – BOILERPLATE

FY 2018-19 CURRENT LAW	FY 2019-2020			
	EXECUTIVE	HOUSE	SENATE	CONFERENCE
<p><b><u>DEPARTMENT OF CIVIL RIGHTS</u></b></p> <p><i>Appropriates up to \$2.0 million in federal contingency funds and up to \$750,000 in private contingency funds; authorizes expenditure of funds after legislative transfer to specific line items.</i></p> <p><b>Sec. 401.</b> (1) In addition to the funds appropriated in part 1, there is appropriated an amount not to exceed \$2,000,000.00 for federal contingency funds. These funds are not available for expenditure until they have been transferred to another line item in part 1 under section 393(2) of the management and budget act, 1984 PA 431, MCL 18.1393.</p>	<p><b>Sec. 401.</b> (1) In addition to the funds appropriated in part 1, there is appropriated an amount not to exceed \$2,000,000.00 for federal contingency funds. These funds are not available for expenditure until they have been transferred to another line item in <del>part 1</del> <b>this article</b> under section 393(2) of the management and budget act, 1984 PA 431, MCL 18.1393.</p>	<p><b>RETAINS</b></p>	<p><b>DELETES</b></p>	
<p>(2) In addition to the funds appropriated in part 1, there is appropriated an amount not to exceed \$750,000.00 for private contingency funds. These funds are not available for expenditure until they have been transferred to another line item in part 1 under section 393(2) of the management and budget act, 1984 PA 431, MCL 18.1393.</p>	<p>(2) In addition to the funds appropriated in part 1, there is appropriated an amount not to exceed \$750,000.00 for private contingency funds. These funds are not available for expenditure until they have been transferred to another line item in <del>part 1</del> <b>this article</b> under section 393(2) of the management and budget act, 1984 PA 431, MCL 18.1393.</p>	<p><b>RETAINS</b></p>	<p><b>DELETES</b></p>	



## DEPARTMENT OF CIVIL RIGHTS – BOILERPLATE

FY 2018-19 CURRENT LAW	FY 2019-2020			
	EXECUTIVE	HOUSE	SENATE	CONFERENCE
<p><i>Authorizes department to receive and expend local and private funds pertaining to employer training, publication and sale of informational material, copy and witness fees, mediation activities, workshops and seminars, and related staffing costs.</i></p> <p><b>Sec. 402.</b> (1) In addition to the appropriations contained in part 1, the department of civil rights may receive and expend funds from local or private sources for all of the following purposes:</p> <p>(a) Developing and presenting training for employers on equal employment opportunity law and procedures.</p> <p>(b) The publication and sale of civil rights related informational material.</p> <p>(c) The provision of copy material made available under freedom of information requests.</p> <p>(d) Other copy fees, subpoena fees, and witness fees.</p> <p>(e) Developing, presenting, and participating in mediation processes for certain civil rights cases.</p> <p>(f) Workshops, seminars, and recognition or award programs consistent with the programmatic mission of the individual unit sponsoring or coordinating the programs.</p> <p>(g) Staffing costs for all activities included in this subsection.</p>	<b>NO CHANGE</b>	<b>CONCURS</b>	<b>CONCURS</b>	



## DEPARTMENT OF CIVIL RIGHTS – BOILERPLATE

FY 2018-19 CURRENT LAW	FY 2019-2020			
	EXECUTIVE	HOUSE	SENATE	CONFERENCE
<p>(2) The department of civil rights shall annually report to the state budget director, the senate and house of representatives standing committees on appropriations, the chairpersons of the relevant appropriations subcommittees, and the senate and house fiscal agencies the amount of funds received and expended for purposes authorized under this section.</p>	NO CHANGE	CONCURS	CONCURS	
<p><i>Authorizes department to contract with local units of government to review equal employment opportunity compliance of potential contractors, charge to develop and provide such services, and expend amounts received; requires annual report on revenues and expenditures under this section.</i></p> <p><b>Sec. 403.</b> The department of civil rights may contract with local units of government to review equal employment opportunity compliance of potential contractors and may charge for and expend amounts received from local units of government for the purpose of developing and providing these contractual services.</p>	NO CHANGE	CONCURS	CONCURS	



## DEPARTMENT OF CIVIL RIGHTS – BOILERPLATE

FY 2018-19 CURRENT LAW	FY 2019-2020			
	EXECUTIVE	HOUSE	SENATE	CONFERENCE
<p><b><i>Requires the department to report on various details of department operations.</i></b></p> <p><b>Sec. 404.</b> (1) The department of civil rights shall prepare and transmit a detailed report that includes, but is not limited to, the following information for the most recent fiscal year:</p> <p>(a) A detailed description of the department operations.</p> <p>(b) A detailed description of all subunits within the department, including FTE positions associated with each subunit, responsibilities of each subunit, and all revenues and expenditures for each subunit.</p> <p>(c) The number of complaints by type of complaint.</p> <p>(d) The average cost of, and time expended, investigating complaints.</p> <p>(e) The percentage of complaints that are meritorious and worthy of investigation or settlement and the percentage of complaints that have no merit.</p> <p>(f) A listing of amounts awarded to claimants.</p> <p>(g) Expenditures associated with complaint investigation and enforcement.</p> <p>(h) A listing of complaint investigations closed per FTE position for each of the past 5 years.</p> <p>(i) A listing of complaint evaluations completed per FTE position for each of the past 5 years.</p> <p>(j) Productivity projections for the current fiscal year, including investigations closed per FTE, complaint evaluations completed per FTE, and average time expended investigating complaints.</p> <p>(k) Revenues and expenditures associated with section 403 of this part by local unit.</p>	<p><b>NO CHANGE</b></p>	<p><b>CONCURS</b></p>	<p><b>CONCURS</b></p>	



## DEPARTMENT OF CIVIL RIGHTS – BOILERPLATE

FY 2018-19 CURRENT LAW	FY 2019-2020			
	EXECUTIVE	HOUSE	SENATE	CONFERENCE
<p>(2) The report required under subsection (1) shall be posted online and transmitted electronically not later than November 30 to the state budget director, the chairpersons of the senate and house of representatives standing committees on appropriations, the senate and house appropriations subcommittees on general government, and the senate and house fiscal agencies.</p>	<b>NO CHANGE</b>	<b>CONCURS</b>	<b>CONCURS</b>	
<p><b><i>Requires the department to notify the Legislature and State Budget Office prior to submitting a report or complaint to the U.S. Commission on Civil Rights or other federal department.</i></b></p> <p><b>Sec. 405.</b> The department of civil rights shall notify the office of the state budget, senate and house of representatives standing committees on appropriations, the chairpersons of the appropriations subcommittees on general government, and senate and house fiscal agencies prior to submitting a report or complaint to the United States Commission on Civil Rights or other federal departments.</p>	<p>The department of civil rights shall notify the <del>office of the</del> state budget office, senate and house of representatives standing committees on appropriations, the chairpersons of the appropriations subcommittees on general government, and senate and house fiscal agencies prior to submitting a report or complaint to the United States Commission on Civil Rights or other federal departments.</p>	<b>CONCURS</b>	<b>RETAINS</b>	
<p><b><i>Identifies annual pension-related and retiree health care legacy costs.</i></b></p> <p><b>Sec. 410.</b> Total authorized appropriations from all sources under part 1 for legacy costs for the fiscal year ending September 30, 2019 are \$2,558,000.00. From this amount, total agency appropriations for pension-related legacy costs are estimated at \$1,179,300.00. Total agency appropriations for retiree health care legacy costs are estimated at \$1,378,700.00.</p>	<p><b>Sec. 410.</b> Total authorized appropriations from all sources under part 1 for legacy costs for the fiscal year ending September 30, <del>2019</del> <b>2020</b> are <del>\$2,558,000.00</del> <b>\$2,516,500.00</b>. From this amount, total agency appropriations for pension-related legacy costs are estimated at <del>\$1,179,300.00</del> <b>\$1,223,300.00</b>. Total agency appropriations for retiree health care legacy costs are estimated at <del>\$1,378,700.00</del> <b>\$1,293,200.00</b>.</p>	<b>CONCURS</b>	<b>CONCURS</b>	