

Maryland Commission on Civil Rights

MISSION

The mission of the Maryland Commission on Civil Rights is to ensure equal opportunity and promote better Civil Rights for all who work in, live in or visit Maryland.

VISION

Our vision is a State free of any traces of unlawful discrimination.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. Improve equal opportunity in Maryland through the use of effective, creative and efficient case processing activities and reduce, eliminate or resolve instances of unlawful discrimination.

Obj. 1.1 Each year, increase number of complaints filed for processing through education and outreach efforts and maintain the average time to process complaints below the Federal processing time standard.

Performance Measures	2013 Act.	2014 Act.	2015 Act.	2016 Act.	2017 Act.	2018 Est.	2019 Est.
Number of education and outreach activities	N/A	N/A	111	147	172	160	165
Inquiries received	8,968	9,671	9,832	1,745	2,090	2,200	2,350
Complaints received for processing	726	740	686	743	1,064	1,300	1,400
Number of complaints closed							
Employment complaints closed	644	563	616	537	630	680	700
Housing complaints closed	51	76	96	91	95	110	120
Public accommodations cases closed	69	72	65	54	48	60	70
Average number of days to process a case							
Employment	213	179	193	196	223	210	185
Housing	163	118	131	164	89	85	80
Public Accommodations	507	516	475	138	217	200	180

NOTES

¹ Data for fiscal year 2016 and forward excludes email or phone inquiries that did not explicitly pertain to alleged acts of discrimination. Fiscal year 2015 and prior year data includes such inquiries.

D27

<http://mccr.maryland.gov/>

Maryland Commission On Civil Rights

D27L00.01 General Administration

Program Description

The Commission resolves allegations of discrimination based on race, color, creed, ancestry, religion, sex, age, sexual orientation, national origin, marital status, familial status, genetic information and physical or mental disability. Resolution occurs via conciliation, mediation, investigation and litigation in the areas of employment, housing and public accommodations. In addition, the Commission enforces the State of Maryland's Commercial Non-Discrimination Policy, which prohibits the State from contracting with business entities, both public and private, that discriminate in the solicitation, selection, hiring, or treatment of vendors, suppliers, subcontractors, or commercial customers. The Commission also, through its educational and outreach efforts, improves community relations and fosters a better understanding of the law, thus reducing the potential number of complaints generated. Efforts in fair employment practices and fair housing are supplemented by work sharing arrangements and contracts with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development. The Commission engages in cooperative efforts with Federal, State, local and private agencies having comparable interests and/or legal authority.

Appropriation Statement

	2017 Actual	2018 Appropriation	2019 Allowance
Number of Authorized Positions	31.00	31.00	31.00
01 Salaries, Wages and Fringe Benefits	2,770,933	2,873,925	2,871,806
02 Technical and Special Fees	34,577	41,000	137,805
03 Communications	38,123	43,405	40,118
04 Travel	19,503	23,965	22,500
07 Motor Vehicle Operation and Maintenance	743	1,000	1,000
08 Contractual Services	135,944	178,036	121,398
09 Supplies and Materials	15,460	13,000	9,588
10 Equipment - Replacement	31,572	3,000	1,000
11 Equipment - Additional	57,217	0	0
12 Grants, Subsidies, and Contributions	0	16,000	0
13 Fixed Charges	86,039	90,539	92,545
Total Operating Expenses	384,601	368,945	288,149
Total Expenditure	3,190,111	3,283,870	3,297,760
Net General Fund Expenditure	2,565,108	2,514,903	2,525,738
Special Fund Expenditure	0	85,000	0
Federal Fund Expenditure	625,003	683,967	772,022
Total Expenditure	3,190,111	3,283,870	3,297,760
Special Fund Income			
D27305 Fair Housing Event - Donations	0	35,000	0
D27310 Fair Housing Event- Ticket Sales	0	50,000	0
Total	0	85,000	0
Federal Fund Income			
14.401 Fair Housing Assistance Program-State and Local	338,433	331,607	370,384
30.002 Employment Discrimination-State and Local Fair Employment Practice	286,570	352,360	401,638
Total	625,003	683,967	772,022

3 Year Position Summary

Classification Title	FY 2017 Positions	FY 2017 Expenditures	FY 2018 Positions	FY 2018 Appropriation	FY 2019 Positions	FY 2019 Allowance
D27 - Maryland Commission On Civil Rights						
D27L0001 - General Administration						
Admin Prog Mgr IV	1.00	82,634	1.00	82,640	1.00	82,640
Admin Spec II	1.00	60,430	1.00	35,667	1.00	45,507
Administrator IV	1.00	78,442	1.00	79,205	1.00	79,205
Asst Gen Counsel III Human Rel	1.00	78,065	1.00	78,074	1.00	78,074
Civil Rights Officer Adv/Lead	4.00	135,921	4.00	220,437	4.00	220,437
Civil Rights Officer I	4.00	154,510	4.00	192,025	4.00	192,025
Civil Rights Officer II	4.00	288,312	4.00	171,021	4.00	196,830
Civil Rights Officer III	5.00	262,325	5.00	300,543	5.00	293,815
Civil Rights Officer Supv	4.00	195,319	4.00	247,103	4.00	247,103
Dep Dir Human Relatns	1.00	82,774	1.00	84,000	1.00	84,000
Exec Assoc II	1.00	50,973	1.00	51,452	1.00	51,452
Exec Dir Comm On Human Relatns	1.00	117,022	1.00	117,163	1.00	117,163
General Counsel Human Relations	1.00	126,182	1.00	126,186	1.00	126,186
IT Technical Support Spec II	1.00	957	1.00	49,899	1.00	49,899
Office Secy III	1.00	46,414	1.00	46,845	1.00	46,845
Total D27L0001	31.00	1,760,280	31.00	1,882,260	31.00	1,911,181