



State of Maryland Commission on Civil Rights

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**Maryland Commission on Civil Rights
Fiscal Year 2025
Operating Budget
Response to Department of Legislative Services Budget Analysis**

House Appropriations Committee
House Health and Social Services Subcommittee
Delegate Emily K. Shetty, Chair
February 1, 2024

Senate Budget and Taxation Committee
Senate Health and Human Services Subcommittee
Senator Cory V. McCray, Chair
February 2, 2024

To the Members of the House Health and Social Services Subcommittee and the Senate Health and Human Services Subcommittee:

Thank you for this opportunity to respond to the Department of Legislative Services Fiscal Year 2025 Budget Analysis. We would like to thank our assigned analyst, Ms. Nathaly Andrade, for her thorough analysis. The recommended spending plan will provide an opportunity for MCCR to meet its production obligations with our Federal partners and to continue to pare down the number of complaints in unassigned or backlog status.

In early FY 2024, we recruited and filled five new staff positions including four investigators and one supervisor. We would like to thank the Office of Budget Analysis and the Office of Personnel Services and Benefits for their support in making this happen. The addition of these PINS have allowed us to reduce the number of complaints we have in unassigned status, presently at 267, down from a high of over 600 complaints. We have seen positive reductions in our time & process numbers in the areas of Employment and Public Accommodation complaints and expect that we will see similar reductions in our time & process numbers for Housing complaints as well. As our Intake numbers rise (FY 2024), along with the resumption of case transfers from the federal EEOC, and the pending expansion of civil rights protections for Marylanders, it is important that we continue to stabilize staff through meaningful retention efforts.

“Our vision is to have a State that is free from any trace of unlawful discrimination.”

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In closing, we thank the hard –working staff of the Maryland Commission on Civil Rights for serving Marylanders with respect and professionalism. And we respectfully request the committee’s support of the Governor’s FY 2025 Allowance.