

**HUMAN RIGHTS COMMISSION  
Fiscal Year 2026 Budget Request**

**Big Hartman,  
Executive Director**



# *Fiscal Year 2026 Budget Request*

**V E R M O N T  
H U M A N R I G H T S  
C O M M I S S I O N**

***Big Hartman Executive Director***

*Budget Development*

*Holly S. Ferrant, AoA Chief Financial Officer*

*Jason Pinard, AoA Deputy Chief Financial Officer*

*Harmony Wilder, Financial Director II*

*Harley Oliver, Financial Director II*

*Fiscal Year 2026 Budget Request  
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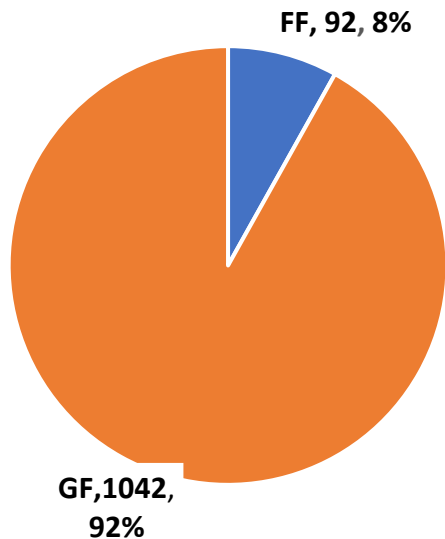
**V E R M O N T  
H U M A N R I G H T S  
C O M M I S S I O N**

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## Human Rights Commission FY 2026 Governor's Recommend Budget

**MISSION:** The Vermont Human Rights Commission is the state agency having jurisdiction over claims of unlawful discrimination in housing, state government employment, and the provision of goods and services by places of public accommodation. The Commission has three statutorily mandated roles: enforcement, education and outreach and policy development.

### Governor's Recommended Budget FY 2026 (\$ thousands)



## FY 2026 SUMMARY & HIGHLIGHTS

- HRC receives a grant from the Department of Housing & Urban Development (HUD) for investigation of housing discrimination cases. We have estimated receipt of \$92,773. The amount received varies each year based, in part, on the number of fair housing cases processed by HRC.
- Staff of 7 Exempt positions including the Executive Director, Executive Staff Assistant, Director of Policy, Education and Outreach, Senior Counsel, and three Staff Attorney Investigators.
- The HRC budget consists almost entirely of salaries and benefits and fixed operating costs; it has \$44,438 in variable operating expenses.

Human Rights Commission

Program Name	Appropriation Dept ID	Program Purpose and Context	Program Services Provided	Program Website	Number of Measures Reported
Conciliation	2280001000	Settling disputes pre and post investigations.	Complainants and Respondents are offered timely and meaningful access to mediation services or informal means of conciliation that promote mutually satisfactory resolutions to their disputes.	<a href="https://hrc.vermont.gov/legal">https://hrc.vermont.gov/legal</a>	3
Education, Outreach and Training	2280001000	Develop curriculum, trainings and presentations, engage in community forums and meetings, serve on various taskforces and committees.	HRC staff offer information, referrals, educational programs, and educational training to those who request these services. These include implicit bias, bystander intervention, civil rights, fair housing and more. Additionally, HRC staff requests relief in the form of training in all post-investigative settlements and when appropriate, in pre-investigative settlements. HRC staff engage in coalition and community activities that address the needs of members of protected categories.	<a href="https://hrc.vermont.gov/education">https://hrc.vermont.gov/education</a>	2
Investigations	2280001000	Gathering documents, interviewing witnesses, drafting investigative reports.	Complaints alleging violations of anti-discrimination laws are investigated impartially and decided in a timely manner by the Human Rights Commission.	<a href="https://hrc.vermont.gov/legal">https://hrc.vermont.gov/legal</a>	3
Policy & Legislation	2280001000	Following legislation, testifying before the legislative committees, working with community groups to develop policies, pursuing litigation.	The HRC provides leadership in public policy development with respect to civil and human rights issues in Vermont and presents testimony to the Legislature on such issues as well as advice to the executive and judicial branches upon request. The Commission endeavors to pursue litigation when it has made a final determination that discrimination has occurred and the parties cannot reach an agreement	<a href="https://hrc.vermont.gov/">https://hrc.vermont.gov/</a>	1
Litigation	2280001000	Enforcing the Vermont Fair Housing and Public Accommodations Act and Fair Employment Practices Act through civil litigation efforts in the Vermont Court system.	HRC legal staff initiate complaints in Superior Court after "reasonable grounds" determinations are made by the Commission, if settlement is not reached. HRC legal staff also track, research, and participate in litigation efforts involving the statutes within HRC jurisdiction.	<a href="https://hrc.vermont.gov">https://hrc.vermont.gov</a>	3

## Human Rights Commission

Program Name	Measure	Measure Type	Unit Type	Polarity	Reporting Period	2018	2019	2020	2021	2022	2023	2024	Target
Conciliation	% of cases that settled with monetary relief	Quality	Percent		SFY	-	-	33%	74%	81%	60%	70%	
Conciliation	% of cases that settled with public interest relief	Result	Percent		SFY	-	-	90%	63%	71%	100%	80%	
Conciliation	Number of cases closed that were settled	Quantity	Number		SFY	-	-	30	27	21	14	10	
Education, Outreach and Training	Number of people reached	Quantity	Number	Higher is Better	SFY	-	-	914	2171	1637	1368	1907	1,900
Education, Outreach and Training	Number of trainings and presentations provided	Quantity	Number	Higher is Better	SFY	-	-	40	46	50	34	38	40
Investigations	Number of investigations closed	Quality	Number	Higher is Better	SFY	-	-	50	48	40	29	44	50
Investigations	Number of complaints processed	Quantity	Number	Higher is Better	SFY	-	-	73	50	35	42	59	60
Investigations	Number of calls received and handled	Quantity	Number	No Polarity	SFY	-	-	816	514	579	470	694	
Policy & Legislation	Number of bills we followed and/or testified	Quantity	Number	No Polarity	SFY	-	-	31	61	52	38	50	
Litigation	Number of complaints filed in Superior Court	Quantity	Number	No Polarity	SFY					2	2	7	
Litigation	Number of court decisions rendered in cases to which HRC is a plaintiff, interested party, or amicus	Quantity	Number	No Polarity	SFY					0	0	1	
Litigation	Number of cases tracked/monitored/participated in as an interested party or amicus	Quantity	Number	No Polarity	SFY							3	

## Fiscal Year 2026 Budget Development Form: Human Rights Commission

	General \$\$	Federal \$\$	Total \$\$
<b>Approp #1 [2280001000]: Human Rights Commission FY 2025 Approp</b>	<b>953,800</b>	<b>89,000</b>	<b>1,042,800</b>
<b>Other Changes:</b> (Please insert changes to your base appropriation that occurred after the passage of the FY24 budget)			0
<b>FY 2026 Other Changes</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Approp. After FY 2026 Other Changes</b>	<b>953,800</b>	<b>89,000</b>	<b>1,042,800</b>
<b>CURRENT SERVICE LEVEL/CURRENT LAW</b>	<b>89,011</b>	<b>3,773</b>	<b>#REF!</b>
<i>Personal Services</i>			
500000: Salary & Wages: Classified Employees	61,948	3,773	65,721
500010: Salary & Wages: Exempt Employees	131,015	3,185	134,200
501500: Health Insurance: Classified Employees	49,732	615	50,347
501510: Health Insurances: Exempt Employees			
502000: Retirement: Classified Employees	35,290	1,670	36,960
502010: Retirement: Exempt Employees			
All Other Employee Payroll Related Fringe Benefits	11,592	247	11,839
504040: VT Family & Medical Leave Insurance Premium	484	11	495
504045: Child Care Contribution	1,034	73	1,107
505200: Workers' Compensation Insurance Premium	0	0	0
508000: Vacancy Turnover Savings	(758)	0	(758)
506200 - Other Pers Serv (postion incl in Salary and Benefits in FY2026)	(158,525)	(2,028)	(160,553)
Other:	(7,916)	0	(7,916)
			0
			0
<i>Operating Expenses</i>			
515010: Fee-for-Space Charge	27,063	0	27,063
515010: Fee-for-Space Charge	3,063	0	3,063
516000: Insurance Other Than Employee Benefits	8	0	8
516010: Insurance - General Liability	817	0	817
516671: VISION/ISD	1,478	0	1,478
516685: ADS Allocated Charge	2,089	0	2,089
519006: Human Resources Services	1,044	0	1,044
523620: Single Audit Allocation	0	0	0
Other:	18,564	0	18,564
<i>Grants</i>	0	0	0
<b>Subtotal of Increases/Decreases</b>	<b>89,011</b>	<b>3,773</b>	<b>92,784</b>
<b>FY 2026 Governor Recommend</b>	<b>1,042,811</b>	<b>92,773</b>	<b>1,135,584</b>
<b>Human Rights Commission FY 2025 Appropriation</b>	<b>953,800</b>	<b>89,000</b>	<b>1,042,800</b>
<b>Reductions and Other Changes</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>FY 2026 Total After Other Changes</b>	<b>953,800</b>	<b>89,000</b>	<b>1,042,800</b>
<b>TOTAL INCREASES/DECREASES</b>	<b>89,011</b>	<b>3,773</b>	<b>92,784</b>
<b>Human Rights Commission FY 2026 Governor Recommend</b>	<b>1,042,811</b>	<b>92,773</b>	<b>1,135,584</b>



# FY26 Budget Request

Submitted by: Big Hartman, Esq.  
HRC Executive Director & General Counsel

The mission of the Vermont Human Rights Commission is to promote full civil and human rights in Vermont.

The Commission is an independent state agency that protects people from unlawful discrimination in housing, state government employment, and places of public accommodation.

The Commission is funded primarily by General Fund appropriations, with a portion of Federal Funds deriving from a contract with the U.S. Department of Housing & Urban Development.



# HRC At A Glance

## The HRC pursues its mission by:

- Enforcing anti-discrimination laws through **investigations and litigation**
- **Conciliating disputes** during and after investigations
- **Educating** the public and providing information and referrals
- Advancing proactive **public policy** on civil rights

## Our Agency is composed of 7 FTE staff members and 5 Commissioners.

- Executive Director & General Counsel
- Senior Counsel
- Director of Policy, Education, and Outreach
- Three Staff Attorney Investigators
- One Executive Staff Assistant

# HRC Jurisdiction

The HRC enforces anti-discrimination statutes under Vermont law, protecting people from being treated differently based on their membership in any legally protected category

<b>Housing Discrimination</b> <b>9 V.S.A. § 4503</b>	<b>Public Accommodations Discrimination</b> <b>9 V.S.A. § 4502</b>	<b>State Employment Discrimination</b> <b>21 V.S.A subchapters 4A &amp; 6</b>
<p>Complainants can be tenants, prospective tenants or buyers, condo association and homeowners association members, neighbors, and people seeking housing loans</p>	<p>Complainants can be a customer, someone applying for or receiving benefits, a student, or any member of the public interacting with a place of public accommodation</p>	<p>Complainants are employees of the State of Vermont, or applicants for State employment</p>
<p>Respondents can be landlords, housing providers, neighbors, property managers, and decisionmakers in land use/permits</p>	<p>Respondents are any place that offers products or services to the general public, including businesses, schools, and government entities</p>	<p>Respondents are agencies or departments of the State of Vermont (executive, judicial, or legislative branch)</p>
<p>Discrimination prohibited based on: race, color, national origin, religion, disability, sexual orientation, gender identity, sex, marital status, age, minor children, receipt of public assistance, status as a victim of abuse</p>	<p>Discrimination prohibited based on: race, color, national origin, religion, disability, sexual orientation, gender identity, sex, and breastfeeding</p>	<p>Discrimination based on: race, color, national origin, ancestry, place of birth, religion, disability, age, sex sexual orientation, gender identity, credit history or crime victim</p>

# HRC Process

HRC Complaints begin with an intake process. If accepted, a complaint is thoroughly investigated. The Commission may make a “reasonable grounds” determination, and the HRC may enforce legal violations in civil court. Throughout the HRC process, we assist the parties with reaching a resolution, if possible.

## Intake

HRC staff respond to inquiries via phone and email. We provide referrals, gather information about possible discrimination, and draft complaints that are accepted for investigation

## Investigation

Staff Attorney Investigators conduct neutral investigations. They review documents, interview witnesses, and do site visits. They produce investigative reports that summarize relevant facts and analyze legal claims

## Commission

Appointed Commissioners meet monthly to review cases, conduct informal hearings with parties, and vote on whether there are “reasonable grounds” to believe that discrimination occurred

## Post-Determination

After the Commission makes a “reasonable grounds” determination, HRC attorneys work with the parties to obtain a settlement, or may file an enforcement action in Superior Court

# HRC Case Statistics (FY24)

Overall, HRC's complaint activities in FY24 increased significantly in comparison to recent years - particularly in fair housing. We have experienced an influx of requests for new complaints, at a pace we cannot manage effectively. We refined our case management methods and our intake processes. We also simplified our investigative reports so that we could close cases more quickly. Still, staff are overburdened by their caseloads. We are forced to be selective about accepting new complaints for investigation, often turning individuals away who do not have means to seek justice elsewhere.

## 57 New Complaints

Compared to 41 in FY23

35 Fair Housing  
(doubled from FY23)  
19 Public Accommodations  
3 Employment

## 42 Complaint Closures

Compared to 33 in FY23  
33 Cases heard by Commission  
(22 had reasonable grounds)  
6 Cases settled before  
determination  
3 Cases withdrawn or  
dismissed

## 474 Days

The average age of a case at the time the investigation closed in FY24, compared to an average of 649 days in FY23. Even with this marked improvement, parties are still rightfully dissatisfied with the length of time of HRC cases.

## 7 Enforcement Actions

With a full-time litigator on staff starting in October of 2024, HRC was able to file a total of 7 enforcement actions in Superior Court - more than double the number in recent years.

**State of Vermont  
Budget Rollup Report**

Organization: 2280001000 - Human Rights Commission

**Budget Object Group: 1. PERSONAL SERVICES**

Budget Object Rollup Name	FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
Salaries and Wages	538,598	446,051	470,913	579,495	133,444	29.9%
Fringe Benefits	322,756	298,716	298,716	399,849	101,133	33.9%
Contracted and 3rd Party Service	19,709	12,810	12,810	7,344	(5,466)	-42.7%
PerDiem and Other Personal Services	2,538	170,120	170,120	6,732	(163,388)	-96.0%
<b>Budget Object Group Total: 1. PERSONAL SERVICES</b>	<b>883,602</b>	<b>927,697</b>	<b>952,559</b>	<b>993,420</b>	<b>65,723</b>	<b>7.1%</b>

**Budget Object Group: 2. OPERATING**

Budget Object Rollup Name	FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
Equipment	1,613	439	439	561	122	27.8%
IT/Telecom Services and Equipment	49,232	28,536	38,811	49,145	20,609	72.2%
IT Repair and Maintenance Services	227	163	163	232	69	42.3%
Other Operating Expenses	275	835	835	274	(561)	-67.2%
Other Rental	1,283	707	707	1,002	295	41.7%
Other Purchased Services	36,504	30,000	30,000	31,153	1,153	3.8%
Property and Maintenance	0	22	22	0	(22)	-100.0%
Property Rental	41,058	47,693	47,693	50,756	3,063	6.4%
Supplies	11,564	5,438	5,438	6,452	1,014	18.6%
Travel	11,596	1,270	1,270	2,589	1,319	103.9%
<b>Budget Object Group Total: 2. OPERATING</b>	<b>153,351</b>	<b>115,103</b>	<b>125,378</b>	<b>142,164</b>	<b>27,061</b>	<b>23.5%</b>

**Budget Object Group: 3. GRANTS**

Budget Object Rollup Name	FY2024 Actuals			FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and As Passed	Percent Change FY2026 Governor's Recommend and As Passed
Grants Rollup	15,450	0	0	0	0	0.0%
<b>Budget Object Group Total: 3. GRANTS</b>	<b>15,450</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>

<b>Total Expenditures</b>	<b>1,052,402</b>	<b>1,042,800</b>	<b>1,077,937</b>	<b>1,135,584</b>	<b>92,784</b>	<b>8.9%</b>
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Fund Name	FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
General Funds	922,093	953,800	988,937	1,042,811	89,011	9.3%
Special Fund	14,315	0	0	0	0	0.0%
Federal Funds	115,994	89,000	89,000	92,773	3,773	4.2%
<b>Funds Total</b>	<b>1,052,402</b>	<b>1,042,800</b>	<b>1,077,937</b>	<b>1,135,584</b>	<b>92,784</b>	<b>8.9%</b>

Position Count					7	
FTE Total					7	

**State of Vermont  
Budget Detail Report**

Organization: 2280001000 - Human Rights Commission

**Budget Object Group: 1. PERSONAL SERVICES**

<b>Salaries and Wages</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Classified Employees	500000	538,598	0	0	0	0	0.0%
Exempt	500010	0	470,913	470,913	605,115	134,202	28.5%
Vacancy Turnover Savings	508000	0	(24,862)	0	(25,620)	(758)	3.0%
<b>Total: Salaries and Wages</b>		<b>538,598</b>	<b>446,051</b>	<b>470,913</b>	<b>579,495</b>	<b>133,444</b>	<b>29.9%</b>

<b>Fringe Benefits</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
FICA - Classified Employees	501000	38,982	0	0	0	0	0.0%
FICA - Exempt	501010	0	36,025	36,025	46,294	10,269	28.5%
Health Ins - Classified Empl	501500	145,326	0	0	0	0	0.0%
Health Ins - Exempt	501510	0	136,302	136,302	186,649	50,347	36.9%
Retirement - Classified Empl	502000	128,351	0	0	15,743	15,743	100.0%
Retirement - Exempt	502010	0	114,254	114,254	135,471	21,217	18.6%
Dental - Classified Employees	502500	5,053	0	0	0	0	0.0%
Dental - Exempt	502510	0	4,265	4,265	5,118	853	20.0%
Life Ins - Classified Empl	503000	2,594	0	0	0	0	0.0%
Life Ins - Exempt	503010	0	1,969	1,969	2,366	397	20.2%
LTD - Classified Employees	503500	640	0	0	0	0	0.0%
LTD - Exempt	503510	0	659	659	924	265	40.2%
EAP - Classified Empl	504000	222	0	0	37	37	100.0%
EAP - Exempt	504010	0	204	204	222	18	8.8%
FMLI	504040	0	1,749	1,749	2,244	495	28.3%
Child Care Contribution Exp	504045	0	1,555	1,555	2,662	1,107	71.2%
Workers Comp - Ins Premium	505200	1,589	1,734	1,734	2,119	385	22.2%
<b>Total: Fringe Benefits</b>		<b>322,756</b>	<b>298,716</b>	<b>298,716</b>	<b>399,849</b>	<b>101,133</b>	<b>33.9%</b>

**State of Vermont  
Budget Detail Report**

Organization: 2280001000 - Human Rights Commission

<b>Contracted and 3rd Party Service</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Contr & 3Rd Party - Legal	507200	14,412	0	0	0	0	0.0%
Contr&3Rd Pty-Appr/Engineering	507300	0	0	0	0	0	0.0%
Contr&3Rd Pty-Educ & Training	507350	750	0	0	0	0	0.0%
Adr Mediation	507505	500	0	0	2,244	2,244	100.0%
Other Contr and 3Rd Pty Serv	507600	3,892	8,296	8,296	0	(8,296)	-100.0%
Interpreters	507615	155	4,488	4,488	5,100	612	13.6%
Recording & Other Fees	507620	0	26	26	0	(26)	-100.0%
<b>Total: Contracted and 3rd Party Service</b>		<b>19,709</b>	<b>12,810</b>	<b>12,810</b>	<b>7,344</b>	<b>(5,466)</b>	<b>-42.7%</b>

<b>PerDiem and Other Personal Services</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Per Diem	506000	2,450	9,408	9,408	6,732	(2,676)	-28.4%
Other Pers Serv	506200	0	160,553	160,553	0	(160,553)	-100.0%
Transcripts	506220	0	0	0	0	0	0.0%
Service of Papers	506240	88	159	159	0	(159)	-100.0%
<b>Total: PerDiem and Other Personal Services</b>		<b>2,538</b>	<b>170,120</b>	<b>170,120</b>	<b>6,732</b>	<b>(163,388)</b>	<b>-96.0%</b>

<b>Total: 1. PERSONAL SERVICES</b>		<b>883,602</b>	<b>927,697</b>	<b>952,559</b>	<b>993,420</b>	<b>65,723</b>	<b>7.1%</b>
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**Budget Object Group: 2. OPERATING**

<b>Equipment</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Art	522650	0	0	0	0	0	0.0%
Furniture & Fixtures	522700	1,613	439	439	561	122	27.8%
<b>Total: Equipment</b>		<b>1,613</b>	<b>439</b>	<b>439</b>	<b>561</b>	<b>122</b>	<b>27.8%</b>

**State of Vermont  
Budget Detail Report**

Organization: 2280001000 - Human Rights Commission

IT/Telecom Services and Equipment		FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
Description	Code						
ADS VOIP Expense	516605	754	1,892	1,892	2,550	658	34.8%
Telecom-Mobile Wireless Data	516623	0	0	0	0	0	0.0%
Telecom-Telephone Services	516652	137	167	167	0	(167)	-100.0%
Telecom-Toll Free Phone Serv	516657	111	56	56	0	(56)	-100.0%
Telecom-Wireless Phone Service	516659	5,028	3,533	3,533	4,826	1,293	36.6%
ADS Enterp App Supp SOV Emp Exp	516660	10,797	6,793	14,173	14,000	7,207	106.1%
ADS App Support SOV Emp Exp	516661	290	0	0	0	0	0.0%
It Intsvccost-Vision/Isdassess	516671	5,869	6,175	6,175	7,653	1,478	23.9%
ADS Centrex Exp.	516672	328	663	663	322	(341)	-51.4%
ADS PM SOV Employee Expense	516683	88	90	90	0	(90)	-100.0%
ADS Allocation Exp.	516685	7,263	7,682	7,682	9,771	2,089	27.2%
ADS App Support Contracts	516695	9,600	0	0	0	0	0.0%
Software as a Service	519085	6,480	0	2,895	7,528	7,528	100.0%
Hw - Computer Peripherals	522201	460	159	159	469	310	195.0%
Hardware - Desktop & Laptop Pc	522216	2,026	1,326	1,326	2,026	700	52.8%
<b>Total: IT/Telecom Services and Equipment</b>		<b>49,232</b>	<b>28,536</b>	<b>38,811</b>	<b>49,145</b>	<b>20,609</b>	<b>72.2%</b>

IT Repair and Maintenance Services		FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
Description	Code						
Repair & Maint - Office Tech	513010	227	163	163	232	69	42.3%
<b>Total: IT Repair and Maintenance Services</b>		<b>227</b>	<b>163</b>	<b>163</b>	<b>232</b>	<b>69</b>	<b>42.3%</b>

Other Operating Expenses		FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
Description	Code						
Single Audit Allocation	523620	275	274	274	274	0	0.0%
Registration & Identification	523640	0	561	561	0	(561)	-100.0%
<b>Total: Other Operating Expenses</b>		<b>275</b>	<b>835</b>	<b>835</b>	<b>274</b>	<b>(561)</b>	<b>-67.2%</b>



**State of Vermont  
Budget Detail Report**

Organization: 2280001000 - Human Rights Commission

<b>Other Rental</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Rental - Auto	514550	437	355	355	140	(215)	-60.6%
Rental - Office Equipment	514650	846	352	352	862	510	144.9%
<b>Total: Other Rental</b>		<b>1,283</b>	<b>707</b>	<b>707</b>	<b>1,002</b>	<b>295</b>	<b>41.7%</b>

<b>Other Purchased Services</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Insurance Other Than Empl Bene	516000	340	274	274	282	8	2.9%
Insurance - General Liability	516010	3,054	3,738	3,738	4,555	817	21.9%
Property Insurance	516099	0	0	0	0	0	0.0%
Dues	516500	675	0	0	0	0	0.0%
Advertising-Print	516813	1,011	1,024	1,024	0	(1,024)	-100.0%
Advertising-Web	516814	200	0	0	0	0	0.0%
Advertising - Job Vacancies	516820	3,348	214	214	0	(214)	-100.0%
Printing and Binding	517000	1,644	1,428	1,428	0	(1,428)	-100.0%
Printing & Binding-Bgs Copy Ct	517005	474	0	0	0	0	0.0%
Photocopying	517020	0	117	117	0	(117)	-100.0%
Registration For Meetings&Conf	517100	1,542	2,903	2,903	1,573	(1,330)	-45.8%
Postage	517200	0	0	0	0	0	0.0%
Postage - Bgs Postal Svcs Only	517205	2,214	847	847	2,258	1,411	166.6%
Catering-Meals-Cost	517410	0	0	0	0	0	0.0%
Other Purchased Services	519000	0	0	0	0	0	0.0%
Agency Fee	519005	15,852	14,217	14,217	16,203	1,986	14.0%
Human Resources Services	519006	4,787	5,238	5,238	6,282	1,044	19.9%
Security Services	519025	0	0	0	0	0	0.0%
Moving State Agencies	519040	1,364	0	0	0	0	0.0%
<b>Total: Other Purchased Services</b>		<b>36,504</b>	<b>30,000</b>	<b>30,000</b>	<b>31,153</b>	<b>1,153</b>	<b>3.8%</b>

<b>Property and Maintenance</b>			<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Recycling	510220	0	22	22	0	(22)	-100.0%
<b>Total: Property and Maintenance</b>		<b>0</b>	<b>22</b>	<b>22</b>	<b>0</b>	<b>(22)</b>	<b>-100.0%</b>

**State of Vermont  
Budget Detail Report**

Organization: 2280001000 - Human Rights Commission

<b>Property Rental</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Rent Land & Bldgs-Office Space	514000	0	0	0	0	0	0.0%
Fee-For-Space Charge	515010	41,058	47,693	47,693	50,756	3,063	6.4%
<b>Total: Property Rental</b>		<b>41,058</b>	<b>47,693</b>	<b>47,693</b>	<b>50,756</b>	<b>3,063</b>	<b>6.4%</b>

<b>Supplies</b>		<b>FY2024 Actuals</b>	<b>FY2025 Original As Passed Budget</b>	<b>FY2025 Governor's BAA Recommended Budget</b>	<b>FY2026 Governor's Recommended Budget</b>	<b>Difference Between FY2026 Governor's Recommend and FY2025 As Passed</b>	<b>Percent Change FY2026 Governor's Recommend and FY2025 As Passed</b>
<b>Description</b>	<b>Code</b>						
Office Supplies	520000	1,644	715	715	1,020	305	42.7%
Stationary & Envelopes	520015	0	0	0	0	0	0.0%
Building Maintenance Supplies	520200	0	949	949	0	(949)	-100.0%
It & Data Processing Supplies	520510	0	0	0	0	0	0.0%
Cloth & Clothing	520520	492	0	0	0	0	0.0%
Educational Supplies	520540	380	0	0	0	0	0.0%
Food	520700	2,328	146	146	842	696	476.7%
Electricity	521100	0	0	0	0	0	0.0%
Heating Oil #1 - Kerosene	521210	0	0	0	0	0	0.0%
Books&Periodicals-Library/Educ	521500	121	184	184	0	(184)	-100.0%
Subscriptions	521510	4,474	3,444	3,444	4,590	1,146	33.3%
Other Books & Periodicals	521520	2,125	0	0	0	0	0.0%
<b>Total: Supplies</b>		<b>11,564</b>	<b>5,438</b>	<b>5,438</b>	<b>6,452</b>	<b>1,014</b>	<b>18.6%</b>

**State of Vermont  
Budget Detail Report**

Organization: 2280001000 - Human Rights Commission

Travel		FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
Description	Code						
Travel-Inst-Auto Mileage-Emp	518000	924	352	352	947	595	169.0%
Travel-Inst-Other Transp-Emp	518010	2	0	0	0	0	0.0%
Travel-Inst-Lodging-Emp	518030	112	0	0	0	0	0.0%
Travel-Inst-Incidentals-Emp	518040	0	0	0	114	114	100.0%
Travel-Inst-Auto Mileage-Nonemp	518300	1,499	918	918	1,528	610	66.4%
Travel-Inst-Other Trans-Nonemp	518310	0	0	0	0	0	0.0%
Travel-Inst-Lodging-Nonemp	518330	466	0	0	0	0	0.0%
Travel-Outst-Other Trans-Emp	518510	763	0	0	0	0	0.0%
Travel-Outst-Meals-Emp	518520	956	0	0	0	0	0.0%
Travel-Outst-Lodging-Emp	518530	6,025	0	0	0	0	0.0%
Travel-Outst-Incidentals-Emp	518540	0	0	0	0	0	0.0%
Travel-Outst-Other Trans-Nonemp	518710	849	0	0	0	0	0.0%
Travel-Outst-Incidentals-Nonemp	518740	0	0	0	0	0	0.0%
<b>Total: Travel</b>		<b>11,596</b>	<b>1,270</b>	<b>1,270</b>	<b>2,589</b>	<b>1,319</b>	<b>103.9%</b>
<b>Total: 2. OPERATING</b>		<b>153,351</b>	<b>115,103</b>	<b>125,378</b>	<b>142,164</b>	<b>27,061</b>	<b>23.5%</b>

**Budget Object Group: 3. GRANTS**

Grants Rollup		FY2024 Actuals			FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and As Passed	Percent Change FY2026 Governor's Recommend and As Passed
Description	Code						
Other Grants	550500	15,450	0	0	0	0	0.0%
<b>Total: Grants Rollup</b>		<b>15,450</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
<b>Total: 3. GRANTS</b>		<b>15,450</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>

<b>Total Expenditures</b>	<b>1,052,402</b>	<b>1,042,800</b>	<b>1,077,937</b>	<b>1,135,584</b>	<b>92,784</b>	<b>8.9%</b>
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Fund Name	Fund Code	FY2024 Actuals	FY2025 Original As Passed Budget	FY2025 Governor's BAA Recommended Budget	FY2026 Governor's Recommended Budget	Difference Between FY2026 Governor's Recommend and FY2025 As Passed	Percent Change FY2026 Governor's Recommend and FY2025 As Passed
General Fund	10000	922,093	953,800	988,937	1,042,811	89,011	9.3%
Human Rights Commission	21692	14,315	0	0	0	0	0.0%
Misc Special Revenue	21870	0	0	0	0	0	0.0%
Federal Revenue Fund	22005	115,994	89,000	89,000	92,773	3,773	4.2%
<b>Funds Total</b>		<b>1,052,402</b>	<b>1,042,800</b>	<b>1,077,937</b>	<b>1,135,584</b>	<b>92,784</b>	<b>8.9%</b>

Position Count	7
FTE Total	7.00

Report ID: VTPB-14-POSITION\_SUMMARY  
 Run Date: 01/25/2025  
 Run Time: 03:26 PM

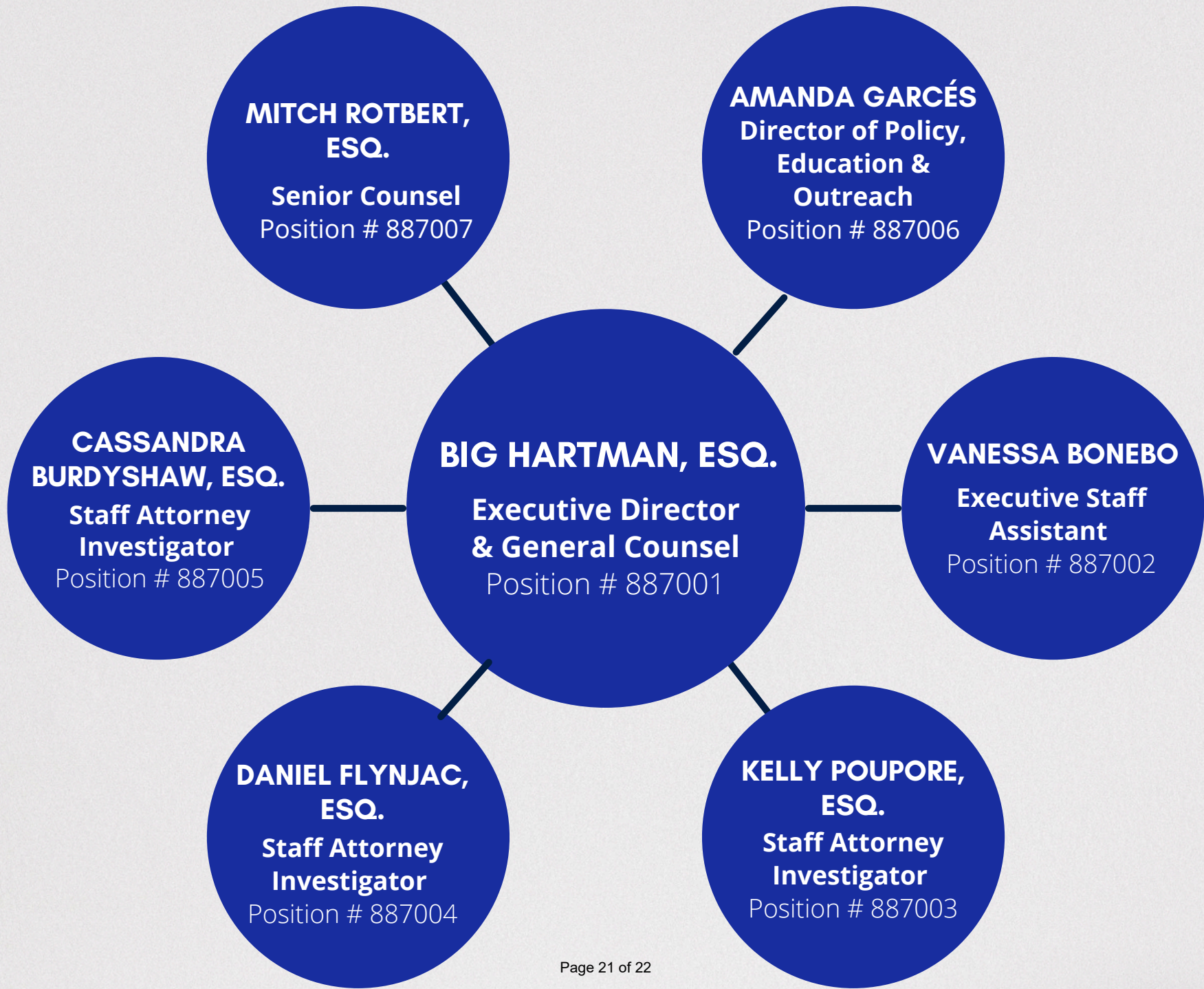
**State of Vermont**  
**FY2026 Governor's Recommended Budget**  
**Position Summary Report**

**2280001000-Human Rights Commission**

Position Number	Classification	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
887001	95070E - Human Rights Comm Exec Dir	1.00	1	121,576	62,425	9,301	193,302
887002	00500B - Executive Staff Assistant	1.00	1	54,663	16,223	4,181	75,067
887003	95867E - Staff Attorney II	1.00	1	81,515	39,052	6,236	126,803
887004	95867E - Staff Attorney II	1.00	1	81,973	52,731	6,272	140,976
887005	95868E - Staff Attorney III	1.00	1	88,650	54,748	6,782	150,180
887006	95075E - Dir. Policy Educ. & Outreach	1.00	1	72,696	60,082	5,562	138,340
887007	95869E - Staff Attorney IV	1.00	1	104,042	66,175	7,960	178,177
<b>Total</b>		<b>7.00</b>	<b>7</b>	<b>605,115</b>	<b>351,436</b>	<b>46,294</b>	<b>1,002,845</b>

Fund Code	Fund Name	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
10000	General Fund	7.00	6	548,745	319,346	41,981	910,072
22005	Federal Revenue Fund		1	56,370	32,090	4,313	92,773
<b>Total</b>		<b>7.00</b>	<b>7</b>	<b>605,115</b>	<b>351,436</b>	<b>46,294</b>	<b>1,002,845</b>

Note: Numbers may not sum to total due to rounding.



**State of Vermont  
Federal Grants Receipts Report**

**2280001000 - Human Rights Commission**

<b>Budget Request Code</b>	<b>Fund</b>	<b>Justification</b>	<b>Budgeted Amount</b>
15049	22005	Estimated HUD award amount cfda 14.999	\$92,773
<b>Total</b>			<b>\$92,773</b>