

HUMAN RIGHTS COMMISSION
Fiscal Year 2027 Budget Request

Big Hartman,
Executive Director



Photo Credit: Amy Tucker



Fiscal Year 2027 Budget Request

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

Big Hartman, Executive Director

Budget Development

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Fiscal Year 2027 Budget Request

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VERMONT HUMAN RIGHTS COMMISSION

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VERMONT

HUMAN RIGHTS COMMISSION

FY27 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 9 FTE staff members and 5 Commissioners.

- Executive Director & General Counsel
- Senior Counsel
- Director of Policy, Education, and Outreach
- Four Staff Attorney Investigators
- Intake Coordinator
- 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

Housing Discrimination 9 V.S.A. § 4503	Public Accommodations Discrimination 9 V.S.A. § 4502	State Employment Discrimination 21 V.S.A subchapters 4A & 6
Complainants can be tenants, prospective tenants or buyers, condo association and homeowners association members, neighbors, and people seeking housing loans	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	Complainants are employees of the State of Vermont, or applicants for State employment
Respondents can be landlords, housing providers, neighbors, property managers, and decisionmakers in land use/permits	Respondents are any place that offers products or services to the general public, including businesses, schools, and government entities	Respondents are agencies or departments of the State of Vermont (executive, judicial, or legislative branch)
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, immigration status, citizenship	Discrimination prohibited based on: race, color, national origin, religion, disability, sexual orientation, gender identity, sex, breastfeeding, immigration status, citizenship	Discrimination based on: race, color, national origin, ancestry, place of birth, religion, disability, age, sex sexual orientation, gender identity, credit history or crime victim

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	Investigation	Commission	Post-Determination
<p>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</p>	<p>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</p>	<p>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</p>	<p>After the Commission makes a “reasonable grounds” determination, HRC attorneys works with the parties to obtain a settlement, or may file an enforcement action in Superior Court</p>

HRC Case Statistics (FY25)

HRC's complaint activities have increased steadily since FY23. We have experienced an influx of requests for new complaints, and addressed this through the creation of a new intake position in FY26. We also refined our case management methods and our intake processes, and simplified our investigative reports so that we could close cases more quickly. We added a fourth investigator position in FY26, which will also help enable more complaints to be processed in a timely manner. We have increased our litigation activity significantly since the Senior Counsel position was added in FY24.

62 New Complaints

Compared to 59 in FY24

28 Fair Housing
19 Public Accommodations
5 both FH and PA
5 Employment
5 Informal

366 Days

The average age of a case at the time the investigation closed in FY25. This is a marked improvement from FY24 in which the average was 474 and FY23 in which the average was 649 days.

53 Completed Investigations

Compared to 41 in FY24

35 Cases heard by Commission
(15 had reasonable grounds)
16 Cases settled before determination
2 Cases dismissed

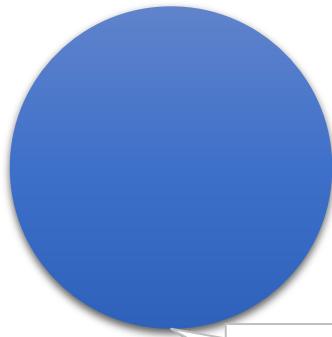
9 Enforcement Actions

HRC's in-house litigator initiated 9 new lawsuits in FY25, and managed 11 other cases that were filed before FY25. HRC settled 3 lawsuits in FY25.

Human Rights Commission FY 2027 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 2027 (\$ thousands)



■ GF

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100%

FY 2027 SUMMARY & HIGHLIGHTS

- Staff of 9 exempt positions including the Executive Director, Senior Counsel, Director of Community Engagement, Intake Coordinator, Executive Staff Assistant, and four Staff Attorney Investigators
- The HRC budget consists almost entirely of salaries and benefits and fixed operating costs; it has \$44,285 in variable operating expenses.
- Historically, HRC has received funds from the Department of Housing & Urban Development (HUD) for investigation of housing discrimination cases pursuant to a cooperating agreement. This year, due to changes in HUD policy and procedures, HRC does not anticipate receiving any funds from HUD in FY27.
- The Vacancy Savings rate in FY2025 was 3.6% and YTD in FY2026 it's 7.4%.

Fiscal Year 2027 Budget Development Form: Human Rights Commission

	General \$\$	Federal \$\$	Total \$\$
Approp #1 [2280001000]: Human Rights Commission FY 2026 Approp	1,292,811	92,773	1,385,584
Other Changes: (Please insert changes to your base appropriation that occurred after the passage of the FY24 budget)			0
FY 2026 Other Changes	0	0	0
Total Approp. After FY 2026 Other Changes	1,292,811	92,773	1,385,584
CURRENT SERVICE LEVEL/CURRENT LAW	65,764	(92,773)	(27,009)
<i>Personal Services</i>	29,800	(92,773)	(62,973)
500000: Salary & Wages: Classified Employees	215,760	(56,371)	159,389
500010: Salary & Wages: Exempt Employees			
501500: Health Insurance: Classified Employees	23,586	(15,993)	7,593
501510: Health Insurances: Exempt Employees			
502000: Retirement: Classified Employees	61,447	(14,836)	46,611
502010: Retirement: Exempt Employees			
All Other Employee Payroll Related Fringe Benefits	17,242	(5,117)	12,125
504040: VT Family & Medical Leave Insurance Premium	(261)	(208)	(469)
504045: Child Care Contribution	950	(248)	702
505200: Workers' Compensation Insurance Premium	284		284
508000: Vacancy Turnover Savings	(38,920)		(38,920)
506200: Other Pers Serv (Staff Attorney II and HRC Intake Coordinator included in Salary and Benefits now)	(250,000)		(250,000)
Other adjustments to Personal Service expense account codes:	(288)		(288)
			0
			0
<i>Operating Expenses</i>	35,964	0	35,964
515010: Fee-for-Space Charge	2,571		2,571
516000: Insurance Other Than Employee Benefits	18		18
516010: Insurance - General Liability	56		56
516671: VISION/ISD	(139)		(139)
516685: ADS Allocated Charge	23,804		23,804
519006: Human Resources Services	2,503		2,503
523620: Single Audit Allocation	8		8
Other adjustments to Operating Expense account codes:	7,143		7,143
			0
			0
			0
<i>Grants</i>	0	0	0
			0
Subtotal of Increases/Decreases	65,764	(92,773)	(27,009)
FY 2027 Governor Recommend	1,358,575	0	1,358,575

Human Rights Commission FY 2026 Appropriation	1,292,811	92,773	1,385,584
Reductions and Other Changes	0	0	0
FY 2026 Total After Other Changes	1,292,811	92,773	1,385,584
TOTAL INCREASES/DECREASES	65,764	(92,773)	(27,009)

Human Rights Commission FY 2026 Governor Recommend	1,358,575	0	1,358,575
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Programs

Human Rights Commission

Program Name	Program Purpose and Context	Program Services Provided	Program Website	Additional Reporting Links	Data Steward Email	Primary Outcome	Number of Measures Reported
Conciliation	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.	https://hrc.vermont.gov/legal		big.hartman@vermont.gov	Vermont Has Open, Effective, and Inclusive Government	3
Education, Outreach and Training	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.	https://hrc.vermont.gov/education		big.hartman@vermont.gov	Vermont Has Open, Effective, and Inclusive Government	2
Investigations	Gathering documents, interviewing witnesses, drafting investigative reports.	Complaints alleging violations of anti-discriminatory laws are investigated internally and decided in a timely manner by the Vermont Commission on Civil Rights.	https://hrc.vermont.gov/legal		big.hartman@vermont.gov	Vermont Has Open, Effective, and Inclusive Government	3
Litigation	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.	https://hrc.vermont.gov		big.hartman@vermont.gov	Vermont Has Open, Effective, and Inclusive Government	3
Policy & Legislation	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 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.	https://hrc.vermont.gov/		big.hartman@vermont.gov	Vermont Has Open, Effective, and Inclusive Government	1

Measures

Human Rights Commission

Program Name	Measure	Measure Type	Unit Type	Polarity	Reporting Period	2021	2022	2023	2024	2025	Target	Notes
Conciliation	% of cases that settled with monetary relief	Quality	Percent	No Polarity	SFY	0.74	0.81	0.60	0.70	0.45		
Conciliation	% of cases that settled with public interest relief	Result	Percent	No Polarity	SFY	0.63	0.71	1.00	0.80	0.68		
Conciliation	Number of cases closed that were settled	Quantity	Number	No Polarity	SFY	27.00	21.00	14.00	10.00	22.00		
Education, Outreach and Training	Number of people reached	Quantity	Number	Higher is Better	SFY	2171.00	1637.00	1368.00	1907.00	1745.00	1,900	
Education, Outreach and Training	Number of trainings and presentations provided	Quantity	Number	Higher is Better	SFY	46.00	50.00	34.00	38.00	34.00	40	
Investigations	Number of investigations closed	Quality	Number	Higher is Better	SFY	48.00	40.00	29.00	44.00	55.00	50	
Investigations	Number of complaints processed	Quantity	Number	Higher is Better	SFY	50.00	35.00	42.00	59.00	62.00	60	
Investigations	Number of calls received and handled	Quantity	Number	No Polarity	SFY	514.00	579.00	470.00	694.00	484.00		
Litigation	Number of cases tracked/monitored/participated in as an interested party or amicus	Quantity	Number	No Polarity	SFY	-	-	-	3.00	8.00		
Litigation	Number of complaints filed in Superior Court	Quantity	Number	No Polarity	SFY	-	2.00	2.00	7.00	9.00		
Litigation	Number of court decisions rendered in cases to which HRC is a plaintiff, interested party, or amicus	Quantity	Number	No Polarity	SFY	-	0.00	0.00	1.00	5.00		
Policy & Legislation	Number of bills we followed and/or testified	Quantity	Number	No Polarity	SFY	61.00	52.00	38.00	50.00	25.00		

Human Rights Commission
FY2025 - FY2026 CARRYFORWARD

Annually the General Assembly authorizes the Commissioner of Finance and Management to allow unspent appropriations from the General Fund to carryforward. The following table reflects the carryforward authorized by the Commissioner in FY2025.

	FY2026 Appropriation	FY2025 Carryforward	% of FY2026 Appropriation
General Fund:			
Human Rights Commission	\$ 1,292,811.00	\$ 12,694.22	1.0%
Total General Fund:	\$ 1,292,811.00	\$ 12,694.22	1.0%

FY2026 Carryforward Use:

\$1,612.80 – Ergonomic furniture for staff that has been ordered but not yet invoiced

\$7,803.42 – Guide to the HRC Process, Know Your Rights brochures, and associated language translations

\$3,278 – Third Party Contract for HRC Website Re-design

Human Rights Commission
Major Budget Object Comparison

Source of Funds Detail - General Fund

General Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 1,150,647.00	\$ 1,180,447.00	\$ 29,800.00	2.6%
Operating Expenses	\$ 142,164.00	\$ 178,128.00	\$ 35,964.00	25.3%
Grants			\$ -	
Total General Fund	\$ 1,292,811.00	\$ 1,358,575.00	\$ 65,764.00	5.1%

Source of Funds Detail - Federal Fund

Federal Fund	FY 2026 Appropriation Act	FY 2027 Governor Recommended	Difference	% Change
Personal Services	\$ 92,773.00	\$ -	\$ (92,773.00)	-100.0%
Operating Expenses			\$ -	
Grants			\$ -	
Federal Fund	\$ 92,773.00	\$ -	\$ (92,773.00)	-100.0%
Grand Total	\$ 1,385,584.00	\$ 1,358,575.00	\$ (27,009.00)	-1.9%

**State of Vermont
FY2027 Governor's Recommended Budget
Rollup Report**

Organization: 2280001000 - Human Rights Commission

Sec No: B.236

BU: 02280

Budget Object Group: 1. PERSONAL SERVICES

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Salaries and Wages	570,205	579,495	538,792	699,965	120,470	20.8%
Fringe Benefits	345,329	399,849	372,779	466,694	66,845	16.7%
Contracted & 3rd Party Service	15,622	7,344	7,344	6,860	-484	-6.6%
Per Diem & Other Pers Services	8,823	256,732	256,732	6,928	-249,804	-97.3%
Budget Object Group Total: 1. PERSONAL SERVICES	939,979	1,243,420	1,175,647	1,180,447	-62,973	-5.1%

Budget Object Group: 2. OPERATING

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	FY2027 Governor's Recommended to FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Equipment	46	561	561	439	-122	-21.7%
IT/Telecom Services and Equipment	52,507	49,145	49,145	78,379	29,234	59.5%
IT Repair and Maintenance Services	296	232	232	306	74	31.9%
Other Operating Expenses	330	274	274	282	8	2.9%
Other Rental	1,739	1,002	1,002	969	-33	-3.3%
Other Purchased Services	31,713	31,153	31,153	34,052	2,899	9.3%
Property & Maintenance	215	0	0	0	0	#DIV/0!
Property Rental	47,693	50,756	50,756	53,327	2,571	5.1%
Supplies	7,649	6,452	6,452	7,714	1,262	19.6%
Travel	7,081	2,589	2,589	2,660	71	2.7%
Budget Object Group Total: 2. OPERATING	149,269	142,164	142,164	178,128	35,964	25.3%

Budget Object Group: 3. GRANTS

Budget Object Rollup Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Budget Object Group Total: 3. GRANTS	0	0	0	0	0	#DIV/0!

Total Expenditures	1,089,248	1,385,584	1,317,811	1,358,575	-27,009	-1.9%
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Fund Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
General Funds	985,110	1,292,811	1,317,811	1,358,575	65,764	5.1%
Special Fund	8,549	0	0	0	0	#DIV/0!
Federal Funds	95,589	92,773	0	0	-92,773	-100.0%
Funds Total	1,089,248	1,385,584	1,317,811	1,358,575	-27,009	-1.9%

Position Count	9.0
FTE Total	9.0

State of Vermont
FY2027 Governor's Recommended Budget
Detail Report

Organization: 2280001000 - Human Rights Commission

Sec No: B.236

BU: 02280

Budget Object Group: 1. PERSONAL SERVICES

Salaries and Wages	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
500000 - Salaries	570,205	0	0	0	0	0.0%
500010 - Exempt	0	605,115	564,412	764,505	159,390	26.3%
508000 - Vacancy Turnover Savings	0	-25,620	-25,620	-64,540	-38,920	151.9%
Total: Salaries and Wages	570,205	579,495	538,792	699,965	120,470	20.8%

Fringe Benefits	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
501000 - FICA	40,968	0	0	0	0	0.0%
501010 - FICA - Exempt	0	46,294	43,153	55,513	9,219	19.9%
501500 - Health Insurance	155,450	0	0	0	0	0.0%
501510 - Health Ins - Exempt	0	186,649	174,454	194,242	7,593	4.1%
502000 - Retirement	134,712	15,743	13,972	0	-15,743	-100.0%
502010 - Retirement - Exempt	0	135,471	126,430	197,825	62,354	46.0%
502500 - Dental Insurance	4,947	0	0	0	0	0.0%
502510 - Dental - Exempt	0	5,118	4,799	7,911	2,793	54.6%
503000 - Life Insurance	2,652	0	0	0	0	0.0%
503010 - Life Ins - Exempt	0	2,366	2,191	2,036	-330	-13.9%
503500 - Long Term Disability	756	0	0	0	0	0.0%
503510 - LTD - Exempt	0	924	866	1,284	360	39.0%
504000 - Employee Assistance Program	233	37	33	0	-37	-100.0%
504010 - EAP - Exempt	0	222	209	342	120	54.1%
504040 - VT Family & Medical Leave Ins	1,671	2,244	2,071	1,774	-470	-20.9%

504045 - Child Care Contribution Exp	2,205	2,662	2,482	3,364	702	26.4%
505200 - Workers Comp - Ins Premium	1,734	2,119	2,119	2,403	284	13.4%
Total: Fringe Benefits	345,329	399,849	372,779	466,694	66,845	16.7%

Contracted and 3rd Party Service	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
507200 - Contr & 3rd Party - Legal	9,959	0	0	1,000	1,000	0.0%
507505 - ADR Mediation	2,500	2,244	2,244	2,550	306	13.6%
507615 - Interpreters	3,123	5,100	5,100	3,188	-1,912	-37.5%
507620 - Recording & Other Fees	40	0	0	122	122	0.0%
Total: Contracted and 3rd Party Service	15,622	7,344	7,344	6,860	-484	-6.6%

PerDiem and Other Personal Services	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
505700 - Catamount Health Assessment	582	0	0	0	0	0.0%
506000 - Per Diem	6,600	6,732	6,732	6,732	0	0.0%
506200 - Other Pers Serv	0	250,000	250,000	0	-250,000	-100.0%
506220 - Transcripts	192	0	0	196	196	0.0%
506240 - Service of Papers	1,450	0	0	0	0	0.0%
Total: PerDiem and Other Personal Services	8,823	256,732	256,732	6,928	-249,804	-97.3%
Total: 1. PERSONAL SERVICES	939,979	1,243,420	1,175,647	1,180,447	-62,973	-5.1%

Budget Object Group: 2. OPERATING

Equipment	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
522700 - Furniture & Fixtures	46	561	561	439	-122	-21.7%
Total: Equipment	46	561	561	439	-122	-21.7%

IT/Telecom Services and Equipment	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
516605 - ADS VOIP Exp	1,797	2,550	2,550	1,836	-714	-28.0%
516652 - Telecom-Telephone Service	336	0	0	344	344	0.0%
516659 - Telecom-Wireless Phone Service	2,840	4,826	4,826	4,082	-744	-15.4%
516660 - ADS Service Level Agreement	19,521	14,000	14,000	20,522	6,522	46.6%
516671 - IT Inter Svc Cost-VISION/ISD	6,175	7,653	7,653	7,514	-139	-1.8%
516672 - IT Inter Svc Cost ADS Telephon	325	322	322	332	10	3.1%
516685 - IT Inter Svc ADS Allocated Fee	7,682	9,771	9,771	33,575	23,804	243.6%
519085 - Software as a Service	6,480	7,528	7,528	7,679	151	2.0%
522201 - Hardware-Computer Peripherals	959	469	469	469	0	0.0%
522216 - Hardware-Desktop & Laptop PCs	6,391	2,026	2,026	2,026	0	0.0%
Total: IT/Telecom Services and Equipment	52,507	49,145	49,145	78,379	29,234	59.5%

IT Repair and Maintenance Services	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
513010 - Repair & Main-OfficeTechEquip	296	232	232	306	74	31.9%
Total: IT Repair and Maintenance Services	296	232	232	306	74	31.9%

Other Operating Expenses	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
523620 - Single Audit Allocation	330	274	274	282	8	2.9%
Total: Other Operating Expenses	330	274	274	282	8	2.9%

Other Rental	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
514500 - Rental of Equipment & Vehicles	59	0	0	0	0	0.0%

514550 - Rental - Auto	1,180	140	140	459	319	227.9%
514650 - Rental - Office Equipment	500	862	862	510	-352	-40.8%
Total: Other Rental	1,739	1,002	1,002	969	-33	-3.3%

Other Purchased Services	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
516000 - Insurance other than Empl Bene	274	282	282	300	18	6.4%
516010 - Insurance - General Liability	3,738	4,555	4,555	4,611	56	1.2%
516500 - Dues	1,112	0	0	689	689	0.0%
516550 - Licenses	432	0	0	441	441	0.0%
516813 - Advertising - Print	499	0	0	0	0	0.0%
516820 - Advertising - Job Vacancies	988	0	0	0	0	0.0%
517005 - Printing & Binding-BGS Copy Ct	1,718	0	0	147	147	0.0%
517100 - Registration for Meetings&Conf	834	1,573	1,573	847	-726	-46.2%
517200 - Postage	9	0	0	0	0	0.0%
517205 - Postage-BGS Postal Svcs Only	1,522	2,258	2,258	1,543	-715	-31.7%
517500 - Outstate Conf, Meetings, Etc.	1,131	0	0	0	0	0.0%
519005 - Agency Fee	14,217	16,203	16,203	16,689	486	3.0%
519006 - Human Resources Services	5,238	6,282	6,282	8,785	2,503	39.8%
Total: Other Purchased Services	31,713	31,153	31,153	34,052	2,899	9.3%

Property and Maintenance	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
510220 - Recycling	215	0	0	0	0	0.0%
Total: Property and Maintenance	215	0	0	0	0	0.0%

Property Rental	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
515010 - Fee For Space Charge	47,693	50,756	50,756	53,327	2,571	5.1%
Total: Property Rental	47,693	50,756	50,756	53,327	2,571	5.1%

Supplies	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
520000 - Office Supplies	2,029	1,020	1,020	2,242	1,222	119.8%
520700 - Food	696	842	842	474	-368	-43.7%
521500 - Books&Periodicals-Library/Educ	70	0	0	0	0	0.0%
521510 - Subscriptions	4,855	4,590	4,590	4,998	408	8.9%
Total: Supplies	7,649	6,452	6,452	7,714	1,262	19.6%
Travel	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
518000 - Travel-Inst-Auto Mileage-Emp	1,072	947	947	1,212	265	28.0%
518020 - Travel-Inst-Meals-Emp	36	0	0	0	0	0.0%
518040 - Travel-Inst-Incidentals-Emp	7	114	114	85	-29	-25.4%
518300 - Travl-Inst-Auto Mileage-Nonemp	1,087	1,528	1,528	1,115	-413	-27.0%
518500 - Travel-Outst-Auto Mileage-Emp	83	0	0	47	47	0.0%
518510 - Travel-Outst-Other Trans-Emp	1	0	0	0	0	0.0%
518520 - Travel-Outst-Meals-Emp	711	0	0	47	47	0.0%
518530 - Travel-Outst-Lodging-Emp	4,059	0	0	154	154	0.0%
518540 - Travel-Outst-Incidentals-Emp	25	0	0	0	0	0.0%
Total: Travel	7,081	2,589	2,589	2,660	71	2.7%
Total: 2. OPERATING	149,269	142,164	142,164	178,128	35,964	25.3%

Budget Object Group: 3. GRANTS

Grants Rollup	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
Description						
Total: Grants Rollup	0	0	0	0	0	0.0%
Total: 3. GRANTS	0	0	0	0	0	0.0%
Total Expenditures	1,089,248	1,385,584	1,317,811	1,358,575	-27,009	-1.9%

Fund Name	FY2025 Actuals	FY2026 Original As Passed Budget	FY2026 Governor's BAA Recommended Budget	FY2027 Governor's Recommended Budget	Difference Between FY2027 Governor's Recommended and FY2026 As Passed	Percent Change FY2027 Governor's Recommended and FY2026 As Passed
General Funds	985,110	1,292,811	1,317,811	1,358,575	65,764	5.1%
Special Fund	8,549	0	0	0	0	0.0%
Federal Funds	95,589	92,773	0	0	-92,773	-100.0%
Funds Total	1,089,248	1,385,584	1,317,811	1,358,575	-27,009	-1.9%

Position Count	9.0
FTE Total	9.0

State of Vermont
FY2027 Governor's Recommended Budget
Position Summary Report

Organization: 2280001000 - Human Rights Commission

Sec No: B.236

BU: 02280

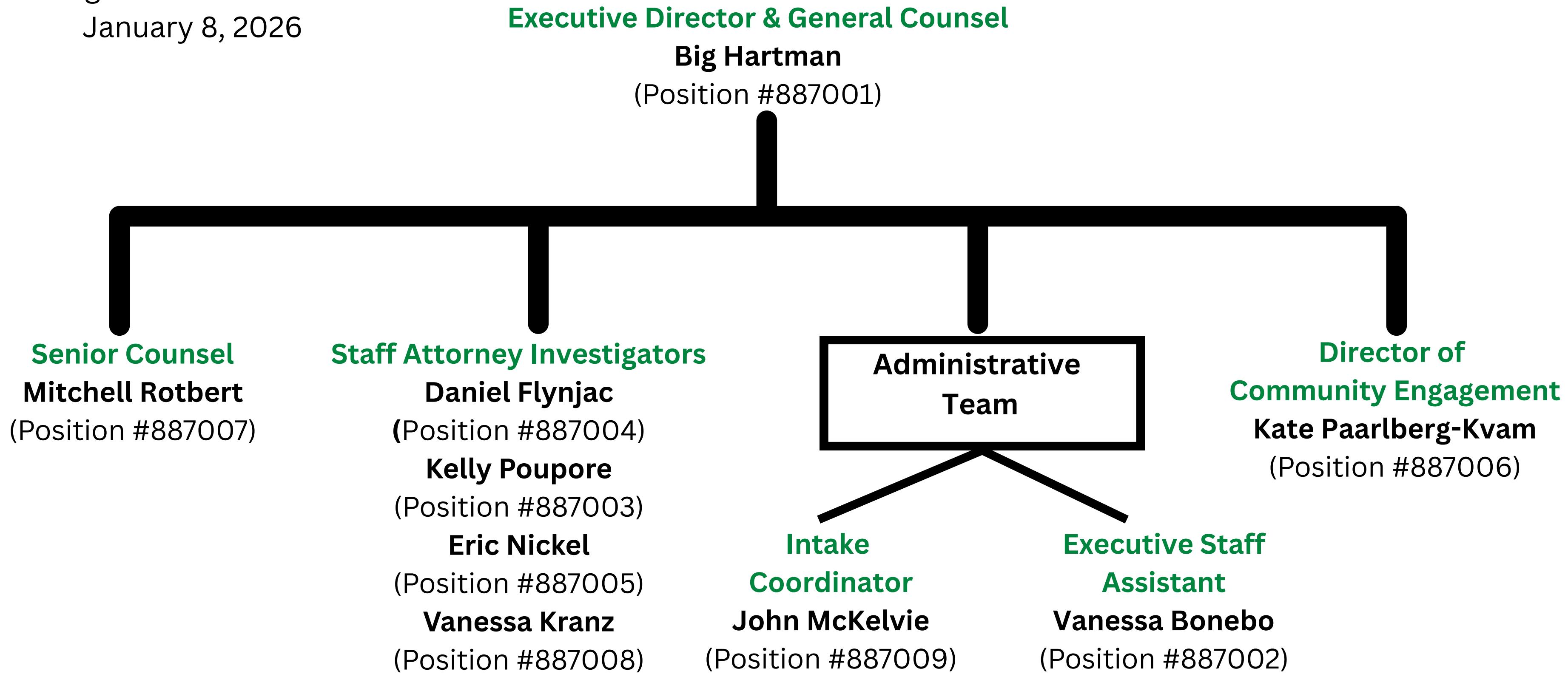
Position Number	Classification	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
887002	[00500B] Executive Staff Assistant	1	1	\$58,614	\$18,310	\$4,484	\$81,408
887001	[95070E] Human Rights Comm Exec Dir	1	1	\$125,840	\$67,646	\$9,000	\$202,486
887006	[95075E] HRC Dir Community Engagement	1	1	\$75,005	\$38,075	\$5,510	\$118,590
887003	[95867E] Staff Attorney II	1	1	\$84,198	\$41,114	\$6,214	\$131,526
887004	[95867E] Staff Attorney II	1	1	\$84,843	\$56,210	\$6,035	\$147,088
887005	[95867E] Staff Attorney II	1	1	\$80,725	\$39,773	\$5,947	\$126,445
887008	[95867E] Staff Attorney II	1	1	\$72,010	\$52,087	\$5,053	\$129,150
887007	[95869E] Staff Attorney IV	1	1	\$107,474	\$71,873	\$7,472	\$186,819
887009	[95881E] HRC Intake Coordinator	1	1	\$75,796	\$23,690	\$5,798	\$105,284
Total		9	9	\$764,505	\$408,778	\$55,513	\$1,228,796

Fund #	Fund Name	FTE	Count	Gross Salary	State Benefits	Federally Mandated	Total
10000	10000 - General Fund	9	9	\$764,505	\$408,778	\$55,513	\$1,228,796
Total		9	9	\$764,505	\$408,778	\$55,513	\$1,228,796

Human Rights Commission

Organizational Chart

January 8, 2026



Human Rights Commission Narrative

Department/Program Description

The Commission's primary role is to conduct impartial investigations of allegations of discrimination and determine whether there are reasonable grounds to believe that unlawful discrimination occurred. The Commission receives approximately 500-1000 inquiries and accepts roughly 60-80 complaints annually (accepted complaints have increased in the past 3 years). The Commission's staff seeks to resolve complaints through conciliation during all phases of the matter, including during an investigation and after a reasonable ground finding. If the Commission is not able to resolve a matter post-determination, the Commission may file suit in court to obtain remedies for violations of the state's civil rights laws. The Commission also engages in efforts to educate the public and potential complainants and respondents on the requirements of the law. While some discrimination is intentional, many cases are due to a lack of understanding of the applicable laws. The Commission has focused much of its recent enforcement efforts on school-based racial discrimination, disability discrimination in housing, and denial of access to public accommodations to individuals with service animals. The Commission has historically been funded by a combination of State general funds (GF) and federal funds. The Governor is recommending a GF budget of \$1,358,575 for FY2027. Due to significant changes at the U.S. Department of Housing and Urban Development's (HUD) in FY26, it is unlikely that federal funds will be available in FY27 to support fair housing investigations – unlike in previous years when up to 10% of the Commission's budget has derived from federal funds. The GF amount recommended is approximately 95% to the total projected salary and benefit costs of the Commission's current nine FTE staff members and its operating budget.

Goals/Objectives/Performance Measures

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 four statutorily mandated roles: enforcement, conciliation, education and outreach and policy development and advancement.