

**LIST OF KEY OFFICIALS
SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

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South Carolina Human Affairs Commission
Summary of Agency's History, Mission and Major Program Areas

The Human Affairs Commission was created in response to the social and racial unrest of the 1960s. During that time there were a number of demonstrations by South Carolinians who demanded equal opportunity and fair treatment. Some of these demonstrations led to violent clashes, (i.e. Orangeburg Massacre – 1968, Charleston Area Hospital Strike - 1969, Lamar School Bus Incident - 1970). During the early 1970s, state leaders decided that in order for South Carolina to progress socially and economically it was time to focus on eliminating discrimination and to promote fairness for all of its citizens. In addition, the State Legislature not only wanted to improve human relations among all citizens; but, it also wanted to ensure that State Government, as opposed to the Federal Government, was taking the initiative to resolve complaints of discrimination. Thus, the South Carolina Human Affairs Commission was created in 1972 with the mission to eliminate and prevent discrimination and to foster harmony and respect for the betterment of all South Carolinians. The agency strives to meet this mission objective through A) enforcing the state laws mandated by the General Assembly and B) through the use of preventive methods which the law prescribes.

The Major Program areas within the Commission are related to the laws enforced by the Commission and the methods used to prevent discrimination. The major program areas are divided into two divisions: **A) Compliance and B) Technical Services and Community Relations**.

A. Compliance

- 1) The **South Carolina Human Affairs Law** deals with employment discrimination and the protected classes of Race, Color, Religion, National Origin, Sex, Age, and Disability
- 2) The **SC Fair Housing Law** deals with the protected classes of Race, Color, Religion, National Origin, Sex, Familial Status, and Disability
- 3) The **SC Public Accommodations Law** deals with the protected classes of Race, Color, Religion, and National Origin

B. Technical Services and Community Relations

- 1) To **monitor each State Agency's Affirmative Action Plan** culminating in the Annual Report to the General Assembly on the status of Equal Employment Opportunity in South Carolina State Government
- 2) To **provide Training** to educate the private and public sectors in areas of preventing discrimination
- 3) To **create and sustain Community Relations Councils** in each of the 46 counties in South Carolina to promote harmony and respect among a diverse people and to bring communities together to resolve issues of division when those problems occur at the local level.

To fulfil the Mission and Vision of the agency, the Commission emphasizes the **Values of: Accountability, Customer Service, Fairness, Integrity, Loyalty, Professionalism, and Teamwork**.

South Carolina Human Affairs Commission Organizational Chart FY 2015-2016

Board of Commissioners

John A. Oakland, Chair

Harold Jean Brown Ashley P. Case

Joe Fragale Cheryl F. C. Ludlam Rev. Willie A. Thompson

A C Williams



Betty Dennis
Executive Assistant

Vicki Miller
EEO Admin. Coordinator

Commissioner
Raymond Buxton, II

Deputy Commissioner
Dan Koon

Fair Housing Division
Marvin Caldwell
Div. Director

Investigators
Don Frierson
Connie Jenkins
Deloris Jenkins
Luis Mendoza
Deborah Thomas
Admin. Specialist
Tamiko Johnson

Intake Dept.
Henley Ellis
Senior Consultant

Investigators
Angela D. Adams
Cynthia Cooke
Cherry Dow

Admin. Specialist
Devon Reaves
Intake Receptionist
Lauren Mims

Compliance Division
Sharon Dorn, Senior Consultant/
Dave Smith, Senior Consultant/
IT Manager

EEO Enforcement Dept. I
Investigators
Dave Smith
Brian Alston
Melanie Goff
Nikki Owens
Taylor Rhodes
Abigail Sexton
LaTarnya Whitmire

Administration Division
Lori Dean
Administrative Manager

Marcus Sumter
Fiscal Tech II

EEO Enforcement Dept. II
Investigators
Sharon Dorn
Andrew Blankenship
Rosemary Drake
Timmie Gibson
Reginald Green
Shelton Lorick
Alex Nelson

Technical Services Dept.
Stephanie Price
EEO Senior Consultant
EEO/Training Consultant
Erin Wilson
EEO/Training Consultant
Shella Gibbs

Community Relations Dept.
Saundra Ligon
Senior Consultant
Anita Dantzier
Consultant

Legal Division
Lee Ann Rice
Staff Counsel

Alex Pate
Attorney II
Emma Bennett-Williams
Attorney II

Tracie Mefford
Admin. Specialist

Mediation
Larry McBride *
Chief Mediator

* Temp/Fill-in Fund Source

Latest Revision January 3, 2017

Vacancy Report - 201701 (January 2017)

L360 - HUMAN AFFAIRS COMMISSION

Position Number	Position Name	Job Class Code	Job Class Title	Employee Group	Reports to Org Unit Name	Vacancy Start Date	Hours per Week	Vacant FTE	Vacant State	Vacant Federal	Vacant Other	Pay Grade
60027464	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	AGE & DISABILITY	8/1/2014	37.50	1.000	1.000	0.000	0.000	BAND 05
60027558	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	PRIVATE SECTOR DIV.	9/2/2014	37.50	1.000	0.000	0.000	1.000	BAND 05
61061299	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	DEPARTMENT OF HUMAN AFFAIRS	8/10/2015	37.50	1.000	1.000	0.000	0.000	BAND 05
61058528	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	TECHNICAL SVCS. & TRG	9/17/2015	37.50	1.000	0.000	0.000	1.000	NR00
60027564	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	TECHNICAL SVCS & TRG	10/1/2016	37.50	1.000	1.000	0.000	0.000	BAND 05
60027453	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	DEPARTMENT OF HUMAN AFFAIRS	10/17/2016	37.50	1.000	1.000	0.000	0.000	BAND 05
60027571	Program Coordinator I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	PRIVATE SECTOR DIV.	10/17/2016	37.50	1.000	0.000	0.000	1.000	BAND 05
60027560	PROGRAM COORDINATOR I	AH35	PROGRAM COORDINATOR I	CLASSIFIED FTE	PRIVATE SECTOR DIV.	11/17/2016	37.50	1.000	1.000	0.000	0.000	BAND 05
							Total:	8.00	5.00	0.00	3.00	

49 ~~49~~ Total VACANCIES
41 Filled FTEs

60027464 - Filled 1/3/2017
60027558 - Filled 1/17/2017
60027371 - Filled 1/23/2017

61061299 - Posted 1/6/2017 - 1/20/2017

Total Vacancies as of 1/9/2017 - 5

**South Carolina Human Affairs Commission
Executive Summary of Accountability Report – Major Highlights**

Compliance Division: The Compliance Division enforces the laws prohibiting employment discrimination, and is comprised of four departments 1) Intake, 2) EEO Investigations, 3) Mediation and 4) Fair Housing Investigations.

- 1) **Intake Department:** During fiscal year 2015-2016 the Intake Department (the department where all inquiries related to filing discrimination complaints are processed) within the Compliance Division received approximately 6,177 contacts. As a result 672 formal charges of discrimination were filed.
- 2) **EEO Investigation Department:** During the last federal fiscal year ending September 30, the Commission successfully completed a contract with the United States Equal Employment Opportunity Commission (EEOC). During the State FY 2015-2016, 1003 Employment cases were closed. Of these cases there were 130 settlements with a total monetary value of \$1,383,461. This included 63 out of 98 mediations from the **Mediation Department** that totaled \$718,831.
- 3) **Fair Housing Department:** The Fair Housing Division successfully completed a contract with the Federal Housing & Urban Development (HUD) where during the fiscal year (2015-2016) 75 cases were investigated.
- 4) **South Carolina Public Accommodation Law:** This law prevents discrimination in the area of citizens having access to public facilities such as restaurants, hotels, recreational parks and others facilities. Twenty Statute 1-13-90 (e) and Public Accommodation cases were filed during the last fiscal year and 15 complaints were investigated.

Division for Technical Services, Training and Community Relations

- A) **Technical Services:** The Division successfully monitored the hiring and promotions of employees in 85 state agencies and thereby produced on February 1, 2016, the “Annual Report to the General Assembly on the Status of Equal Employment Opportunity in South Carolina State Government”.
- B) **Community Relations:**
During the 2015-2016 fiscal year the department has created and sustained Community Relations Councils in 17 Counties. The Community Relations Department in the past year has seen a need to revamp and update the process of forming Community Relations Councils, training its members and initiating constructive dialogue between citizens to resolve issues. Thus, the Commission entered into a contract with the College of Charleston to develop this procedure that will enhance the quality of community life. This new method is designed to produce civil conversations between citizens.
- C) **Training:** During the course of this past year training was conducted for 31 separate entities comprised of state agencies, private businesses, and nonprofit organizations training over 600 citizens.

The mission and work of the Human Affairs Commission has helped South Carolina to attain great progress in terms of social and economic growth for many of its citizens. In fact, the economic/social transformation which the state as a whole has achieved in modern times will only continue to be successful if State Government consistently prioritizes the principles on which the Human Affairs Commission was founded.

FM Budget vs Actual

Author JGRANT

Status of Data 1/9/2017 04:30:28

FY 2013-2014

Fund	Major Cl	Original Budget	Budget Adjustment	Current Budget	MTD Actual Expense	YTD Actual Expense	Balance Before Commitment	Commitments and Other Transactions	Remaining Balance
GENERAL FUND									
	501000	\$ 919,684.00		\$ 852,937.52		\$ 852,937.52	\$ 0.00	\$ 0.00	\$ 0.00
	502000						\$ 287,278.03	\$ 0.00	-\$ 287,278.03
	503000						\$ 42,461.98	\$ 0.00	-\$ 42,461.98
	504000						\$ 134,767.24	\$ 0.00	-\$ 134,767.24
	505000						\$ 22,659.14	\$ 0.00	-\$ 22,659.14
	506000						\$ 2,498.53	\$ 0.00	-\$ 2,498.53
	512001	\$ 208,061.00	\$ 215,203.15	\$ 423,264.15			\$ 423,264.15	\$ 0.00	\$ 0.00
	513000	\$ 382,562.00	-\$ 99,075.81	\$ 283,486.19			\$ 899.73	\$ 0.00	-\$ 899.73
	515000						\$ 4,732.36	\$ 0.00	-\$ 4,732.36
	520000						\$ 0.00	\$ 0.00	\$ 0.00
	581000						\$ 190,529.14	\$ 0.00	-\$ 190,529.14
	501000	\$ 236,695.00	-\$ 236,695.00	\$ 0.00			\$ 72,032.89	\$ 0.00	-\$ 72,032.89
EARMARKED FUNDS									
	502000						\$ 0.00	\$ 0.00	\$ 0.00
	512001	\$ 167,563.00	-\$ 146,063.00	\$ 21,500.00			\$ 0.00	\$ 0.00	\$ 0.00
	513000	\$ 86,442.00	-\$ 86,442.00	\$ 0.00			\$ 21,500.00	\$ 0.00	-\$ 21,500.00
OPERATING REVENUE									
	501000						\$ 236,941.50	\$ 0.00	\$ 236,941.50
	502000						\$ 0.00	\$ 0.00	\$ 0.00
	503000						\$ 236,941.50	\$ 0.00	\$ 236,941.50
	504000						\$ 0.00	\$ 0.00	\$ 0.00
	505000						\$ 0.00	\$ 0.00	\$ 0.00
	512001						\$ 159,473.86	\$ 0.00	-\$ 159,473.86
	513000						\$ 72,784.64	\$ 0.00	-\$ 72,784.64
FEDERAL FUNDS									
	501000	\$ 81,183.00	\$ 247.84	\$ 81,440.84			\$ 81,440.84	\$ 0.00	\$ 0.00
	512001	\$ 28,351.00		\$ 28,351.00			\$ 28,351.00	\$ 0.00	\$ 0.00
	501000	\$ 27,859.00	-\$ 247.84	\$ 27,611.16			\$ 27,611.16	\$ 0.00	\$ 0.00
FEDERAL GRANTS									
	502000						\$ 109,572.82	\$ 0.00	-\$ 109,572.82
	503000						\$ 18,950.00	\$ 0.00	-\$ 18,950.00
	504000						\$ 9,156.42	\$ 0.00	-\$ 9,156.42
	505000						\$ 4,610.20	\$ 0.00	-\$ 4,610.20
	512001						\$ 20,634.38	\$ 0.00	-\$ 20,634.38
	513000						\$ 25,000.00	\$ 0.00	-\$ 25,000.00
							\$ 333,081.74	\$ 0.00	-\$ 333,081.74

FM Budget vs Actual

Author JGRANT

Status of Data 1/9/2017 04:30:29

FY 2014-2015

Table

Fund	Major Cl	Original Budget	Budget Adjustment	Current Budget	MTD Actual Expense	YTD Actual Expense	Balance Before Commitment	Commitments and Other Transactions	Remaining Balance
GENERAL FUND	501000	\$ 919,684.00	\$ 102,672.36	\$ 1,022,356.36		\$ 1,022,356.36	\$ 0.00	\$ 0.00	
	502000					\$ 121,047.26	\$ 121,047.26	\$ 0.00	
	503000					\$ 57,358.85	\$ 57,358.85	\$ 0.00	
	504000					\$ 81,498.73	\$ 81,498.73	\$ 0.00	
	505000					\$ 27,590.57	\$ 27,590.57	\$ 0.00	
	512001	\$ 245,081.00	\$ 78,179.88	\$ 323,240.88		\$ 331,991.84	\$ 323,240.88	\$ 0.00	
	513000	\$ 449,194.00	\$ -117,202.16	\$ 331,991.84		\$ 3,569.58	\$ 3,569.58	\$ 0.00	
	520000					\$ 54,405.47	\$ 54,405.47	\$ 0.00	
	581000					\$ 22,229.57	\$ 22,229.57	\$ 0.00	
EARMARKED FUNDS	501000	\$ 236,695.00	\$ 67,781.18	\$ 22,229.57		\$ 0.00	\$ 0.00	\$ 0.00	
	512001	\$ 167,563.00	\$ -236,695.00	\$ 0.00		\$ 0.00	\$ 0.00	\$ 0.00	
	513000	\$ 86,442.00	\$ -167,563.00	\$ 0.00		\$ 0.00	\$ 0.00	\$ 0.00	
OPERATING REVENUE	501000	\$ 86,442.00	\$ -86,442.00	\$ 0.00		\$ 0.00	\$ 0.00	\$ 0.00	
	502000			\$ 398,845.00		\$ 292,592.99	\$ 106,252.01	\$ 106,252.01	
	503000					\$ 36,234.26	\$ -36,234.26	\$ 0.00	
	504000					\$ 6,784.00	\$ 6,784.00	\$ 0.00	
	505000					\$ 52,605.94	\$ 52,605.94	\$ 0.00	
	512001					\$ 18,238.75	\$ -16,238.75	\$ 0.00	
	513000					\$ 118,833.00	\$ 118,833.00	\$ 0.00	
FEDERAL FUNDS	501000					\$ 89,949.68	\$ 32,972.31	\$ 32,972.31	
	515000					\$ 1,189.86	\$ 1,189.86	\$ 0.00	
	501000	\$ 81,193.00	\$ 5,282.00	\$ 86,475.00		\$ 86,475.00	\$ 86,475.00	\$ 0.00	
	512001	\$ 28,351.00	\$ 9,718.00	\$ 38,069.00		\$ 38,069.00	\$ 38,069.00	\$ 0.00	
	513000	\$ 27,859.00	\$ 0.00	\$ 27,859.00		\$ 27,859.00	\$ 27,859.00	\$ 0.00	
FEDERAL GRANTS	501000					\$ 86,474.58	\$ 86,474.58	\$ 0.00	
	503000					\$ 3,299.95	\$ -3,299.95	\$ 0.00	
	504000					\$ 3,564.59	\$ -3,564.59	\$ 0.00	
	505000					\$ 3,479.56	\$ -3,479.56	\$ 0.00	
	512001					\$ 18,806.26	\$ -18,806.26	\$ 0.00	
	513000					\$ 26,797.54	\$ 26,797.54	\$ 0.00	
								\$ -26,797.54	

FM Budget vs Actual

Author JGRANT

Status of Data 1/6/2017 04:30:29

FY 2015-2016

Table

Fund	Major Cl	Original Budget	Budget Adjustment	Current Budget	MTD Actual Expense	YTD Actual Expense	Balance Before Commitment	Commitments and Other Transactions	Remaining Balance
GENERAL FUND	501000	\$ 1,137,323.00	\$ 15,836.19	\$ 1,153,159.19		\$ 1,153,159.19	\$ 0.00	\$ 0.00	\$ 0.00
	502000					\$ 110,843.07	-\$ 110,843.07	\$ 0.00	-\$ 110,843.07
	503000					\$ 55,141.95	-\$ 55,141.95	\$ 0.00	-\$ 55,141.95
	504000					\$ 87,568.60	-\$ 87,568.60	\$ 0.00	-\$ 87,568.60
	505000					\$ 39,021.23	-\$ 39,021.23	\$ 0.00	-\$ 39,021.23
	506000					\$ 5,186.31	-\$ 5,186.31	\$ 0.00	-\$ 5,186.31
	512001	\$ 245,061.00	\$ 12,136.73	\$ 257,197.73		\$ 376,290.43	\$ 257,197.73	\$ 0.00	\$ 0.00
	513000	\$ 531,890.00	-\$ 155,599.57	\$ 376,290.43		\$ 2,484.60	-\$ 2,484.60	\$ 0.00	-\$ 2,484.60
	515000					\$ 2,662.34	-\$ 2,662.34	\$ 0.00	-\$ 2,662.34
	581000					\$ 45,710.37	\$ 0.00	\$ 0.00	\$ 45,710.37
EARMARKED FUNDS	501000	\$ 332,895.00	\$ 311,388.85	\$ 45,710.37					\$ 0.00
	512001	\$ 184,983.00	-\$ 332,895.00	\$ 0.00					\$ 0.00
	513000	\$ 122,922.00	-\$ 122,922.00	\$ 0.00					\$ 0.00
	502000					\$ 382,314.22	\$ 11,742.90	\$ 0.00	\$ 11,742.90
	503000					\$ 75,039.92	-\$ 75,039.92	\$ 0.00	-\$ 75,039.92
	504000					\$ 21,704.03	-\$ 21,704.03	\$ 0.00	-\$ 21,704.03
	505000					\$ 28,209.75	-\$ 28,209.75	\$ 0.00	-\$ 28,209.75
	506000					\$ 7,988.55	-\$ 7,988.55	\$ 0.00	-\$ 7,988.55
	512001					\$ 15,381.79	-\$ 15,381.79	\$ 0.00	-\$ 15,381.79
	513000					\$ 182,603.48	\$ 182,603.48	\$ 0.00	\$ 182,603.48
FEDERAL FUNDS	501000	\$ 81,193.00	\$ 171,225.00	\$ 252,418.00		\$ 2,494.59	-\$ 2,494.59	\$ 0.00	-\$ 2,494.59
	512001	\$ 28,351.00	\$ 127,500.00	\$ 155,851.00		\$ 65,359.00	\$ 155,851.00	\$ 0.00	\$ 155,851.00
	513000	\$ 27,859.00	\$ 37,500.00	\$ 65,359.00		\$ 106,023.88	-\$ 106,023.88	\$ 0.00	-\$ 106,023.88
	502000					\$ 16,141.17	-\$ 16,141.17	\$ 0.00	-\$ 16,141.17
	503000					-\$ 282.53	\$ 282.53	\$ 0.00	\$ 282.53
	504000					\$ 28,693.65	-\$ 28,693.65	\$ 0.00	-\$ 28,693.65
	505000					\$ 41,692.84	-\$ 41,692.84	\$ 0.00	-\$ 41,692.84
	512001					\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	513000					\$ 34,074.76	-\$ 34,074.76	\$ 0.00	-\$ 34,074.76
	FEDERAL GRANTS	501000							
512001									\$ 0.00
513000									\$ 0.00
502000									\$ 0.00
503000									\$ 0.00
504000									\$ 0.00
505000									\$ 0.00
512001									\$ 0.00
513000									\$ 0.00
513000									\$ 0.00

BUDGETARY GENERAL FUND
Appropriations Carried Forward to FY16-17
 Fiscal Year Ended June 30, 2016
 (Unaudited)

	Total Carried Forward	Special Carry- Forwards ^a	General Carry- Forwards ^b
Health and Human Services.....	\$ 108,953,771	\$ 108,953,771	\$ —
Education.....	44,046,576	43,395,975	650,601
Commerce.....	38,078,089	37,360,750	717,339
Corrections.....	27,753,084	309,079	27,444,005
House of Representatives.....	25,433,329	25,433,329	—
Department of Administration.....	12,994,408	8,434,055	4,560,353
Transportation.....	9,441,946	9,441,946	—
Juvenile Justice.....	9,291,508	301,760	8,989,748
Public Safety.....	9,260,159	4,481,244	4,778,915
Health and Environmental Control.....	8,525,905	3,592,532	4,933,373
Debt Service.....	7,690,898	7,690,898	—
Senate.....	7,229,140	7,229,140	—
Parks, Recreation and Tourism.....	5,902,651	3,820,460	2,082,191
Natural Resources.....	4,563,412	4,133,550	429,862
State Law Enforcement Division.....	3,993,267	1,480,660	2,512,607
Adjutant General.....	3,899,058	3,510,772	388,286
Election Commission.....	3,856,315	3,518,851	337,464
Mental Health.....	3,761,245	3,761,245	—
Judicial Department.....	3,755,881	3,755,881	—
Higher Education.....	3,662,746	2,540,666	1,122,080
Legislative Support Agencies.....	3,102,593	3,102,593	—
Stand-alone Schools.....	3,038,670	1,179,474	1,859,196
Ports Authority.....	3,000,000	3,000,000	—
Social Services.....	2,665,076	2,664,536	540
Lieutenant Governor.....	2,526,819	1,839,375	687,444
Revenue.....	1,649,480	—	1,649,480
Attorney General.....	1,461,208	1,461,208	—
Probation, Parole and Pardon.....	1,233,873	12,958	1,220,915
Archives and History.....	1,226,969	1,002,758	224,211
Forestry Commission.....	1,138,996	500,000	638,996
Disabilities and Special Needs.....	939,560	—	939,560
Prosecution Coordination Commission.....	934,634	—	934,634
Governor's Office.....	678,261	—	678,261
State Fiscal Accountability Authority.....	467,136	143,920	323,216
Law Enforcement Training Council.....	397,155	380,551	16,604
Agriculture.....	394,339	394,339	—
Rural Infrastructure Authority.....	307,753	307,753	—
Commission for Blind.....	271,321	—	271,321
Human Affairs Commission.....	265,678	79,027	186,651
Administrative Law Court.....	241,538	—	241,538
Museum Commission.....	235,407	151,149	84,258
Commission on Indigent Defense.....	100,000	100,000	—
Comptroller General.....	91,489	—	91,489
Sea Grant Consortium.....	80,512	18,948	61,564
Workers' Compensation Commission.....	72,631	—	72,631
Alcohol and Other Drug Abuse Services.....	70,432	—	70,432
Secretary of State.....	68,836	68,836	—
Confederate Relic Room and Military Museum.....	53,220	—	53,220
Commission for Minority Affairs.....	39,585	—	39,585
State Ethics Commission.....	33,025	—	33,025
Educational Television Commission.....	27,753	—	27,753
Consumer Affairs.....	18,722	—	18,722
Aeronautics.....	18,435	—	18,435
Procurement Review Panel.....	16,041	—	16,041
State Library.....	6,086	—	6,086
Labor, Licensing and Regulation.....	297	—	297
Total.....	\$ 368,966,918	\$ 299,553,989	\$ 69,412,929

^a Provisos contained within Part 1B of the FY15-16 Appropriations Act allowed certain agencies to carry forward specific appropriation balances to FY16-17 for expenditures.

^b Proviso 117.23 of the FY15-16 Appropriations Act allows agencies to carry forward up to ten percent of original appropriations reduced by special carryforwards (as defined).

**FY 17-18 Budget Priorities Summary
South Carolina Human Affairs Commission**

Budget Priorities				Funding					FTEs			
Priority No.	Type (non-recurring/other)	Title	Description	Recurring	Non-Recurring	Other	Federal	Total	State	Other	Federal	Total
1	Recurring	Additional Operating Expenses for Consultative Services	Continuation of the creation of Community Relations Councils. Funding for the hosting of the CAAMS Server through DTO on a monthly basis. Upgrading and maintaining the CAAMS System.	\$75,000				\$75,000				
2	Recurring	Additional Authorization Earmarked Funds	with the transfer from another state agency, we incurred salary, fringe and operating costs related to the position. Increase in revenue from contract with the EEOC over the last four years.			\$109,400		\$109,400				
3	Recurring	FY 17 Allocations to Human Affairs	Amount calculated by the EBO	\$57,138				\$57,138				
4	Other	General Fund Reduction Analysis	Amount calculated by the Governor's Office and EBO	(\$65,650)				(\$65,650)				

Transportation, Regulatory & Cultural Subcommittee
 Proviso Request Summary

South Carolina Human Affairs Commission

FY16-17 Proviso #	Renumbered FY17-18 Proviso #	Proviso Title	Short Summary	FY of Proviso Introduction / # of years in budget	Recommended Action	Proviso Language
70.1		HAC: Human Affairs Forum Carry Forward	All revenue derived from donations and registration fees received for attendance shall be retained and carried forward and expended for the purpose of general operations	2002-2003 (40.2)		
70.2		HAC: Training Revenue	All revenue derived from fees received from training and technical assistance provided by agency to entities other than state agencies shall be retained, carry forward, and expended for the purpose of general operations	2002-2003 (40.3)		
70.3		HAC: Revenue from Copying Fees	All revenue derived from providing requested copies of commission files, final opinions, orders, and determinations shall be retained, carried forward, and expended for the purpose of general operations	2006-2007 (40.4)		



January 19, 2016

Mr. Ray Buxton
South Carolina Human Affairs Commission
1026 Sumter Street
Columbia, SC 29201

Dear Ray:

We are writing today to express the South Carolina Chamber of Commerce's support of the work of the South Carolina Human Affairs Commission. Businesses across the state work diligently every day to make sure their businesses and workplaces are free from discrimination. It is in the best interest of our state, its citizens and businesses to have SCHAC and state government handle cases as opposed to the federal government. The Commission can always be counted on to provide fast case processing times, a fair process and prompt/efficient communication allowing for any matters to be dealt with in an efficient manner.

The South Carolina Chamber is the state's largest business association and having the State investigate, hear cases and process complaints is important to our members. We hope that the General Assembly understands the valuable role the South Carolina Human Affairs Commission plays.

Sincerely,

Ted Pitts
President and CEO

Cliff Bourke
Chairman
Diversity Council

Steve Nail
Chairman
Human Resources Committee

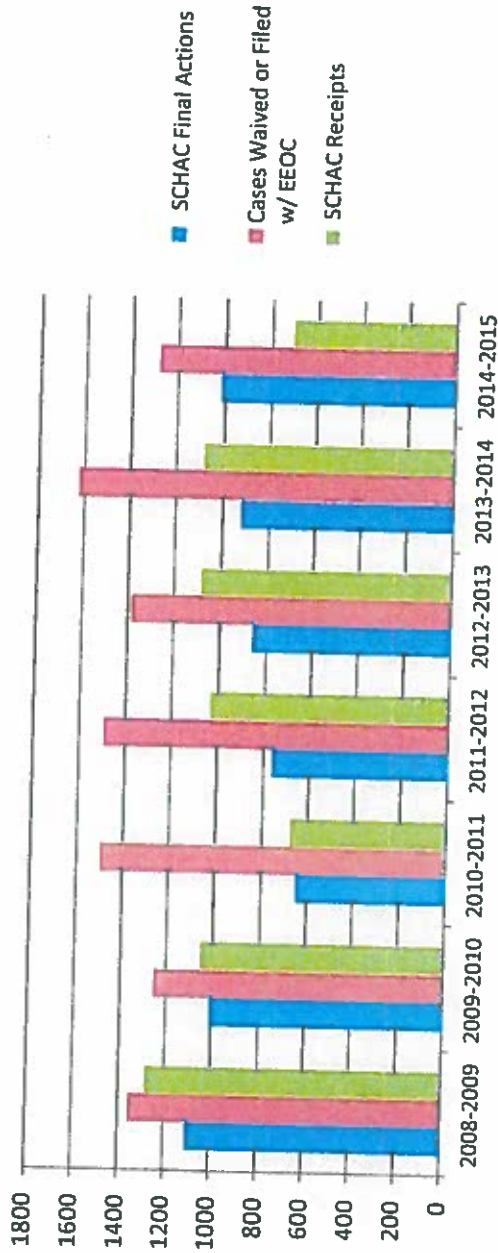
1301 Gervais Street
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(803) 779-6043

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Total Number of SCHAC Employment Final Actions vs. Total Number of Cases Waived/ Filed w/EEOC



State of SC Fiscal Year	SCHAC Final Actions	Cases Waived or Filed w/EEOC	SCHAC Receipts
2008-2009	1098	1347	1280
2009-2010	1004	1248	1046
2010-2011	643	1491	672
2011-2012	758	1487	1028
2012-2013	853	1378	1078
2013-2014	914	1617	1078
2014-2015	1012	1278	703
Average	897	1407	984

*** Averages are rounded to the nearest whole number***