

HUMAN RIGHTS COMMISSION

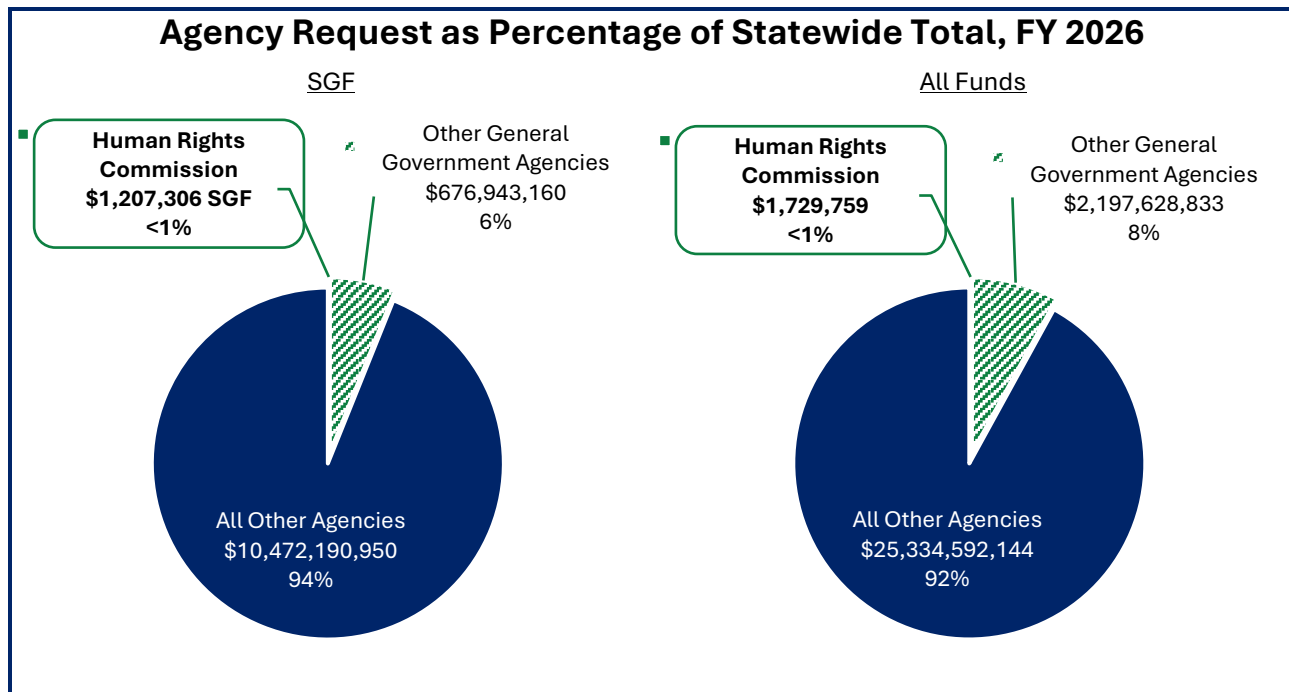
Budget Summary – Agency Request

Executive Summary

The Kansas Human Rights Commission (KHRC) is the state agency responsible for enforcing laws that prohibit discrimination and ensure equal opportunity in employment, housing, and public accommodations. The agency’s mission, as established by the [Kansas Act Against Discrimination](#), the [Kansas Age Discrimination in Employment Act](#), and related administrative regulations, is to eliminate and prevent discrimination, segregation, or separation based on protected characteristics, and to promote equal access to opportunities for all Kansans.

Under [KSA 44-1004](#) and related provisions, the Commission is authorized to investigate complaints of discrimination on the basis of race, color, ancestry, religion, sex, national origin, disability, genetic testing (in employment), familial status (in housing), and age (in employment for individuals aged 40 and older). Individuals alleging discrimination must file a complaint with the Commission, which is tasked with investigating and attempting to resolve such complaints before private litigation may proceed. In addition to its enforcement responsibilities, the KHRC conducts educational and outreach activities to inform the public about and promote compliance with the state’s anti-discrimination laws.

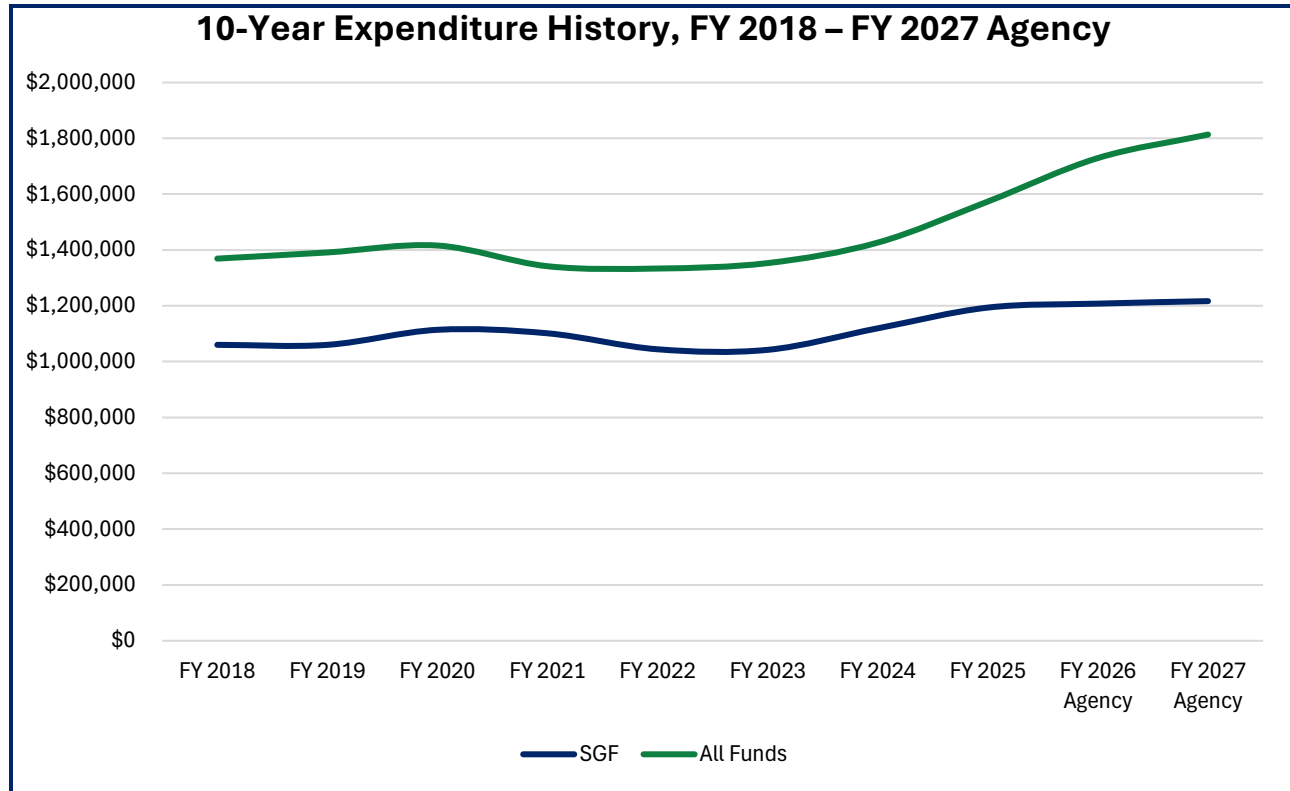
Expenditures by Fiscal Year and Version				
	SGF	All Funds	Note	
FY 2024 Actual	\$ 1,118,914	\$ 1,426,412	Actual expenditures	
FY 2025 Actual	1,193,172	1,573,794	Actual expenditures	
FY 2026 Approved	1,207,306	1,804,439	2025 SB 125	
FY 2026 Agency	1,207,306	1,729,759	Revised estimate, submitted September 2025	
FY 2027 Agency	1,216,280	1,813,786	Agency request, submitted September 2025	



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Summary of Expenditures



Fiscal Year	SGF			All Funds			CPI-U*	
	Amount	Change (%)		Amount	Change (%)	FTE	Change (%)	
FY 2018	\$ 1,059,653	(1.0)	\$	1,368,924	0.7	23.00	0.2	
FY 2019	1,059,688	0.0		1,391,071	1.6	23.00	--	
FY 2020	1,113,551	5.1		1,415,835	1.8	23.00	0.8	
FY 2021	1,101,012	(1.1)		1,341,621	(5.2)	23.00	2.4	
FY 2022	1,043,736	(5.2)		1,333,397	(0.6)	23.00	9.2	
FY 2023	1,041,816	(0.2)		1,352,890	1.5	20.00	5.8	
FY 2024	1,118,914	7.4		1,426,412	5.4	20.00	3.0	
FY 2025	1,193,172	6.6		1,573,794	10.3	20.00	3.0	
FY 2026 Agency	1,207,306	1.2		1,729,759	9.9	20.00	2.8	
FY 2027 Agency	1,216,280	0.7		1,813,786	4.9	20.00	2.4	

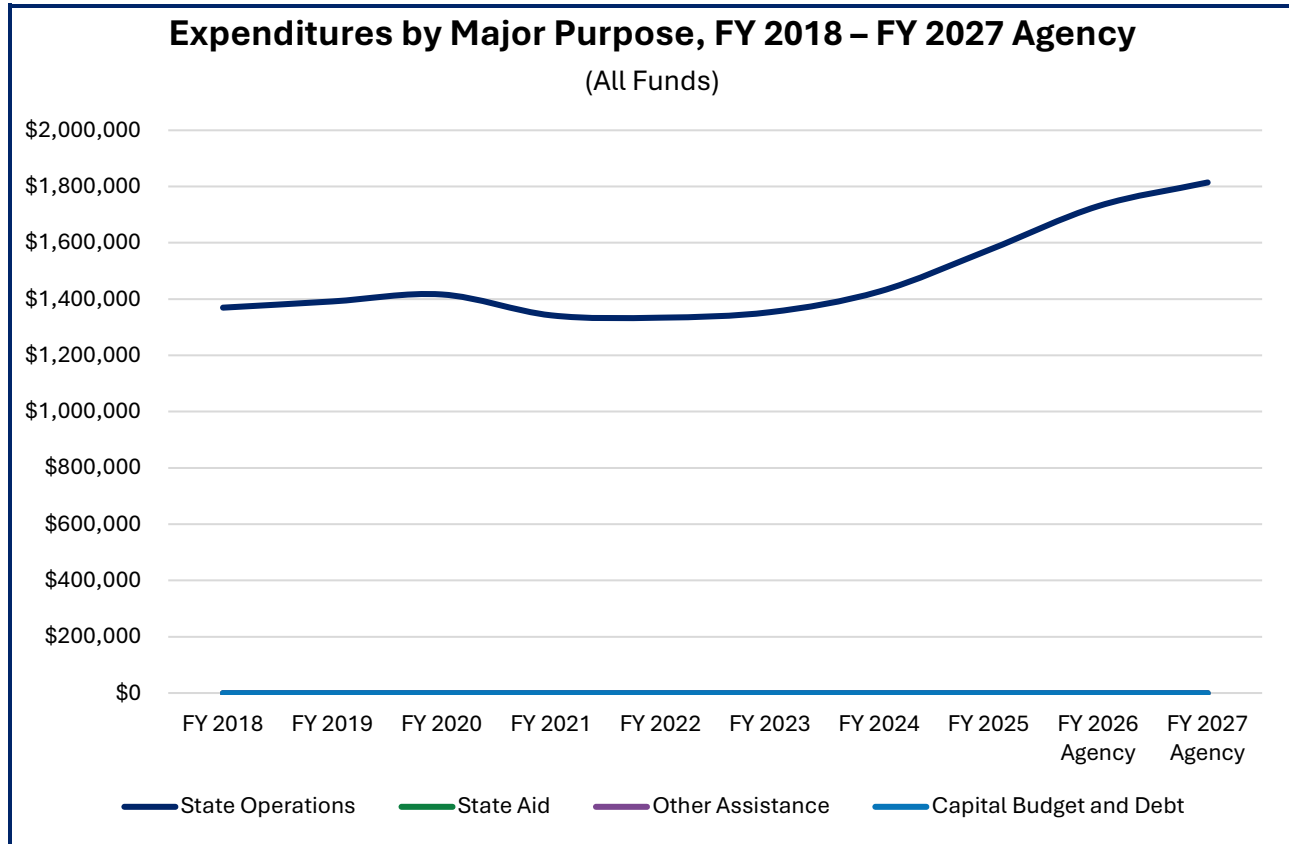
5-Year Change (FY 2023–2027)	\$ 174,464	16.7	\$ 460,896	34.1	-	11.6
10-Year Change (FY 2018–2027)	156,627	14.8	444,862	32.5	(3.00)	33.1
3-Year Average** (FY 2023–2025)	1,117,967	N/A	1,451,032	N/A	20.00	N/A

* Note : Consumer Price Index for All Urban Consumers estimate for FY 2026–2027 is from the Consensus Revenue Estimating Group.

** Note : Reflects the three most recent years of actuals data.

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Budget Summary – Agency Request



Expenditures by Category, FY 2024 – FY 2027 Agency						
(All Funds)						
	FY 2026 Agency % of Total	FY 2024 Actual	FY 2025 Actual	FY 2026 Approved	FY 2026 Agency	FY 2027 Agency
State Operations						
Salaries and Wages	71.8 %	\$ 981,935	\$ 1,086,129	\$ 1,323,448	\$ 1,242,487	\$ 1,320,976
Contractual Services	26.9	420,974	461,714	475,824	466,153	470,998
Commodities	1.1	19,405	18,031	20,491	18,519	18,962
Capital Outlay	0.2	4,098	7,920	2,050	2,600	2,850
Operating Adjustments	--	-	-	(18,044)	-	-
Subtotal	100.0 %	\$ 1,426,412	\$ 1,573,794	\$ 1,803,769	\$ 1,729,759	\$ 1,813,786
State Aid and Assistance						
Aid to Locals	-- %	\$ -	\$ -	\$ -	\$ -	\$ -
Other Assistance	--	-	-	-	-	-
Subtotal	-- %	\$ -	\$ -	\$ -	\$ -	\$ -
Capital Budget and Debt						
Capital Improvements	-- %	\$ -	\$ -	\$ -	\$ -	\$ -
Debt Service Principal	--	-	-	-	-	-
Debt Service Interest	--	-	-	-	-	-
Subtotal	-- %	\$ -	\$ -	\$ -	\$ -	\$ -
Reappropriations	-- %	\$ -	\$ -	\$ 670	\$ -	\$ -
GRAND TOTAL	100.0 %	\$ 1,426,412	\$ 1,573,794	\$ 1,804,439	\$ 1,729,759	\$ 1,813,786

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Budget Summary – Agency Request

State Operations

Expenditures by Classification, FY 2024 – FY 2027 Agency						
(State Operations, All Funds)						
	FY 2026 Agency % of Total	FY 2024 Actual	FY 2025 Actual	FY 2026 Approved	FY 2026 Agency	FY 2027 Agency
Salaries and Wages						
Employee Pay	60.0 % \$	700,151 \$	783,298 \$	1,033,760 \$	1,037,951 \$	1,038,031
Employee Benefits	25.5	281,784	302,831	456,237	441,475	455,848
Shrinkage	(13.7)	-	-	(166,549)	(236,939)	(172,903)
Subtotal	71.8 % \$	981,935 \$	1,086,129 \$	1,323,448 \$	1,242,487 \$	1,320,976
Contractual Services						
Communication	1.7 % \$	30,990 \$	29,876 \$	34,785 \$	29,495 \$	30,771
Fees (Professional)	11.9	197,014	221,230	207,043	206,047	206,798
Fees (Other Services)	2.8	36,401	37,447	47,599	48,074	49,983
Freight and Express	0.2	3,800	2,750	4,012	2,824	2,892
Printing and Advertising	0.1	658	-	1,706	1,659	1,692
Rent and Leases	9.8	145,033	164,473	171,188	168,698	169,292
Repair and Servicing	--	-	-	-	-	-
Travel and Subsistence	0.4	5,120	3,742	6,642	6,600	6,760
Utilities	--	-	-	-	-	-
Other	0.2	1,958	2,196	2,849	2,756	2,810
Subtotal	26.9 % \$	420,974 \$	461,714 \$	475,824 \$	466,153 \$	470,998
Commodities						
Clothing	-- % \$	- \$	- \$	- \$	- \$	-
Equipment and Parts	0.1	22	52	24	53	54
Food	--	-	-	-	-	-
Fuel	--	-	-	-	-	-
Motor Vehicle Parts	--	-	-	-	-	-
Supplies (Office)	1.1	19,306	17,797	20,386	18,278	18,716
Supplies (Professional)	--	-	-	-	-	-
Supplies (Research)	--	-	-	-	-	-
Other	0.1	77	182	81	188	192
Subtotal	1.1 % \$	19,405 \$	18,031 \$	20,491 \$	18,519 \$	18,962
Capital Outlay						
Books	-- % \$	- \$	- \$	- \$	- \$	-
Computer Hardware	0.1	560	5,497	1,400	1,100	1,250
Computer Software	--	-	-	-	-	-
Equipment, Furniture	0.1	3,538	2,423	650	1,500	1,600
Information Processing	--	-	-	-	-	-
Telecommunications	--	-	-	-	-	-
Other	--	-	-	-	-	-
Subtotal	0.2 % \$	4,098 \$	7,920 \$	2,050 \$	2,600 \$	2,850
Operating Adjustments	-- % \$	- \$	- \$	(18,044) \$	- \$	-
TOTAL	100.0 % \$	1,426,412 \$	1,573,794 \$	1,803,769 \$	1,729,759 \$	1,813,786

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Expenditures by Program

Expenditures by Program, FY 2024 – FY 2027 Agency (All Funds)						
	FY 2026 Agency % of Total	FY 2024 Actual	FY 2025 Actual	FY 2026 Approved	FY 2026 Agency	FY 2027 Agency
Administration	-- %	\$ 11,913	\$ 18,006	\$ -	\$ -	\$ -
Compliance	99.8	1,413,569	1,551,813	1,800,826	1,726,251	1,810,216
Public Information	0.2	930	3,975	3,613	3,508	3,570
TOTAL	100.0 %	\$ 1,426,412	\$ 1,573,794	\$ 1,804,439	\$ 1,729,759	\$ 1,813,786

FTE Positions by Program, FY 2024 – FY 2027 Agency						
	FY 2026 Agency % of Total	FY 2024 Actual	FY 2025 Actual	FY 2026 Approved	FY 2026 Agency	FY 2027 Agency
Administration	-- %	--	--	--	--	--
Compliance	100.0	20.0	20.0	20.0	20.0	20.0
Public Information Program	--	--	--	--	--	--
TOTAL	100.0 %	20.0	20.0	20.0	20.0	20.0

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Budget Summary – Agency Request

Expenditures by Fund

Expenditures by Fund, FY 2024 – FY 2027 Agency						
	FY 2026 Agency % of Total	FY 2024 Actual	FY 2025 Actual	FY 2026 Approved	FY 2026 Agency	FY 2027 Agency
State General Fund	69.8 %	\$ 1,118,914	\$ 1,193,172	\$ 1,207,306	\$ 1,207,306	\$ 1,216,280
Employment Discrimination Federal Fund	30.1	306,568	380,282	594,246	520,216	595,238
Education and Training Fund	0.1	930	340	2,887	2,237	2,268
TOTAL	100.0 %	\$ 1,426,412	\$ 1,573,794	\$ 1,804,439	\$ 1,729,759	\$ 1,813,786

Fee Fund Analysis

The Kansas Human Rights Commission (KHRC) enters into an annual contract with the federal Equal Employment Opportunity Commission (EEOC) for the processing and resolution of discrimination complaints that fall under both state law and federal statutes, including Title VII of the Civil Rights Act, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act, and the Pregnant Workers Fairness Act.

Through this contract, the KHRC receives reimbursement for completed case resolutions and for forwarding complaints within the EEOC's jurisdiction but outside the Commission's authority. The current reimbursement rate for case resolutions is \$830, and \$125 for intake submissions, following increases in federal fiscal years 2022 and 2024.

Payments for each federal fiscal year are typically received in the subsequent state fiscal year; however, timing can be affected by federal fiscal constraints or government shutdowns.

Employment Discrimination Federal Fund					
FY 2024 – FY 2027 Agency					
	FY 2024 Actual	FY 2025 Actual	FY 2026 Agency	FY 2027 Agency	
Beginning Balance	\$ 758,818	\$ 853,670	\$ 835,583	\$ 695,937	
Revenue					
Federal Grants	\$ 401,420	\$ 362,195	\$ 380,570	\$ 306,405	
Encumbrances	-	-	-	-	
Subtotal – Revenue	\$ 401,420	\$ 362,195	\$ 380,570	\$ 306,405	
Total Amount Available	\$ 1,160,238	\$ 1,215,865	\$ 1,216,153	\$ 1,002,342	
Expenditures					
Salaries and Wages	\$ 305,906	\$ 380,282	\$ 518,993	\$ 593,999	
Contractual Services	662	-	1,223	1,239	
Subtotal – Expenditures	\$ 306,568	\$ 380,282	\$ 520,216	\$ 595,238	
Ending Balance	\$ 853,670	\$ 835,583	\$ 695,937	\$ 407,104	

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Budget Summary – Agency Request

FY 2026 Analysis

Summary of Agency Budget Request, FY 2026						
	SGF	Employment Discrimination Federal	Education and Training Fund	Total	FTE Positions	
Approved, FY 2026						
1. 2025 SB 125, without Reappropriations	\$ 1,206,636	\$ 594,246	\$ 2,887	\$ 1,803,769	20.0	
Reappropriations						
2. State General Fund	\$ 680	\$ -	\$ -	\$ 680	--	
3. SGF Reappropriation 1.5 Percent Lapse	(10)	-	-	(10)	--	
Subtotal – Approved, with Reappropriations	\$ 1,207,306	\$ 594,246	\$ 2,887	\$ 1,804,439	20.0	
Supplemental Requests						
No Supplemental Requests	\$ -	\$ -	\$ -	\$ -	--	
Other Changes						
4. Agency Adjustments	\$ -	\$ (74,030)	\$ (650)	\$ (74,680)	--	
TOTAL – Agency Revised Estimate	\$ 1,207,306	\$ 520,216	\$ 2,237	\$ 1,729,759	20.0	

Approved Budget

1. 2025 SB 125

The 2025 Legislature passed, and the Governor enacted, one bill appropriating and adjusting funding for state agencies. A total of \$1.8 million, including \$1.2 million SGF, was approved for the Human Rights Commission in FY 2026. The agency's revised estimate includes no additional funding. The approved budget includes the following:

- **Pay Plan:** The 2025 Legislature approved salary increases for most state employees based on the Department of Administration's market survey for FY 2026. This enhancement request is an increase of \$39,424 from all funds, including \$21,758 SGF, to maintain the salary increase for FY 2027.
- **SGF 1.5 Percent Lapse:** The 2025 Legislature approved a lapse of 1.5 percent of state operations funded from the SGF in FY 2026.¹ For the Human Rights Commission, this totals a decrease of \$18,054 SGF in FY 2026.

Reappropriations

2. SGF Reappropriation

The agency reappropriated \$680 in unspent SGF funds from FY 2025 to FY 2026.

¹ [2025 SB 125, Sec. 159](#). The approved budget lapse was certified in May 2025, and the SGF reappropriation lapse was certified in August 2025.

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3. SGF Reappropriation 1.5 Percent Lapse

As part of the lapse identified in item 1, the Legislature approved a lapse of 1.5 percent of SGF reappropriations supporting state operations in FY 2026.² For the Human Rights Commission, this totals a decrease of \$10 SGF in FY 2026 and adjusts total SGF reappropriations to \$670.

Other Changes

4. Agency Adjustments

The agency's revised request includes a decrease of \$74,680 from all funds. Of this decrease, \$80,961 is attributable to decreases in salaries and wages. According to the agency, this decrease is primarily due to staffing levels remaining below the authorized amount as part of a deliberate effort to maintain sufficient cash balances in agency operating funds. As complaint volumes have increased, the agency plans to hire an additional Special Investigator, funded with federal funds. The agency plans to have this position filled in FY 2026.

The agency reported slight increases in software rental and operating charges associated with the Office of Information Technology Services, but these increases were offset by lower costs for commodities such as stationery, office supplies, and data processing supplies. The agency reduced spending on contractual services by lowering communication, printing, travel, and supply costs.

² [2025 SB 125, Sec. 159](#). The approved budget lapse was certified in May 2025, and the SGF reappropriation lapse was certified in August 2025.

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FY 2027 Analysis

Summary of Agency Budget Request, FY 2027							
	SGF	Employment Discrimination Federal Fund	Education and Training Fund		Total		FTE Positions
Approved, FY 2026							
2025 SB 125, without Reappropriations	\$ 1,206,636	\$ 594,246	\$ 2,887	\$	1,803,769		20.0
Enhancement Requests							
No Enhancement Requests	\$ -	\$ -	\$ -	\$	-		--
Agency Changes							
1. Agency Adjustments	\$ 9,644	\$ 992	\$ (619)	\$	10,017		--
TOTAL – Agency Request	\$ 1,216,280	\$ 595,238	\$ 2,268	\$	1,813,786		20.0

Agency Changes

1. Agency Adjustments

The agency's request includes an additional \$10,017, including \$9,644 from SGF, for 2027. The agency requested an additional \$9,904 SGF due to changes in the cost indices for group health insurance rates for FY 2027. According to the agency, employer contribution rates for health insurance are projected to rise by 7.77 percent from FY 2026 to FY 2027. The agency also includes a reduction of \$260 SGF, due to the KPERS (Kansas Public Employees Retirement System) rate change.