


Government of the District of Columbia  
Office of the Chief Financial Officer



**Fitzroy Lee**  
Acting Chief Financial Officer

**MEMORANDUM**

**TO:** The Honorable Phil Mendelson  
Chairman, Council of the District of Columbia

**FROM:** Fitzroy Lee  
Acting Chief Financial Officer 

**DATE:** May 13, 2022

**SUBJECT:** Fiscal Impact Statement – Human Rights Enhancement Amendment Act of 2021

**REFERENCE:** Bill 24-229, Committee Print as provided to the Office of Revenue Analysis on April 5, 2022

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**Conclusion**

Funds are not sufficient in the fiscal year 2022 budget and proposed fiscal year 2023 through fiscal year 2025 budget and financial plan to implement the bill. The bill will cost \$404,000 in fiscal year 2023 and \$1.5 million over the four year financial plan.

**Background**

The bill amends current law to prohibit discrimination based on homeless status in areas of employment, housing, public accommodations, educational institutions, and motor vehicle insurance sales. Specifically, the bill adds “homeless status” to 14 provisions of law in the Human Rights Act of 1977<sup>1</sup> and the Office of Human Rights Establishment Act of 1999<sup>2</sup> (“HRA”). It also expands the definition of “employee” to include independent contractors under the HRA, and it defines harassment and clarifies that it is an unlawful discriminatory practice..

The bill also requires the Office of Human Rights to provide education to law enforcement personnel on topics related to homeless status discrimination.

**Financial Plan Impact**

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<sup>1</sup> Effective December 13, 1977 (D.C. Law 2-38; D.C. Official Code § 2-1401.01 *et seq.*)

<sup>2</sup> Effective October 20, 1999 (D.C. Official Code § 2-1411.01 *et seq.*)

The Honorable Phil Mendelson

FIS: Bill 24-229, "Human Rights Enhancement Amendment Act of 2022," Draft Committee Print as provided to the Office of Revenue Analysis on April 5, 2022

Funds are not sufficient in the fiscal year 2022 budget and proposed fiscal year 2023 through fiscal year 2025 budget and financial plan to implement the bill. The bill will cost \$404,000 in fiscal year 2023 and \$1.5 million over the four year financial plan.

The Office of Human Rights requires three full time positions to implement provisions of the law that include providing education to law enforcement personnel on homeless status discrimination and enforcing the law by collecting and responding to claims of violations of homeless status protections.

Human Rights Enhancement Amendment Act of 2022						
Total Cost (\$ thousands)						
	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	Total
Salary <sup>(a)</sup>	\$0	\$235	\$240	\$244	\$248	\$968
Fringe <sup>(b)</sup>	\$0	\$58	\$60	\$61	\$63	\$242
Equipment And Training	\$0	\$50	\$0	\$0	\$0	\$50
Office Space	\$0	\$60	\$60	\$60	\$60	\$240
<b>Total</b>	<b>\$0</b>	<b>\$404</b>	<b>\$360</b>	<b>\$365</b>	<b>\$371</b>	<b>\$1,500</b>

Table Notes:

- (a) Assumes one Grade 11, Step 5 Equal Opportunity Specialist I, one Grade 12, step 5 Equal Opportunity Specialist II, and one Outreach and Education Training Specialist Grade 12, Step 1. Assumes salary cost growth of 1.75 percent and a start date of October 1, 2022.
- (b) Assumes a fringe rate of 24.8 percent and fringe cost growth of 2.375 percent.