

Agency Name: Human Affairs Commission
 Agency Code: L360 Section: 70



Fiscal Year FY 2026-2027

Agency Budget Plan

FORM A - BUDGET PLAN SUMMARY

**OPERATING
REQUESTS**

(FORM B1)

For FY 2026-2027, my agency is (mark "X"):	
☐	Requesting General Fund Appropriations.
☐	Requesting Federal/Other Authorization.
X	Not requesting any changes.

**NON-RECURRING
REQUESTS**

(FORM B2)

For FY 2026-2027, my agency is (mark "X"):	
☐	Requesting Non-Recurring Appropriations.
☐	Requesting Non-Recurring Federal/Other Authorization.
X	Not requesting any changes.

**CAPITAL
REQUESTS**

(FORM C)

For FY 2026-2027, my agency is (mark "X"):	
☐	Requesting funding for Capital Projects.
X	Not requesting any changes.

PROVISOS

(FORM D)

For FY 2026-2027, my agency is (mark "X"):	
☐	Requesting a new proviso and/or substantive changes to existing provisos.
☐	Only requesting technical proviso changes (such as date references).
X	Not requesting any proviso changes.

Please identify your agency's preferred contacts for this year's budget process.

**PRIMARY
CONTACT:
SECONDARY
CONTACT:**

<u>Name</u>	<u>Phone</u>	<u>Email</u>
Marvin Caldwell	(803) 737-7825	mcaldwell@schac.sc.gov
Thomas Kaminer	(803) 737-0526	thomas.kaminer@admin.sc.gov

I have reviewed and approved the enclosed FY 2026-2027 Agency Budget Plan, which is complete and accurate to the extent of my knowledge.

**SIGN/DATE:
TYPE/PRINT
NAME:**

<u>Agency Director</u>	<u>Board or Commission Chair</u>
Marvin Caldwell Jr 10/3/25	Stephen E. Hall 10/3/2025
Marvin Caldwell, Jr	Stephen E. Hall

This form must be signed by the agency head – not a delegate.

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FORM E – AGENCY COST SAVINGS AND GENERAL FUND REDUCTION

CONTINGENCY PLAN

TITLE	Agency Cost Savings and General Fund Reduction Contingency Plan
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AMOUNT	\$137,394
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What is the General Fund 3% reduction amount? This amount should correspond to the reduction spreadsheet prepared by EBO.

ASSOCIATED FTE REDUCTIONS	Two (2) FTEs
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How many FTEs would be reduced in association with this General Fund reduction?

PROGRAM / ACTIVITY IMPACT	The reduction will affect one Full-Time Equivalent (FTE) position in both the Compliance Programs area and the Consultative Services area. This will result in the loss of one Investigator FTE and one Consultant FTE. In the event of a reduction in state funding, the agency will reevaluate its contractual obligations to both federal agencies. This may necessitate a decrease in the number of cases the Commission investigates. To potentially preserve an FTE position, the agency will explore ways to reduce operating costs related to travel, supplies, and other expenses that can be covered by nonrecurring funds.
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What programs or activities are supported by the General Funds identified?

SUMMARY	The largest portion of the agency's budget is allocated to personnel and fringe benefit costs. When investigative staff are reduced, private sector employers end up with more cases being investigated by federal agencies. It's important to note that state agency Equal Employment Opportunity (EEO) cases must first be handled by the South Carolina Human Affairs Commission (SCHAC). The impact on private employers includes longer wait times for investigations to be completed, as well as increased costs associated with legal fees and other related expenses. Furthermore, having fewer investigators handling complaints negatively affects the number of discrimination allegations being investigated at the state level. This situation allows the federal government to assume exclusive jurisdiction over these charges.
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Please provide a detailed summary of service delivery impact caused by a reduction in General Fund Appropriations and provide the method of calculation for anticipated reductions. Agencies should prioritize reduction in expenditures that have the least significant impact on service delivery.

AGENCY COST SAVINGS PLANS	A reduction of more than \$50,000 will contribute to the loss of a contract employee. The Commission will repurpose the funds to provide training to maintain efficiency and strive to complete the agency's agreement with the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD).
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What measures does the agency plan to implement to reduce its costs and operating expenses by more than \$50,000? Provide a summary of the measures taken and the estimated amount of savings. How does the agency plan to repurpose the savings?