



FLORIDA COMMISSION ON HUMAN RELATIONS

Cost-Savings for Florida Businesses: A Conservative Estimate

Through its mediation services, the Florida Commission on Human Relations plays an important role in fostering a favorable climate for job creators by preventing costly lawsuits.

The Commission's work reassures employees that their rights will be protected, while also **saving businesses almost \$61 million** in litigation

expenses since 2006 — that's more than \$12 million per year. Despite its small budget, the Commission provides Florida's taxpayers an extraordinary return on their investment. For every \$1 provided by the taxpayers over the past five years, the Commission has returned an additional \$1.44 to Florida businesses.

FY 2006-07 to FY 2010-11

MEDIATION & CASES CLOSED

Successful mediation resolutions: 508
 Average mediated settlement: \$14,527

Cases closed through
 "No Cause" findings: 3,571

FCHR BUDGET

	Dollars	Positions
Current Year:	\$ 3,881,248	48.5
2010-2011:	\$ 4,355,259	53.5
2009-2010:	\$ 4,337,704	55.5
2008-2009:	\$ 5,013,681	60.5
2007-2008:	\$ 5,827,845	64.0
2006-2007:	\$ 5,436,822	67.0

TOTAL SAVINGS TO BUSINESS

Litigation costs avoided: \$60.8 million

Average damage award (in court):* \$134,125
 Average FCHR mediation: - \$14,527
 Average saved through mediation: \$119,598
 Number of mediation resolutions: x 508
COST SAVINGS TO BUSINESS: \$60,755,784

* Source: Bureau of Justice Statistics, U.S. Department of Justice, for 2006 discrimination cases; does not include attorney fees or court costs

Note: Additional substantial savings come from FCHR's 3,571 timely findings of "no cause," which preclude potentially costly circuit court litigation

FISCAL YEAR	MEDIATION RESOLUTIONS	AVG. MEDIATION SETTLEMENT	SAVINGS TO BUSINESS	FCHR BUDGET (GAA)	RETURN ON INVESTMENT
2006-07	95	\$14,276	\$11,385,655	\$5,436,822	109.4 %
2007-08	129	\$11,555	\$15,811,530	\$5,827,845	171.3 %
2008-09	95	\$15,349	\$11,283,720	\$5,013,681	124.1 %
2009-10	111	\$17,298	\$12,967,797	\$4,337,704	199.0 %
2010-11	78	\$14,806	\$ 9,306,882	\$4,355,259	113.7 %
				AVERAGE:	143.7 %