



## Pinellas County Office of Human Rights

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To: Board of County Commissioners

Through: Mark Woodard, County Administrator

CC: Dr. Rick Davis, Chair, Affirmative Action Committee  
Jim Bennett, County Attorney  
Jack Loring, Workforce Development Manager  
Jason Ester, Sr. Assistant County Attorney

From: Paul Valenti, Director of Human Rights

Date: June 2, 2016

Re: **June 21, 2016, Public Hearing re Ordinance Amending Chapter 94, Article III of Pinellas County Codes**

### **Background:**

Pinellas County's Affirmative Action Committee was created by ordinance in 1977, and has been codified as Chapter 94, Article III, of the Pinellas County Codes. Since then, events have transpired which warrant revisions to Chapter 94, Article III, the most important being:

- Pinellas County Sheriff's Office departure from the Unified Personnel System;
- Partial dissolution and release of Pinellas County from a consent agreement with the United States Department of Justice regarding hiring practices; and
- Inclusion of additional groups, or classes of persons, protected from discrimination under county codes.

### **Summary of Proposed Ordinance Amending Chapter 94, Article III:**

The proposed ordinance will amend Chapter 94, Article III as follows:

- Add sexual orientation and gender (including gender expression and gender identity) as protected groups, or classes of persons, protected from discrimination;

- Rename the “Affirmative Action Committee” as the “Human Rights Board”, to correlate with its oversight responsibilities of the Human Rights Director and Office of Human Rights;
- Remove the Sheriff as a member of the “Human Rights Board” to recognize the Pinellas County Sheriff’s Office no longer has a relationship to the Unified Personnel System;
- Formally recognize the name of the Office of Human Rights<sup>1</sup>; and
- Change references to two of the members of the board (the Director of Human Resources and the Chief Information Officer) to reflect their current titles.

**Conclusion:**

Other than adding the additional groups or classes of persons protected from discrimination, the proposed changes to Chapter 94, Article III, are largely technical in nature, reflecting the current participants in the Unified Personnel System, as well as departmental names and titles currently in use.

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<sup>1</sup> Ordinance 77-23 refers to an “affirmative action office.”