



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
Michelle Wallace, Sr. Assistant County Attorney

From: Paul Valenti, Director of Human Rights

Date: March 7, 2016

**Re: Authority to Advertise Public Hearing
Ordinance Amending Chapter 94, Article III of Pinellas County
Codes**

Background:

Pinellas County's Affirmative Action Committee was created in 1977 by Ordinance 77-23. The ordinance: provided for the membership of the committee; provided for the election of officers; enumerated the duties of the committee; and created the position of an "affirmative action officer" to serve at the pleasure of the committee. The ordinance has been codified as Chapter 94, Article III, of the Pinellas County Codes.

Since the adoption of Ordinance 77-23, events have transpired which warrant certain revisions to Chapter 94, Article III, the most salient being departure of the Pinellas County Sheriff's Office from the Unified Personnel System, the partial dissolution and release of Pinellas County from a consent agreement with the United States, and the inclusion of additional groups, or classes of persons, protected from discrimination under county codes.

Summary of Proposed Amendments to Chapter 94, Article III:

The proposed amendments will:

- 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;
- Formally recognize the name of the Office of Human Rights¹;
- 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; and
- Change the references to two of the members of the board (the Directors of Human Resources and Business Technology Services) to reflect their current appellation.

Conclusion:

The proposed changes to Chapter 94, Article III, are largely technical in nature, and are proposed to reflect the current participants in the Unified Personnel System, and departmental names and titles currently used.

¹ Ordinance 77-23 refers to an “affirmative action office.”