



Pinellas County

Staff Report

File #: 15-307, **Version:** 1

Subject:

Authority to advertise a public hearing regarding a proposed ordinance prohibiting wage theft under Chapter 70 of the Pinellas County Code relating to human relations.

Recommended Action

Approval of authority to advertise a public hearing to be held on November 10, 2015, to adopt an ordinance amendment to Chapter 70 of the Pinellas County Code relating to Human Relations, to prohibit wage theft within Pinellas County, and to establish an enforcement process for the same.

Strategic Plan:

Foster Continual Economic Growth and Vitality
4.2 Invest in communities that need the most

Summary:

Chapter 70 of the Pinellas County Code prohibits certain forms of employment discrimination throughout Pinellas County, and vests enforcement authority with the Pinellas County Office of Human Rights. Adoption of the proposed ordinance would prohibit wage theft throughout Pinellas County, also vesting enforcement authority with the Pinellas County Office of Human Rights.

If approved, this ordinance is applicable countywide, with an opt out for any municipality to create their own ordinance.

Background Information:

Further to direction received from the Board of County Commissioners (Board), staff has prepared a draft Wage Theft Ordinance which follows the "Miami-Dade County model" previously discussed at the Board's meeting on July 30, 2015.

Staff has subsequently met with colleagues from the City of St. Petersburg to discuss potential efficiencies which may be realized through collaborative efforts to combat wage theft countywide. These conversations led staff to conclude that the probability to achieving such efficiencies is greatest by having our ordinance read as harmoniously as possible with the City of St. Petersburg's.

Fiscal Impact:

The Board has allocated \$50,000.00 to the Office of Human Rights' Fiscal Year 2016 (FY16) budget for administration of the proposed ordinance.

Future costs may be tempered by efforts of the Office of Human Rights to work cooperatively with The City of St. Petersburg, which has funded a position to administer their wage theft ordinance in their FY16 budget.

The proposed ordinance allows Pinellas County to recoup costs associated with the administration of

the ordinance in certain circumstances. Some revenue generation is anticipated, therefore, though in an uncertain amount.

Staff Member Responsible:

Paul Valenti, Director, Office of Human Rights

Partners:

N/A