

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2008	2009	2010	2011	2012
Capital Expenditures	-0-	-0-	-0-	-0-	-0-
Operating Costs	-0-	-0-	-0-	-0-	-0-
External Revenues	-0-	-0-	-0-	-0-	-0-
Program Income (County)	-0-	-0-	-0-	-0-	-0-
In-Kind Match (County)	-0-	-0-	-0-	-0-	-0-

NET FISCAL IMPACT

ADDITIONAL FTE POSITIONS (Cumulative) _____

Is Item Included In Current Budget? Yes _____ No _____

Budget Account No.: Fund _____ Department _____ Unit _____
 Object _____ Reporting Category _____

B. Recommended Sources of Funds/Summary of Fiscal Impact:

C. Departmental Fiscal Review: _____

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

No fiscal impact.

[Signature] 11-13-07
 OFMB
 11/13/2007
 11-13-07

[Signature] 11/13/07
 Contract Dev. and Control

B. Legal Sufficiency:

[Signature] 11/8/07
 Assistant County Attorney

C. Other Department Review:

 Department Director

This summary is not to be used as a basis for payment.

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ORDINANCE NO. 2007 -

AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS OF PALM BEACH COUNTY, FLORIDA, AMENDING ORDINANCE NO. 95-31 AS AMENDED BY ORDINANCE NO. 2002-066 AND ORDINANCE NO. 05-046, AS CODIFIED IN SECTIONS 2-261 THROUGH 2-313 OF THE PALM BEACH COUNTY CODE, RELATING TO EQUAL EMPLOYMENT; PROVIDING FOR ADDITIONAL PROTECTED CLASS; PROVIDING FOR DEFINITIONS; PROVIDING FOR REPEAL OF LAWS IN CONFLICT; PROVIDING FOR SEVERABILITY; PROVIDING FOR INCLUSION IN THE CODE OF LAWS AND ORDINANCES; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Board of County Commissioners of Palm Beach County, Florida enacted Ordinance 95-31, as amended by Ordinance No. 2002-066 and Ordinance No. 2005-046, providing for equal opportunities in employment, and such Ordinance is codified in Sections 2-261 through 2-313 of the Palm Beach County Code; and

WHEREAS, the Board of County Commissioners wishes to add an additional protected class.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF PALM BEACH COUNTY, FLORIDA, that Sections 2-261 through 2-313 of the Palm Beach County Code be amended:

SECTION 1 - PROTECTED CLASSES: Sections 2-261 through 2-313 shall be amended as follows:

Each and every reference to the protected classes "race, color, sex, national origin, religion, age, disability, familial status, marital status and sexual orientation" in Sections 2-261, 2-263 (Definition of Discrimination Classification), 2-273(1)(a-b), 2-287(1), 2-288(1)(a-b), 2-312(a)(1-2), 2-312(b), 2-313(c)(1-2), 2-312(d), 2-312(e), 2-312(f), 2-313(1) shall be amended to read "race, color, sex, national origin, religion, age, disability, familial status, marital status, sexual orientation and gender identity or expression."

SECTION 2: Section 2-263 of the Palm Beach County Code is hereby amended to include the following definition:

Gender Identity or Expression means a gender-related identity, appearance, expression or behavior of an individual, regardless of the individual's assigned sex at birth.

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SECTION 3 - REPEAL OF LAWS IN CONFLICT: All local laws and ordinances applying to the unincorporated area of Palm Beach County, Florida in conflict with any provisions of this ordinance are hereby repealed.

SECTION 4 - SEVERABILITY: If any section, paragraph, sentence, clause, phrase, or word of this ordinance is for any reason held by a court to be unconstitutional, inoperative, or void, such holding shall not affect the remainder of this ordinance.

SECTION 5 - INCLUSION IN THE CODE OF LAWS AND ORDINANCES:
The provisions of this ordinance shall become and be made a part of the Code of Laws and Ordinances of Palm Beach County, Florida. The sections of this ordinance may be renumbered or relettered to accomplish such, and the word "ordinance" may be changed to "section", "article", or other appropriate word.

SECTION 6 - EFFECTIVE DATE: The provisions of this ordinance shall become effective upon filing with the Department of State.

APPROVED and ADOPTED by the Board of County Commissioners of Palm Beach County, Florida, on this the _____ day of _____, 2007.

SHARON R. BOCK,
CLERK & COMPTROLLER
PALM BEACH COUNTY

PALM BEACH COUNTY, FLORIDA, BY ITS
BOARD OF COUNTY COMMISSIONERS

By: _____
Deputy Clerk

By: _____
Addie L. Greene, Chairperson

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

By: 
County Attorney

EFFECTIVE DATE: Filed with the Department of State on the _____ day of _____, 2007.